

# 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

# Policy Documents And Reports

**William A. Kaplin, Barbara A. Lee**



## **Policy Documents And Reports:**

**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

**Policy Documents and Reports** American Association of University Professors, 1971 *Policy Documents and Reports* American Association of University Professors, 1971 **The Law of Higher Education, 5th Edition** William A. Kaplin, Barbara A. Lee, 2013-12-23 Based on the fifth edition of Kaplin and Lee's indispensable guide to the law that bears on the conduct of higher education The Law of Higher Education Fifth Edition Student Version provides an up to date textbook reference and guide for coursework in higher education law and programs preparing higher education administrators for leadership roles The Student Version includes the materials from the full fifth edition that most relate to student interests and are most suitable for classroom instruction For example The evolution of higher education law and governance Legal planning and dispute resolution The relationship between law and policy Faculty and staff employment issues including collective bargaining Academic freedom for faculty and students Copyright basics The contract rights of students Legal issues in online education The rights of students and faculty with disabilities Campus issues safety registered sex offenders racial and sexual harassment student suicide campus computer networks searches of students residence hall rooms Hate speech and freedom of speech including the rights of faculty and students in public universities Student organizations rights responsibilities and activities fees Governmental support for religious institutions and religious autonomy rights of

individuals in public institutions Nondiscrimination and affirmative action in employment admissions and financial aid Athletics and Title IX FERPA Family Educational Rights and Privacy Act Each chapter is introduced with an overview of key terms and ideas the students will encounter In addition the book includes a general introduction to the study of higher education law a glossary of key legal terms and appendices for non law students 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 *Policy Documents & Reports* American Association of University Professors,1977 **The Law of Higher Education, Student Version** William A. Kaplin,Barbara A. Lee,Neal H. Hutchens,Jacob H. Rooksby,2020-03-17 A single volume text that distills information for students Based on the sixth edition of Kaplin and Lee s indispensable guide to the law that bears on the conduct of higher education The Law of Higher Education Sixth Edition Student Version provides an up to date reference and guide for coursework in higher education law and programs preparing law students and higher education administrators for leadership roles This student edition discusses the most significant areas of the law for college and university attorneys and administrators Each chapter is introduced by a discussion of key terms and topics the students will encounter and the book includes materials from the full sixth edition that are most relevant to student interests and classroom instruction It also contains a crosswalk that keys sections of the Student Edition to counterpart sections of the two volume treatise Complements the full version Includes a glossary of legal terms and an appendix on how to read legal material for students without legal training Discusses key terms in each chapter Concentrates on key topics students will need to know This is fundamental reading for law students preparing for careers in higher education law and for graduate students in higher education administration programs

**The Law of Higher Education** William A. Kaplin,Barbara A. Lee,Neal H. Hutchens,Jacob H. Rooksby,2024-08-01 A comprehensive up to date reference for higher education law faculty administrators counsel and students This revised 7th Edition of The Law of Higher Education Essentials for Legal and Administrative Practice offers updated information analysis and practical suggestions on a full range of legal issues pertinent to both public and private institutions As a guide for coursework in programs preparing higher education lawyers and administrators for leadership roles and as a reference for professionals in those fields this book is essential for both students and practitioners Covering the latest changes to laws in higher education the 7th edition gives readers the most current possible understanding of higher education law The book also contains a glossary of key terms and an appendix on how to read legal material for the non law student Each chapter is introduced by a discussion of key terms and ideas the reader will encounter The book thoroughly addresses the most important contemporary issues in education law free speech Title IX academic freedom institutional tort liability racial harassment employment discrimination disability and reasonable accommodation campus security and student organizations

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### **Final Report: Sources and documentation**

United States. Advisory Committee on Human Radiation Experiments, 1995 Documents and Reports to Accompany Report on Civil Service Improvement United States. President's Committee on Civil Service Improvement, 1942 Policy Documents

