



University of Central Punjab

Equality, Diversity and Inclusivity (EDI) Policy

Scope

The aim of the policy is to encourage and support the culture of equality, diversity and inclusivity within the campus. It covers the students, staff and faculty members. UCP believes in giving the platform where the nurturing of the students and staff be done without any discrimination base of race, color, ethnicity, religion and gender.

1. Equality

a) Non Discrimination

University promote tolerance towards any discrimination based, this may include race, ethnicity, nationality, gender, sexual orientation, disability, age, religion, marital status, or any other legally protected status.

b) Equal Opportunities

University is committed to provide equal opportunities to all individuals in their educational pursuits, career development, and participation in university activities. It aims to ensure that no one is unfairly disadvantaged or excluded due to their personal characteristics. University shall promote the equality in recruitment of employees in terms of hiring, promotions, training, and other professional opportunities and induction of students.

c) Disability and Accessibility

University is committed to provide specific provisions addressing disability and accessibility, ensuring that the university provides reasonable accommodations and support services, scholarships for students and staff with disabilities.

2. Diversity & Inclusivity

a) University Climate

University shall promote the culture of diversity through the inclusion of people from across Pakistan and international to promote the culture of diversity and harmony among students, staff and faculty. University shall uphold student platforms to address the minority groups without the basis of race, color, gender or ethnic affiliation. Student led platforms be encouraged to organize cultural activities to address the factor of inclusivity.

b) Support Services

University shall address the need for support services and resources that cater to the diverse needs of students. This include academic support, counseling, mentorship programs, and culturally sensitive services.

c) Celebration of Diversity

University shall encourage the organization of events, activities, and cultural celebrations that highlight and promote diversity on campus. This include cultural festivals, guest speakers, seminars, workshops, and awareness campaigns.

d) Curriculum and Learning

University should encourage the development of a diverse and inclusive curriculum that reflects various perspectives and cultures. It promotes the integration of diverse voices and experiences into the teaching and learning process.

e) Inclusive Campus Facilities

University shall create inclusive and safe campus facilities, including neutral common rooms, rest rooms, cafeterias, classrooms, laboratories, libraries, administrative offices, and recreational areas, are accessible to individuals with disabilities. This may involve providing ramps, elevators, wide doorways, accessible parking spaces, and other accommodations.

f) Reporting Mechanisms and Grievance Procedures

University code of conduct, anti- harassment / discrimination policy clears and accessible reporting mechanisms for incidents of discrimination or exclusion. It outlines the steps the university will take to address, resolve and actions against such incidents.