



MALIR UNIVERSITY OF SCIENCE & TECHNOLOGY

POLICY FOR PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE

Policy for Protection from Sexual Exploitation and Abuse.

Objectives:

The objectives of the policy are to disseminate this policy amongst the Academic, Administrative and Supportive Staff working under Malir University of Science & Technology, that the Trust has **ZERO TOLERANCE** for sexual exploitation and abuse (sexual harassment) for all employees and related personnel and ensure that roles, responsibilities and expected standards of the conduct in relation to sexual harassment are known within Malir University of Science & Technology. To create and maintain safe environment, free from sexual harassment by taking appropriate measures for this purpose, internally and in the communities where Malir University of Science & Technology operates, through robust prevention and response work.

Policy Statement:

Sexual Exploitation and Abuse violates universally recognized international legal norms and standards and are unacceptable behaviors and prohibited conduct for all humanitarian workers, including Malir University of Science & Technology employees and related personnel.

Malir University of Science & Technology has a policy of zero tolerance towards sexual harassment. All Malir University of Science & Technology Employees and related personnel are expected to uphold the highest standards of personal and professional conduct and all times, and to provide humanitarian assistance and services in manner that respects and fosters the rights of beneficiaries and other vulnerable members of the local communities.

Scope of application:

This policy set out Malir University of Science & Technology approach to prevent and respond to sexual harassment. The policy applies to all employees and related personnel, both on -and off-duty.

Definition:

For the purposes of the present Policy, the term “sexual exploitation” means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. Similarly, the term “sexual abuse” means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Commitment to sexual harassment:

Malir University of Science & Technology, will make every effort to create and maintain a safe environment, free from sexual harassment, and shall take appropriate measures for this purpose in the communities where it operates, through a robust sexual harassment framework, including prevention and response measures.

This sexual harassment framework, affirms Malir University of Science & Technology commitment to the UN Secretary General’s Bulletin on Special Measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13) and to achieving full, ongoing implementation of the IASC Six Core Principles relating to sexual harassment.

Six Core Principles:

1. “Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defense.
3. Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited. This includes exchange of assistance that is due to beneficiaries.
4. Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work.

5. Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms.
6. Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment

Sexual Harassment framework:

Prevention:

Vetting: Malir University of Science & Technology systematically vets all prospective job candidates in accordance with established screening procedures.

Training: Malir University of Science & Technology holds mandatory induction and refresher trainings¹ for all employees and related personnel on the Organization's sexual harassment policy and procedures.

Response:

Reporting: Malir University of Science & Technology has safe, confidential and accessible mechanisms and procedures for personnel, beneficiaries and communities, including children, to report sexual harassment allegations that and ensures that beneficiaries are aware of these.

Investigation: Malir University of Science & Technology has a process for investigation of sexual harassment allegations in place and shall properly and without delay conduct an investigation of sexual harassment by its employees or related personnel or refer to the proper investigative body if the perpetrator is affiliated with another entity.

Referral to National Authorities: If, after proper investigation, there is evidence to support allegations of sexual harassment, these cases may be referred to national authorities for criminal prosecution.

Victim assistance: Malir University of Science & Technology has a system to promptly refer sexual harassment survivors to available services, based on their needs and consent.

Cooperative arrangements:

All Malir University of Science & Technology contracts and partnership agreements include a standard clause requiring contractors, suppliers, consultants and sub-partners to commit to a zero-tolerance policy on sexual harassment and to take measures to prevent and respond to sexual harassment.

The failure of those entities or individuals to take preventive measures against sexual harassment, to investigate allegations thereof, or to take corrective action when sexual harassment has occurred, shall constitute grounds for termination of any cooperative arrangement.

President
Malir University of Science & Technology