LAHORE GARRISON UNIVERSITY

Main Campus, Sector-C Phase-VI, DHA Lahore
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Notification No. 408-24 Dated: 2 Dec 2024

NOTIFICATION
POLICY ON DIVERSITY, EQUITY AND INCLUSION
LAHORE GARRISON UNIVERSITY

1. The Competent Authority has approved Policy on Diversity, Equity and Inclusion for Implementation.

2. For compliance, please.

Brig
Registrar
[Adnan Ahmed Khan, SI(M), (Retd)]

To: All Deans, Directors, Chairpersons, CoE, Treasurer, Exam Branch, Manager Admissions and Marketing

CC: PSO to VC

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POLICY ON DIVERSITY, EQUITY AND INCLUSION

1. **General**. Lahore Garrison University (LGU) is dedicated to promoting equality of opportunity, valuing diversity, and fostering an inclusive environment for its community. These principles are integral to LGU's strategic objectives and vision, ensuring that all students, faculty, and staff are selected, educated, and supported based on their merits, skills, and potential, regardless of gender, marital status, disability, religion or belief, age, socio-economic background, family circumstances, or any other irrelevant distinction.

2. **Aim**. The **LGU Diversity, Equity and Inclusion Policy** aims to eliminate discriminatory practices and promote a culture where every member of the university can contribute to their fullest potential. This policy is integrated into all university functions and activities, establishing Diversity, Equity and Inclusion as core institutional principles. The Vice Chancellor, supported by the Academic Council, will oversee the implementation, monitoring, and development of this policy. However, its success relies on the commitment of all LGU community members to fully observe and comply with its provisions.

3. **Introduction**. The **LGU Diversity, Equity and Inclusion Policy** aligns with both international and national standards, including the UN Declaration of Human Rights and Pakistan Vision 2025. It is designed to promote equality and fairness for all members of the university and applies to all staff, students, and visitors. This policy encourages non-discriminatory behavior and supports institutional practices that uphold equality and fair treatment. LGU values the diversity of its community as a source of strength and innovation.

4. **Objective**. The objectives of the **LGU Diversity, Equity and Inclusion Policy** are to:-

   a. Create a fair and supportive environment where diversity is valued.
   b. Foster a university culture that respects individual differences and promotes positive relationships among all members.
   c. Ensure that LGU's operations, policies, and activities reflect a strong commitment to diversity, equity and inclusion.
   d. Encourage continuous improvement in equity practices to maintain a progressive and inclusive community.

5. **Scope**. This policy applies to:-

a. All LGU staff, faculty, and students.
b. All individuals involved in university operations, including contractors, visitors, and external partners.
c. All aspects of university life, including admissions, recruitment, teaching, research, community engagement, and extracurricular activities.

6. **Policy Statement**. LGU is committed to:-

a. Treating all prospective and current staff and students equitably, without discrimination based on gender, marital status, disability, ethnicity, religion, socio-economic background, or any other irrelevant distinction.
b. Creating an inclusive, supportive environment that recognizes and values diversity and fosters positive relationships among different groups.
c. Promoting a shared understanding and commitment to equality and diversity throughout the institution.

7. **Commitment to Mainstreaming Equality and Diversity**. LGU strives to embed equality and diversity across all key functions to ensure accessibility. This includes:-

a. Governance and management.
b. Student admissions and access.
c. Achievement and assessment.
d. Guidance and support for students.
e. Teaching and learning.
f. Curriculum and research.
g. Staff recruitment, training, and development.
h. Community partnerships and external links.
i. Procurement and facilities management.
j. Marketing, public relations, and communications.

8. **Responsibilities**

a. **Board of Governors.** The Board of Governors holds the ultimate authority for incorporating equality and diversity into LGU's strategic planning.
b. **Vice Chancellor.** The Vice Chancellor provides leadership on equality and diversity, ensures policy implementation, maintains staff accountability, and addresses discriminatory behavior among staff or students.
c. **Deans and Department Heads**. Deans and department heads are responsible for mainstreaming the policy within their areas, ensuring staff awareness and supporting implementation. They also collaborate with external communities to combat discrimination.
d. **All Staff and Students**. Every member of the LGU community is responsible for promoting equality and diversity. Any discriminatory actions will be subject to disciplinary procedures.

9. **Implementation Strategy**

a. **Monitoring and Analysis**. LGU will monitor staff recruitment and student admissions, analyzing diversity data on gender, ethnicity, disability, religion, and age to identify and address any disparities.

b. **Addressing Disparities.** When disparities are identified in admissions, achievements, or staff recruitment, LGU will take appropriate action to improve representation.

c. **Policy Impact Assessments.** All policies and procedures will undergo regular impact assessments to ensure they promote equality for all groups.

d. **Religious Accommodations.** LGU will make reasonable accommodations for religious practices wherever feasible.

e. **Support for Disabilities**. Applications from individuals with disabilities will be assessed equitably, and reasonable adjustments will be made to facilitate their participation in all aspects of university life.

f. **Flexible Work Arrangements.** Where practical, flexible and part-time working arrangements will be considered to support staff work-life balance.

g. **Training and Education**. Staff will receive training on equality and diversity practices to foster a culture of awareness and responsibility.

h. **Community Engagement.** LGU will involve the university community and external stakeholders in policy development, ensuring broad representation and feedback.

i. **Policy Against Discrimination.** LGU will establish a clear policy against discrimination, harassment, and bullying, ensuring swift and fair action in any reported cases to maintain a safe and respectful environment.

j. **Implementation Strategy**. The effective implementation of the Equality and Diversity Policy will be supported by:-

(1) Clear objectives.
(2) Specific actions to achieve these objectives.
(3) Designated senior management responsibility.
(4) Defined timelines for achieving goals.
(5) Continuous review methods for assessing objectives, outcomes, and the policy itself.

10. **Publishing, Monitoring, and Review**. This policy will be shared with new employees during induction, made accessible on LGU's website, and available in alternative formats upon request. LGU will conduct annual reviews and make recommendations for improvements as needed. LGU is committed to creating a university environment where equality, diversity, and inclusivity are embedded in all aspects of university life. This policy represents our dedication to these values, and we look forward to the active participation of every member of the LGU community.