

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

Marcel A. Müller



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 *Policy Documents & Reports* American Association of University Professors, 1971 *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, 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, 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 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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