



Policies & Procedures Manual Sir Syed University of Engineering & Technology

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Policy Statement

It is the policy of SSUET to establish a quality management system that meets the quality standards expected by its stakeholders. To achieve this, SSUET management is committed to continuous improvement in all areas of activities.

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POLICY FOR GENDER EQUALITY

1. Preamble

SSUET is committed to achieving equal opportunity and diversity in education and employment. SSUET also aims to engage fairly and equitably with all students and staff members of University, regardless of their gender, transgender identity, ethnic origin, religion or other belief, disability, or age, in a positive, respectful and constructive manner. SSUET is listed in the International Times Higher Education (THE) Impact Ranking 2021 which reflects implementation of SDGs specified by UNO. This policy reflects SSUET commitment to 'Gender Equality' SDG # 05.

2. Introduction

Discrimination of all kinds particularly gender biasness is prohibited at SSUET. This is already documented in “**University Code**” of Sir Syed University of Engineering & Technology, Clause No.4. The university code states that “The university shall be open to all persons of either sex of whatever religion, race, creed, colour or domicile who are academically qualified for admission to the courses of study offered by the University and no such person shall be denied the privilege on the ground only of sex, religion, creed, race, class, colour, or domicile.”. However, no formally approved policy existed up to now to provide procedure for practicing gender equality. This policy document, approved by statutory bodies, ensures that no gender bias is practiced at SSUET.

3. Focus Areas

In order to achieve the goals concerning gender equality, equal opportunities and diversity, the following areas are highlighted in particular:

i. Admissions

Student intake eligibility criteria is free from all kinds of discriminations specifically on the basis of gender biasness. In this regard, SSUET has an approved Admission Policy. The existing Admission Policy does not discriminate admission on the basis of gender.

ii. Employment Rules

Assessments based on skills and experience shall form the basis for recruitment and promotion and entail strategic human resources planning with active gender equality targets. Recruitment and Promotion Policy & Procedure is approved by statutory bodies. The policy does not discriminate on the basis of gender.

iii. Equal opportunities in all areas

Equal opportunities mean that everyone is treated with respect and consideration and has the opportunity to develop from the starting point of his or her personal circumstances. This policy requires that equal opportunity is practiced by all faculty members and staff in all areas of activities.

iv. Reporting Violations

Gender bias is a breach of basic rules of SSUET and non-compliance by any person will result in initiating disciplinary action against that individual. The cases related to sexual harassment are dealt under a separate policy called as “**Policy against Sexual Harassment**”.