



Registrar Office

The Superior College Lahore

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Notification

It is hereby notified that the Competent Authority has approved the Policy of Non-discrimination against Women of the Institute with immediate effect.

Khawaja Hisham ul Hassan

Registrar

The Superior College Lahore

Copy for information and necessary action to:

- Rector Secretariat
- Pro-Rectors
- All the Deans
- All the Chairman's of the Departments
- Controller of Examinations
- Director, Quality Enhancement Cell
- Registrar File



Policy of Non-Discrimination against Women

(THE SUPERIOR COLLEGE, LAHORE)

POLICY OF NON-DISCRIMINATION AGAINST WOMEN

The Superior University Lahore is committed to promoting gender equity and avoiding all forms of discrimination based on race, gender, sexual orientation, difference of ability, age, class, caste, or religious or ethnic affiliation in all of its activities. Gender is to be understood in an intersectional manner throughout this policy.

Goal

This policy is intended to govern the decisions and actions of the University's staff, directors, members, other employees, committee members, scholars and other beneficiaries.

Strategies

The focus for the Gender Equality Strategy will be on the following six strategic areas:

1. Prevent and combat gender stereotypes and sexism
2. Prevent and combat violence against women and domestic violence
3. Ensure the equal access of women to justice
4. Achieve a balanced participation of women and men in political and public decision-making
5. Protect the rights of migrant, refugee and asylum-seeking women and girls
6. Achieve gender mainstreaming in all policies and measures

Objectives

- To avoid and prevent the presence in any of the university's activities, programmes and decisions, of any form of discrimination or inequity based on gender, sexual orientation, difference of ability, age, race, ethnicity, class or religious affiliation.
- To promote the equal participation of women and men in all the activities of the university as decision-makers in shaping the sustainable development of their societies;
- To support the full realization of the human rights of all those involved in or affected by the activities of the university; and
- To engage, when appropriate, in programmes and initiatives to reduce gender inequities in access to and control over the resources of the university and the benefits of its activities.
- To show the public face of the Institute in a way that reflects the previous four objectives.

Principles

- Discrimination or inequity based on gender, sexual orientation, difference of ability, age, race, ethnicity, class, caste, or religious affiliation is never acceptable within any of the activities, policies, and initiatives of the university;
- The promotion of gender equity is an integral part of all educational Institute policies, programmes and projects;
- Achieving gender equity requires the recognition that every policy, Programme and project may affect individuals and communities differently; and,
- Achieving gender equity often requires specific measures designed to eliminate gender inequities.
- Sexual or gender-based violence or harassment of any kind will not be tolerated.

Implementation

- Gender equity will be implemented explicitly in all decisions concerning the university's programmes, awards, and other initiatives, as well as in the construction of all committees and panels;
- Training in gender equity and non-discrimination will be made available to all staff and volunteers of the university.
- Any complaint of discrimination based on gender, age, race, ethnicity, class, caste, or religious affiliation should be addressed to the President or Vice-President/President Elect. If there is a compelling reason why the complaint cannot be addressed to either of those persons, then the complaint should be addressed to any other member of the Executive Committee, or to the most senior administrator. Any ensuing procedures, as well as consequences, actions, or penalties, are the responsibility of the Executive Committee.
- Language use will be gender-neutral and respectful, both in word choice and in discourse interaction.
- The President will comment in his/her Annual Report on the state of gender equity in the Institute, reporting on successes and where appropriate on shortcomings and plans to address those shortcomings. The President will also constitute an ad hoc committee to review, and if necessary, recommend any updates to, this Gender Equity and Anti-Discrimination Policy at least every 3 years.

Policy Guidelines

Policy recommendations on ways to accelerate progress for those at risk of being left behind:

The framework of the obligations is constructed on three main principles:

1. The obligation to respect (equality in laws and policies);
2. The obligation to protect (non-discrimination– direct and indirect)
3. The obligation fulfils (to uphold equality and eliminate gender discrimination in the entire sphere of the social and economic life).

On these three principles rests the ‘prism’ of women’s human rights that provide the lens through which all sites of gender discrimination must be investigated and corrected. From this perspective, the achievement of substantive equality requires action in three interrelated areas:

1. Addressing stereotyping, stigma and violence;
2. Redressing women’s socioeconomic disadvantage;
3. Strengthening women’s agency, voice and participation.

Coordinated public action across all three of these dimensions has the potential to trigger lasting transformations in structures and institutions that constrain women’s enjoyment of their rights. Substantive equality requires fundamental transformation of economic and social institutions, including the beliefs, norms and attitudes that shape them, at every level of society, from households to labor markets and from communities to local, national and global governance institutions.

Progress towards substantive gender equality should be measured against how inclusive it is of the rights of poor and marginalized women and girls. To support substantive equality, legal, economic and social policies need to work in close cooperation. Well-designed social policies can enhance macroeconomic growth and post-crisis recovery through redistributive measures that increase employment, productivity and aggregate demand and implement the principle of “ensuring that no one is left behind”.