The University of Modern Sciences

Policy on Inclusivity and Equal Access

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1. Purpose

The University of Modern Sciences (TUMS) is committed to providing an inclusive, respectful and equitable environment in which all members of the University community can participate in academic, professional, social and extracurricular activities. This Policy establishes the University's general principles and institutional arrangements for promoting inclusivity and equal access, and for preventing discrimination on the grounds of ethnicity, religion, disability, immigration status, gender or other personal status protected by applicable law.

2. Scope

This Policy applies to all students, applicants, faculty, employees, visitors and other persons participating in University activities. It covers admission and enrolment, teaching and learning, research, student support, employment, campus facilities, University services, events and extracurricular activities.

3. Policy Principles and Commitments

TUMS shall give effect to the following principles:

- Equal opportunity: provide fair access to academic programmes, learning resources, research opportunities, services and University activities.
- Non-discrimination: prohibit unfair treatment, exclusion, harassment or retaliation on grounds covered by this Policy and applicable law.
- Respect and dignity: promote a culture in which differences are treated respectfully and all members of the University community are valued.
- Accessibility and reasonable support: take appropriate steps to improve access to facilities, information, services and activities, and provide support in accordance with applicable University policies and HEC requirements.
- Participation: encourage inclusive participation in academic, cultural, recreational, sports and social activities.

- Fair employment: ensure that recruitment, professional development, promotion and workplace opportunities are administered on fair and non-discriminatory terms.

4. Areas of Implementation

4.1 Academic access and student experience. University admissions, academic programmes, teaching and learning resources, research opportunities, advising and student support services shall be administered fairly. Where an individual requires support to access learning or University services, the relevant department shall consider the request and arrange appropriate measures in accordance with applicable policies and procedures.

4.2 Disability inclusion. TUMS shall promote access for persons with disabilities and provide reasonable accommodations in accordance with the University's separately adopted disability policy and the HEC Policy for Students with Disabilities at Higher Education Institutions in Pakistan (2021, as amended). Detailed procedures relating to disability disclosure, assessment, admission and examination accommodations, Accessibility Committee/Disability Coordinators, confidential records, grievance handling and dedicated financial support shall be governed by that disability-specific policy and its approved procedures. This Policy shall not replace or dilute those requirements.

4.3 Extracurricular and social activities. University-sponsored clubs, sports, student organisations, cultural programmes and social events shall be planned and conducted to encourage participation and avoid unjustified exclusion.

4.4 Gender equality and respectful environment. TUMS shall promote fair opportunities for all genders in academic, employment and campus activities. Harassment, intimidation or discriminatory conduct shall be addressed under the University's applicable policies and procedures.

4.5 Religious and cultural inclusion. The University shall respect the religious and cultural practices of its community, subject to applicable law and reasonable institutional requirements, and shall encourage mutual respect and understanding.

4.6 Employment and professional advancement. Recruitment, appointment, training, evaluation and promotion processes shall be based on relevant criteria and administered fairly, without unlawful discrimination.

5. Roles and Responsibilities

5.1 Inclusivity and Equal Access Committee (IEAC). The University shall maintain an Inclusivity and Equal Access Committee, constituted by the competent authority, to coordinate and oversee the implementation of this Policy. Its functions shall include:

- promoting awareness of inclusivity, equal access, dignity and non-discrimination across the University;
- coordinating with relevant academic and administrative departments to address general inclusivity and access-related matters;
- reviewing concerns or recommendations referred to it under this Policy and facilitating their referral to the appropriate University office or committee;

- reviewing implementation progress and recommending practical improvements to the competent authority; and
- coordinating periodic review of this Policy and recommending amendments where required.

5.2 Heads of academic and administrative departments. Each department shall implement this Policy within its area of responsibility, communicate relevant procedures to its staff and students, and cooperate with the IEAC in addressing matters referred to it.

5.3 Office of the Registrar. The Office of the Registrar shall maintain the approved policy record and facilitate its circulation and placement on appropriate University platforms.

5.4 Accessibility Committee. The Accessibility Committee shall be responsible for the implementation, monitoring and coordination of this Policy in collaboration with the relevant University departments.

6. Reporting, Complaints and Protection from Retaliation

Any person who experiences or witnesses conduct contrary to this Policy may submit a complaint to the Inclusivity and Equal Access Committee or the designated University office. Complaints shall be handled fairly, sensitively, confidentially and within a reasonable time, in accordance with applicable University procedures. Where a matter falls within the jurisdiction of another statutory committee, office or policy mechanism, it shall be referred to that forum. Retaliation against a person for raising a concern in good faith or participating in a review shall not be tolerated.

7. Implementation, Review and Approval

The Inclusivity and Equal Access Committee shall coordinate implementation of this Policy with relevant University departments and may submit recommendations for improvement to the competent authority. The Policy shall be reviewed at least once every two years, or earlier where required by changes in law, HEC requirements or University needs. Amendments shall take effect only after approval by the competent authority.

This Policy shall be read together with other applicable University policies, including the separately adopted Policy for Students with Disabilities. Where a specific matter is governed by a more detailed University policy or an applicable HEC requirement, that specific policy or requirement shall prevail to the extent of the matter concerned.

Approved By

Registrar
The University of Modern Sciences