

Sexual Harassment Policy: Code of Conduct

The University of Home Economics, Lahore has zero tolerance for sexual harassment and such behavior will be subject to disciplinary action.

Sexual harassment is unacceptable behavior at the workplace, including any interaction or situation that is linked to official work or official activity. It includes but is not limited to:

Verbal harassment,

Repeated propositions for an intimate relationship,

Subtle pressure for sexual acts,

Passing on pornographic material in print or electronic form, or passing on written offensive messages of that nature

Sexual advances in the pretext of narrating an event, story, etc.

Touching,

Patting or pinching, leering at a person's body,

Demanding sexual favors accompanied by subtle or overt threats concerning employment or advancement;

And physical assault.

Note: Any expression that suggests superiority of one gender over the other should be avoided. Such expressions may include jokes that demean one gender, and unwelcome references to a person's appearance or body, where they cause psychological harm and serve to deny colleagues and students their dignity and respect and contribute to an atmosphere in which inequality is emphasized. Such expressions, if persistent, may constitute sexual harassment.

There are three significant manifestations of sexual harassment in the work environment:

- (a) **Abuse of authority:** Relates to the ability of the victim to keep or obtain certain job benefits, be it a wage increase, a promotion, training opportunity, a transfer or the job itself.
- (b) **Creating a hostile environment:** Any unwelcome sexual advance, request for sexual favors or other verbal or physical conduct of a sexual nature, which interferes with an individual's work performance or creates an intimidating, hostile, abusive or offensive work environment.
- (c) **Retaliation:** It may include limiting, or threatening to limit, the victim's options for future promotions or training, distorting evaluation reports, generating gossip against the victim, among other behaviors centered on seeking payback.

In case of any complaints, concerns, or questions, kindly email us at:

focalperson.wph.uhe@gmail.com

Providing a safe and conducive work environment is our goal.