

## **Lahore School of Economics**

### **Anti- Harassment Policy**

Lahore School of Economics condemns all acts of harassment; any unwanted acts/s which have the purpose or effect of either violating anyone's dignity or creating an intimidating, degrading or humiliating environment for another person.

- All students, faculty, professional staff, support staff, daily and labor wage workers have the right to report any kind of personal, racial, sexual or discriminatory harassment at Lahore School of Economics.
- The Lahore School is open to register complaints about any form of bullying also which result due to malicious or insulting behaviors, misuse of power or offensive acts.

#### **Student Harassment Cases:**

- Lahore School of Economics has designated Manager, Corporate Social Responsibility (CSR) as Focal Person(#1) to address individual student harassment cases that require attention.
- Students are to make contact with the Focal Person (#1) to report the subject.
- The Focal Person's (#1) prime responsibility is to listen to what has happened, to provide help and investigate promptly and tactfully, in a way which meets the needs and merits of each situation.
- Confidentiality of the complaint is of prime importance.

#### **Faculty/Staff Harassment Cases:**

- The Lahore School of Economics has designated the Manager Alumni Affairs as Focal Person (#2) for individual faculty and staff for harassment cases that require attention.
- Faculty and staff feeling subject to harassment are to make contact with the Focal Person (#2) to report the subject.
- The Focal Person (#2) prime responsibility is to listen to what has happened, to provide help and support and investigate promptly and tactfully, in a way which meets the needs and merits of each situation.
- Confidentiality of the complaint is of prime importance.

#### **Inquiry Committee**

There shall be a Inquiry Committee comprising i) Dean Faculty of Business Administration (Chair), ii) Chief Financial Officer and iii) Registrar which will review all matters referred to it by the Focal Persons (#1 and #2).

The Inquiry Committee will :

- a) call both parties to complaint,
- b) establish facts
- c) determine the guilt
- e) make proposal for the appropriate action against the guilty party to the Rector.

The Rector has the discretion to accept or modify or reject the recommendation of the Inquiry Committee except in the case of sexual harassment cases where an appeal from the Inquiry Committee's decision will lie with an Appellate Body to be constituted by the Rector.

The Inquiry Committee will communicate its decision to both the parties, and the Focal Person # 1 (in the case of student harassment cases) and the Focal Person # 2 (in case of Faculty/ Staff harassment cases). The Registrar of the Lahore School of Economics will keep the record of the same. Confidentiality of the complaint is of prime importance.

Higher Education Commission Policy on Protection against Harassment in Higher Education Institutions (Revised 2025)

The Lahore School of Economics at its 296<sup>th</sup> Meeting of the Deans, Heads of Departments, Directors of Institutes/Centres Committee adopted the HEC Policy on Protection against Harassment in Higher Education Institutions (Revised 2025) on October 17, 2025 and the policies and procedures laid out in the Policy will be applicable to all such cases.