

INTERNATIONAL ISLAMIC UNIVERSITY, ISLAMABAD
DIRECTORATE OF HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT
(OFFICE OF HUMAN RESOURCE MANAGEMENT-IV)

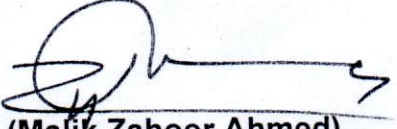
No. HRM-IV-(254)/90-IIU- 6.19

September 17, 2022.

CIRCULAR

Attached letter No.10-1/Coord/HEC/2022/630 dated 07.07.2022 issued by the Higher Education Commission, Islamabad (which is self explanatory) is circulated in the University and its constitutional units for information and strict adherence to the instructions/guidelines contained in it.

2. This issues with the approval of Vice President (A&F), IIU.


(Malik Zahoor Ahmed)
Deputy Director (HRM)

DISTRIBUTION:

- 1) All Vice Presidents
- 2) All Deans of Faculties
- 3) All Director General/Executive Directors of Constituents Units
- 4) All Directors
- 5) Chief Librarian
- 6) Chief Medical Officer
- 7) Incharge, Finance
- 8) Principal, ICT&S
- 9) Chief Security Officer
- 10) All Sectional Heads of IIU and Constituent Units
- 11) Assistant Director (HRMIS)
- ✓ 12) Webmaster
- 13) Relevant File
- 14) Master File

Copy to:

- iii) SPS to President
- iv) PS to Vice President (A&F)



HIGHER EDUCATION COMMISSION

H-9, ISLAMABAD, PAKISTAN, Website: <http://www.hec.gov.pk>

No. 10-1/Coord/HEC/2022/630
July 7, 2022

Chairperson

Subject: Unethical activities

Respected Vice Chancellors/Rectors

السلام عليكم ورحمة الله وبركاته

Higher Education Institutions (HEIs) are leaders in promoting societal development. They are responsible for ensuring respectful, safe, secure, productive, and conducive academic and research environment, for students, faculty, and staff. Recent news and media reports have highlighted unethical activities, including harassment, misconduct, and unprofessional attitude.

2. Higher Education Commission strongly condemns unbecoming behavior on and off campus by University faculty and students that affects an individual's educational, work, or living environment. HEC underscores the importance of providing an educational environment free from all kind of harassment that can diminish educational and development opportunities for students.

3. Foregoing in view, all HEIs are encouraged to assess and devise action plans appropriate to the dynamics of each HEI, and to implement and monitor performance measures, to promote safe and congenial learning environment and safeguard interests of the students, faculty, and staff alike, irrespective of their gender, qualification, social status, position, etc.

4. A few of the recommended measures are as follows:

- Strict adherence and implementation of HEC's policy on protection against sexual harassment in HEIs in letter and spirit: <https://www.hec.gov.pk/english/services/Documents/SEXUALHARASSMENT-POLICY.pdf>
- Strict adherence to section 5 "Complaints & Reporting" and section 8 "Investigation & Adjudication" of HEC's policy on protection against sexual harassment in HEI's
- Formulate internal policies that further strengthen or expand the protection available under the HEC's policy on sexual harassment.
- Take firm disciplinary action against the individuals involved in unethical practices.
- Properly scrutinize the faculty/staff members, prior to final selection to prevent re-employment of such individuals
- Create awareness and promote a culture of trust and confidence, so that every single case is reported timely and dealt appropriately

5. HEC looks forward to your kind and extended support for the betterment of the Universities, advancement of Higher Education and Research & development in a peaceful, secure, conducive, and protected environment.

With best regards,

Yours sincerely,

(Signature)

(Dr. Shaista Sohail)

Distribution:

- To All Vice Chancellors/Rectors