& Reports. Ninth Edition American Association of Univ. Professors, Washington, DC., American Association of University Professors, 2001 This volume presents policy statements as they have been formulated by standing and special committees of the American Association of University Professors AAUP from 1940 to the present Also included are a number of reports on special topics that have been approved by the AAUP for publication The AAUP has been engaged in developing standards for sound academic practice and in working for the acceptance of these standards for more than 85 years The policy documents offer guidance to all components of the academic community for the development of institutional policy or the resolution of concrete issues Some documents are designed to be adapted as institutional policy Third parties also use some of these statements to support their own policies The policy statements and reports are grouped into these categories 1 Academic Freedom Tenure and Due Process 2 Professional Ethics 3 Research and Teaching 4 Distance Education and Intellectual Property 5 Discrimination 6 College and University Government 7 Collective Bargaining 8 Student Rights and Freedoms 9 College and University Accreditation 10 Collateral Benefits and 11 Constitution Appendixes contain the AAUP's 1915 Declaration of Principles and three other documents related to procedures in academic freedom cases standards for investigation and selected judicial decisions and scholarly writings related to AAUP policy SLD

### **The Law of Higher Education, A Comprehensive Guide to Legal Implications of Administrative Decision Making** William A.

Kaplin, Barbara A. Lee, Neal H. Hutchens, Jacob H. Rooksby, 2019-04-05 Your must have resource on the law of higher education Written by recognized experts in the field the latest edition of The Law of Higher Education Vol 1 offers college administrators legal counsel and researchers with the most up to date comprehensive coverage of the legal implications of administrative decision making In the increasingly litigious environment of higher education William A Kaplin and Barbara A Lee's clear cogent and contextualized legal guide proves more and more indispensable every year Two new authors Neal H Hutchens and Jacob H Rooksby have joined the Kaplin and Lee team to provide additional coverage of important

developments in higher education law From hate speech to student suicide from intellectual property developments to issues involving FERPA this comprehensive resource helps ensure you're ready for anything that may come your way Includes new material since publication of the previous edition Covers Title IX developments and intellectual property Explores new protections for gay and transgender students and employees Delves into free speech rights of faculty and students in public universities Expands the discussion of faculty academic freedom student academic freedom and institutional academic freedom Part of a 2 volume set If this book isn't on your shelf it needs to be **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 Recommended Principles to Guide Academy-Industry Relationships American Association of University Professors American Association of University Professors, 2014-02-15 The reputation of a college or institution depends upon the integrity of its faculty and administration Though budgets are important ethics are vital and a host of new ethical problems now beset higher education From MOOCs and intellectual property rights to drug industry payments and conflicts of interest this book offers AAUP policy language and best practices to deal with all the campus wide challenges of today's corporate university Preserving the integrity of research and public respect for higher education Eliminating and managing individual and institutional financial conflicts of interest Maintaining unbiased hiring and recruitment policies Establishing grievance procedures and due process rights for faculty graduate students and academic professionals Mastering the complications of negotiations over patents and copyright Assuring the ethics of research involving human subjects In a time of dynamic change Recommended Principles to Guide Academy Industry Relationships offers an indispensable and authoritative guide to sustaining integrity and tradition while achieving great things in twenty first century academia The Cambridge Handbook of Labor and Democracy Angela B. Cornell, Mark Barenberg, 2022-01-20 We are currently witnessing some of the greatest challenges to democratic regimes since the 1930s with democratic institutions losing ground in numerous countries throughout the world At the same time organized labor has been under assault worldwide with steep declines in union density rates In this timely handbook scholars in law political

science history and sociology explore the role of organized labor and the working class in the historical construction of democracy They analyze recent patterns of democratic erosion examining its relationship to the political weakening of organized labor and in several cases the political alliances forged by workers in contexts of nationalist or populist political mobilization The volume breaks new ground in providing cross regional perspectives on labor and democracy in the United States Europe Latin America Africa and Asia Beyond academia this volume is essential reading for policymakers and practitioners concerned with the relationship between labor and democracy

*The Politics of the Sustainable Development Goals* Magdalena Bexell, Kristina Jönsson, 2021-06-09 This book draws attention to political aspects of sustainable development goal setting exploring the Sustainable Development Goals SDGs at the global national nexus during their first five years After broad global deliberation and political negotiations the 2030 Agenda and its SDGs were adopted in the United Nations UN General Assembly in 2015 and by now many countries have political structures in place for working towards their realisation This book explores three concepts to call attention to the political qualities of processes related to the SDGs legitimacy responsibility and accountability Legitimacy is required to obtain broad political ownership for policy goals in order for them to become effective in addressing cross border sustainability challenges Responsibility needs to be clearly distributed among political institutions if a long term set of broad goals such as the SDGs are to be realised Accountability to the public is the retrospective mirror of political responsibility The Politics of the Sustainable Development Goals contributes new knowledge on political processes at the nexus of global and national levels focussing on three countries at different levels of socio economic development and democratisation namely Ghana Tanzania and Sweden These countries illustrate a variety of challenges related to the realisation of the SDGs This book will be of great interest to students and scholars of sustainable development international organisations and global politics

