

DUET Policy on Gender Equity, Non-Discrimination, and Inclusive Participation



**Dawood University of Engineering &
Technology, Karachi**



Policy Overview

The *Gender Equity, Non-Discrimination, and Inclusive Participation Policy* at Dawood University of Engineering and Technology (DUET) promotes equitable access, support, and inclusivity for female students, faculty, and staff. This comprehensive policy covers women's access and participation in admissions, non-discrimination protections, and family-supportive provisions, ensuring DUET's commitment to fostering a fair, inclusive, and supportive academic environment for all genders.

1. **Encouraging Women's Access, Applications, and Participation:** DUET shall actively increase female representation through targeted outreach, workshops, informational sessions, and collaboration with schools. Mentorship programs support female students from application through their academic journey, and scholarships specifically for women, especially in underrepresented fields.
2. **Non-Discrimination and Equal Opportunity:** Through this policy DUET ensures equal treatment in admissions, academic access, and employment. Admissions processes are reviewed to avoid bias, and inclusivity training is provided across the university.
3. **Family Support Provisions:** The policy includes maternity and paternity leave, academic flexibility for students with family responsibilities, and plans for on-campus childcare.
4. **Protection for Reporting Discrimination:** Confidential reporting mechanisms, anti-retaliation measures, and support resources like counselling and legal support create a safe environment for addressing discrimination.
5. **Monitoring and Evaluation:** A dedicated committee oversees the policy's effectiveness, using metrics such as female enrolment rates to ensure continuous improvement in promoting gender equity and inclusivity.

1. Encouraging Women's Access, Applications, and Participation

DUET is committed to increasing female representation across all programs, particularly in fields where women are underrepresented. To support this, DUET:

- **Outreach and Awareness Initiatives:** Target female applicants by conducting workshops, informational sessions, and collaborative programs with schools and community organizations. These initiatives must be tailored to address potential concerns and encourage female applications in all fields of study.
- **Application Assistance and Mentorship:** Through this policy the admission office shall guide on admissions procedures, financial aid, and academic choices for female applicants. A mentorship program connects prospective and enrolled female students with mentors from the DUET community (current students, alumni and faculty) who provide support throughout their educational journey.
- **Scholarships and Financial Aid:** Financial Assistance Department (FAD) at DUET shall ensure scholarships and funding specifically for women, particularly for those pursuing

fields with low female representation. This should focus on to help alleviate financial barriers and promotes academic diversity within DUET.

2. Non-Discrimination and Equal Opportunity

DUET adheres to a strict non-discrimination policy, ensuring equal treatment and opportunity for all genders across admissions, academic participation, and employment. The Directorate of Student Affairs shall ensure all measures that include:

- **Bias-Free Admissions Process:** Admissions criteria must be regularly reviewed to ensure they do not disadvantage female applicants or applicants from other underrepresented groups.
- **Equal Access to University Resources:** All students and staff have access to the same academic, financial, and extracurricular resources, ensuring no gender-based disparities in opportunities or support.
- **Mandatory Inclusivity Training:** The CPD office of DUET must conduct sensitivity and inclusivity training for faculty, staff, and students to foster a welcoming and supportive environment, promoting awareness and respect across all interactions.

3. Family Support Provisions: Maternity and Paternity Accommodations

DUET recognizes that family responsibilities can impact women's educational and career progression, so it provides supportive policies for both maternity and paternity needs, fostering shared caregiving responsibilities. Key measures include:

- **Maternity and Paternity Leave for Staff:** DUET provides paid maternity and paternity leaves to faculty and staff members in line with national employment laws. These provisions allow both parents the time needed to support family responsibilities without compromising their academic or professional obligations.
- **Academic Flexibility for Students:** The Concerned Deans shall provide flexible academic schedules to pregnant students, including deadline adjustments, deferred study options, and part-time study accommodations.
- **On-Campus Childcare Services:** DUET has established a free childcare service available to students, faculty, and staff, promoting continued participation without undue family-related interruptions.

4. Protection for Reporting Discrimination and Non-Retaliation Safeguards

DUET is dedicated to maintaining a safe and respectful environment where discrimination can be reported without fear of retaliation or disadvantage. Protections and procedures include:

- **Confidential Reporting Mechanisms:** Individuals reporting discrimination are assured confidentiality, with anonymous reporting options available and a designated committee made under the policy on "Anti-Harassment Policy" for management of complaints.

- **Anti-Retaliation Measures:** DUET prohibits any form of retaliation against individuals who report discrimination or participate in investigations. The policy includes safeguards to protect the educational or employment status of individuals involved in reporting.
- **Support Resources:** Counselling and mental health resources must be provided through Students Well Being Officer to those affected by discrimination, fostering a supportive framework to address and resolve incidents.

Monitoring, Evaluation, and Improvement

Regular feedback from students, faculty, and staff can ensure the policy remains responsive to evolving needs and is adjusted to continue promoting a culture of inclusivity, support, and fairness.

