



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

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

**Website: www.ajku.edu.pk**

**No** 1902/RJA/24

**dated:** 23/08/2024

## **EQUITY POLICY**

### **Introduction**

The University of Azad Jammu and Kashmir (UAJK) is committed to fostering a culture of fairness, justice, and equal opportunity for all stakeholders. This Equity Policy affirms the university's dedication to eliminating discrimination and promoting inclusive practices across academic, administrative, and social domains. It reflects UAJK's values of respect, diversity, and institutional integrity.

### **Scope**

This policy applies to all individuals and entities associated with UAJK, including:

- Applicants, students, graduates, alumni
- Faculty, officers, staff, and management
- Contractors, vendors, visitors, and affiliated personnel
- Any stakeholder influenced by or interacting with the university within or beyond campus boundaries

### **Policy Commitments**

UAJK pledges to uphold equity in all institutional processes, including:

- Admissions, scholarships, and academic evaluations
- Recruitment, hiring, promotions, and employment practices
- Teaching, learning, and assessment activities
- Research, internships, and collaborative projects
- Procurement, contracting, and service delivery
- Counseling, advising, and student support services
- Curricular and extracurricular programming
- Quality assurance and institutional governance

The university shall ensure that no individual is disadvantaged based on:

- Age
- Disability
- Gender or sex
- Race or ethnicity
- Religion or belief
- Socioeconomic background
- Political affiliation or personal identity

### **4. Implementation Measures**

To operationalize this policy, UAJK will:



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- Conduct regular training on equity, diversity, and inclusion
- Establish transparent procedures for academic and administrative decisions
- Monitor institutional practices to identify and address disparities
- Promote inclusive representation in decision-making bodies
- Encourage feedback and continuous improvement through stakeholder engagement

## **5. Reporting & Grievance Redressal**

Any member of the university community may report suspected violations of this policy to the Registrar's Office, Human Resource Department, or Ethics & Compliance Committee. Reports will be handled confidentially and investigated promptly.

**Registrar**

**University of Azad Jammu and Kashmir**