**Regional**

**Environmental Governance and Avenues for the Ecosystem Approach to management in the Baltic Sea Area** Sara Söderström, 2017-01-17 This thesis explores the avenues for the ecosystem approach to management in the Baltic Sea Region This region is one of the most contaminated water bodies in the world although the first Regional Seas Convention was created here and theregion has a long history of cooperation and environmental protection The current environmental governance arrangements are examined with specific focus on governance structures cross sectoral integration and ecological boundaries The ecosystem approach to management as both a tool and vision of holistic management of natural resources is traced through the evolution of environmental governance as well as its manifestation in contemporary environmental policies in the region It is found that the major EU directives as well as HELCOM polices promote the ecosystem approach and that its presence has increased in recent years it is now the major guiding principle in European marine governance However the governance structures impede implementation in different ways The environmental problem areas in the region all require different governance arrangements thus obstructing a holistic approach The environmental

problems per se also affect each other necessitating far reaching sectoral integration and cross border cooperation which at present is the major obstacle regarding implementation The contemporary trends combining solid regionalisation through HELCOM with increased Europeanisation and macro regionalisation by different EU initiatives offer some promise but the cross sectoral impediments must be resolved if the ecosystem approach is to become a practical approach and not just a policy principle

*The Law of Higher Education, 2 Volume Set* William A. Kaplin, Barbara A. Lee, 2013-07-25 Make sure you have a copy on your bookshelf The Law of Higher Education Fifth Edition is the most up to date and comprehensive reference research source and practical legal guide for college and university administrators campus attorneys legal counsel and institutional researchers addressing all the major legal issues and regulatory developments in higher education In the increasingly litigious environment of higher education William A Kaplin and Barbara A Lee's clear cogent and contextualized legal guide proves more and more indispensable every year Over 3 000 new cases related to higher education have been decided since the publication of the previous edition and scores of changes to higher education law are made each year Every section of the fifth edition contains new material including those related to Hate speech and free speech rights of faculty in public universities Sharing of research with international colleagues Intellectual property and peer to peer file sharing Student suicide Campus safety Police and administrators right to search students residence hall rooms Governmental support for religious institutions and religious autonomy rights of individual public institutions Collective bargaining and antidiscrimination laws Nondiscrimination and affirmative action in employment admissions and financial aid Family and Medical Leave Act and workers compensation FERPA Family Educational Rights and Privacy Act

**Chronic Disease Notes & Reports**, 2000 Understanding Academic Freedom Henry Reichman, 2025-03-25 In the evolving landscape of academic freedom in America this second edition addresses the latest challenges and developments in the field Since the publication of the first edition of Understanding Academic Freedom the never ending struggle to defend academic freedom has entered a demonstrably new phase Legislation determining what can and cannot be taught in schools in Florida Texas and other states has intensified governing board activism that impinges on widely accepted faculty prerogatives Major donors in research teaching and institutional governance have grown bold in their interference Highly polarizing controversies over antisemitism and the Israeli Palestinian conflict as well as debates over diversity equity and inclusion policies continue to broil Taken as a whole these developments indicate that we have entered a new period in the history of American academic freedom Academic freedom long heralded as a core value of American higher education may now be in as much danger as at any time since the 1950s But what is academic freedom Is it the right of faculty members to teach whatever they wish a value upheld for supporters but not opponents amid polarizing controversy or a narrow claim of privilege by a professorial elite immune from public accountability Henry Reichman who chaired the American Association of University Professors Committee A on Academic Freedom and Tenure for nearly a decade mounts a rigorous defense of



academic freedom and its principal means of protection the system of academic tenure Probing academic freedom s role in multiple contexts Reichman draws on a wealth of historical and contemporary examples to offer a comprehensive introduction to the concept in all its manifestations This second edition addresses the most recent and pressing issues in academic freedom making it an indispensable resource for understanding the current controversial climate

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