

Anti-Harassment Policy and Implementation Procedure

GBTI has successfully demonstrated its ability to grow and maintain high standards of performance. This has been possible due to sound HR practices and some key written policies and procedures such as the GBTI Employees Service Rules, Personnel and Administration Manual, Gender Mainstreaming Policy, etc. GBTI's HR policy is a gender sensitive policy based on the following principles:

Equal opportunity: GBTI provides equal opportunities to men and women and for this purpose such rules and procedures have been proposed that enable both men and women to show their potential. In some areas where women mobility is restricted or literacy levels are low or they face any constraints that hinder their performance, the GBTI management is allowed to relax rules as compared to those applicable to men to bring women at par with men.

Transparency: Though certain levels of supervisory staff enjoy authority over the others, all decisions are documented and the basis of decisions is generally known to all GBTI employees.

Flexibility to meet diverse requirements of the program: GBTI's operations cover diverse areas, population, casts and languages; hence the procedures may not be the same across all regions.

Continuous capacity building: The driving force of any organization is its people. Therefore, GBTI is committed to build opportunities and pursuit life-long learning for its all employees without any discrimination that gives the capacity to move forward to achieve its mission and sustain its existence.

Rewarding exceptional performers, innovators and role models for inspiring other staff to increase programme effectiveness, improve efficiency or mobilize financial resources.

Zero tolerance for corruption and sexual harassment: GBTI requires all of its employees to abstain/refrain from corruption and any sort of harassment of employees in the workplace based on a characteristic protected by law, such as sex, race, color, ethnicity, caste, ancestry, religion, age, disability or marital status and a violation of Pakistan laws. Such allegations will not be tolerated. Where it is determined that inappropriate conduct has occurred, GBTI acts promptly to eliminate the conduct and impose corrective action as necessary up to and including termination of employees responsible for such acts.

Equal opportunity, special consideration for women and people with Disability: GBTI is an equal opportunity employer. GBTI is committed to recruit and select most competent and qualified persons. Recruitment and selection shall be made executed in a manner that ensures, open competition, and strictly discourage all sorts of discriminations on the basis of sex, creed, religion, and disability. The CEO is authorized to relax rules for the selection for a disadvantaged group for a specific category of employees. For example, in a remote

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AAUP Policy Documents and Reports American Association of University Professors, 2006-11-06 The tenth edition of the Redbook includes basic statements on academic freedom tenure and due process academic governance professional ethics research and teaching distance education intellectual property discrimination collective bargaining accreditation and students rights and freedoms *Policy Documents and Reports* AAUP, 2015-01-29 The essential guide to the AAUP's best practices and policies for higher education now in its centennial edition For the past century the American Association of University Professors AAUP has developed standards for sound academic practice while working for the acceptance of these standards by the higher education community The Association has long been viewed as the authoritative voice of the academic profession in this regard The AAUP's Policy Documents and Reports widely known as the Redbook because of the color of its cover presents in convenient format a wide range of policies in some instances formulated in cooperation with other educational organizations The current edition the eleventh includes basic statements on academic freedom tenure and due process academic governance professional ethics research and teaching online and distance education intellectual property discrimination collective bargaining accreditation and students rights and freedoms The new edition has been thoroughly updated and reorganized thematically Brief historical introductions have been added to each section along with an introductory essay on incorporating AAUP principles into faculty handbooks Among the eighteen new reports included in this edition are statements on academic freedom and outside speakers campus sexual assault the inclusion of faculty on contingent appointments in academic governance and salary setting practices that unfairly disadvantage women faculty

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on the American court system and on how to read court opinions The authors have also prepared a volume of teaching materials keyed to the Student Version available from the National Association of College and University Attorneys NACUA In addition the authors will periodically update the Student Version by posting recent developments on a Web site hosted by NACUA The Law of Higher Education, 2 Volumes William A. Kaplin, Barbara A. Lee, 2006-08-18 This fourth edition of the indispensable guide to the laws that bear on the conduct of higher education provides a revised and up to date reference research source and guide for administrators attorneys and researchers The book is also widely used as a text for graduate courses on higher education law in programs preparing higher education administrators for leadership roles This new edition includes new and expanded sections on laws related to religious issues alternative dispute resolution the college and its employees collective bargaining at religious and private colleges whistleblower and other employee protections personal liability of employees nondiscrimination and affirmative action in employment campus technology and computer networks disabilities student academic freedom freedom of speech and hate speech student organizations rights responsibilities and activities fees athletes rights USA patriot act and immigration status public institutions and zoning regulations regulation of research coverage of retaliatory and extraterritorial acts federal civil rights statutes

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