



**SUPERIOR UNIVERSITY**  
**OFFICE OF THE REGISTRAR**  
17-KM Raiwind Road, Lahore (Pakistan)

Dated: 22<sup>nd</sup> December 2021

**Notification**

**No. SU/REG/2021/P-30.** It is hereby notified that the Competent Authority has approved the revised Policy for Non-Discrimination against Women of the University with immediate effect.

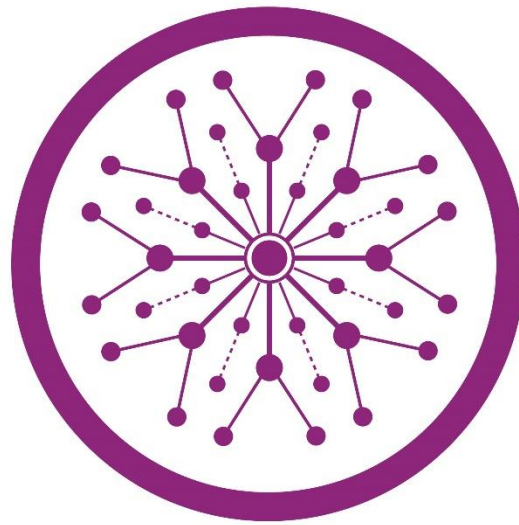
**REGISTRAR**

**No. and Date even**

Copy is forwarded for information and necessary action to:

1. Pro-Rector
2. All Deans of Faculties
3. All Heads of the Departments
4. Director ORIC
5. Director, QEC
6. Controller of Examinations
7. All Deputy Registrars
8. Accounts Office
9. PS to Rector
10. Notification File

Deputy Registrar  
(Academics)



**SUPERIOR UNIVERSITY**

**POLICY FOR NON-DISCRIMINATION  
AGAINST WOMEN**

(VERSION 1.1)

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## Preamble:

The Policy of Non-Discrimination Against Women outlines Superior University Lahore's commitment to promoting gender equity and eradicating all forms of discrimination. It emphasizes an intersectional approach to gender and sets forth strategic areas to achieve gender equality.

## Scope of Policy:

This policy applies within and outside the university, governing all activities related to gender equality and non-discrimination.

## Definitions:

- **"University"** refers to the Superior University, Lahore, established under the Superior University, Lahore Act, 2004.
- **"President"** signifies the President of the Superior University.
- **"Vice-President/President Elect"** denotes the Vice-President or President-Elect of the Superior University.
- The **"Executive Committee"** represents the governing body responsible for addressing complaints and implementing necessary procedures.

## Applicability:

This policy comes into effect immediately upon notification by the President of the University.

## Policy Objectives:

The Policy of Non-Discrimination Against Women aims to:

- Prevent and combat gender stereotypes and sexism.
- Prevent and combat violence against women and domestic violence.
- Ensure equal access to justice for women.
- Achieve balanced participation of women and men in decision-making.
- Protect the rights of migrant, refugee, and asylum-seeking women and girls.
- Achieve gender mainstreaming in all policies and measures.

## Policy Statement:

The University is dedicated to promoting gender equity and eliminating discrimination in all its activities. It condemns discrimination based on various factors, including gender, sexual orientation, age, race, ethnicity, and religious affiliation. The policy emphasizes the importance of inclusive policies, programs, and projects.

## Principles:

- Discrimination based on various factors is never acceptable within the activities, policies, and initiatives of the university.
- Gender equity is an integral part of all educational institute policies, programs, and projects.

- Recognition that policies may affect individuals and communities differently, requiring specific measures to eliminate gender inequities.

## Implementation

- Gender equity will be explicitly integrated into all decisions related to the university's programs and initiatives.
- Training in gender equity and non-discrimination will be provided to all staff and volunteers.
- Complaints of discrimination should be addressed to the designated authorities, with ensuing procedures under the responsibility of the Executive Committee.

## Policy Guidelines:

The policy provides a framework for addressing gender discrimination through three main principles: respect, protection, and fulfillment of equality. It emphasizes the need for coordinated public action to transform societal structures and institutions. To achieve substantive equality, action is required in areas like addressing stereotypes and violence, redressing socioeconomic disadvantage, and strengthening women's agency and participation.