

POLICY ON NON-DISCRIMINATION AND EQUITY FOR WOMEN

PURPOSE

The University is committed to fostering a safe, respectful, and equitable environment where women can thrive without barriers. We ensure full equality in academic, professional, and campus life for all female students, faculty, and staff.

POLICY STATEMENT

The University strictly prohibits discrimination against women on the basis of sex, gender, pregnancy, marital status, or familial responsibilities. Women are guaranteed equal opportunities and fair treatment in:

- **Admissions** and academic advancement
- **Employment**, recruitment, and equal pay for equal work
- **Leadership**, committee representation, and research opportunities
- **Participation** in university-sponsored activities, athletics, and programs

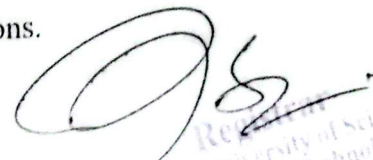
PREVENTION OF HARASSMENT

The University maintains zero tolerance for sexual harassment, gender-based bullying, intimidation, or discriminatory treatment. Anyone experiencing or witnessing such behavior may file a report through the University's established grievance mechanisms. All complaints will be investigated promptly, fairly, and with strict confidentiality.

IMPLEMENTATION

Designated University offices are responsible for enforcing this policy, promoting gender equity initiatives, and taking immediate corrective action against violations.

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Registrar
Sardar University of Science
& Information Technology
Peshawar

Approved in 25th Meeting of the Board of Governors, held on 5th August, 2023