



# **THE UNIVERSITY OF AZAD JAMMU AND KASHMIR**

Administration Block, Chellah Campus, Muzaffarabad-13100, AJK, Pakistan

Website: [www.ajku.edu.pk](http://www.ajku.edu.pk)

No 1650/RAA/2024

dated: 10/06/24

## **FAIR TREATMENT POLICY**

### **Introduction**

The University of Azad Jammu and Kashmir (UAJK) is committed to fostering an inclusive, respectful, and equitable environment for all members of its academic and administrative community. This policy affirms the university's dedication to fairness in all institutional practices, ensuring that no individual is subject to discrimination, bias, or unjust treatment. It aligns with Sustainable Development Goal 10: Reduced Inequalities and reflects UAJK's core values of integrity, respect, and excellence.

### **Scope**

This policy applies to:

- All students (undergraduate, graduate, postgraduate)
- Faculty, administrative, and support staff
- Visitors, contractors, and affiliated personnel

It governs conduct and decision-making across academic, workplace, and service domains, including admissions, grading, hiring, promotions, disciplinary actions, and access to university resources.

### **Policy Commitments**

UAJK pledges to uphold the following principles:

- **Fairness** in academic evaluation, employment decisions, and service delivery
- **Non-discrimination** based on gender, ethnicity, religion, disability, socioeconomic status, or political affiliation
- **Respect** for individual dignity, diverse perspectives, and cultural backgrounds
- **Equal opportunity** in access to education, employment, leadership roles, and institutional benefits
- **Transparency** in decision-making processes and institutional policies

### **Implementation Measures**

To ensure effective enforcement of this policy, UAJK will:

- Conduct regular training sessions on diversity, equity, and inclusion for staff and students



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- Establish grievance mechanisms for reporting unfair treatment or discrimination
- Monitor adherence through periodic reviews and stakeholder feedback
- Hold individuals accountable for violations through disciplinary procedures
- Promote awareness through campus-wide campaigns and orientation programs

## **Compliance & Reporting**

All university members are encouraged to report violations of this policy in good faith and without fear of retaliation. Reports may be submitted to:

- Registrar's Office
- Human Resource Department
- Ethics & Compliance Committee

Complaints will be investigated promptly, and appropriate corrective actions will be taken. Anonymous reports may be considered if sufficient detail is provided.

**Registrar**

**University of Azad Jammu and Kashmir**