

2021-2022

**ANNUAL REPORT
ON
SEXUAL HARASSMENT**



LUMS

Office of Accessibility
and Inclusion

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Lahore University of Management Sciences is guaranteed to be a safe space for all those who inhabit the institution in any capacity. To this end, any harassment, sexual or otherwise, is strictly prohibited under LUMS policy and national law.

LUMS affirms the right of every member of the LUMS Community to live, study, and work in an environment that is free from harassment. Behaviour constituting sexual harassment as defined in this Policy is incompatible with all recognized standards of professional ethics and with behaviour appropriate to an institution of higher learning.

Harassment is a violation of human rights, is demeaning to human dignity and is unacceptable in a healthy work and academic environment, specifically one in which scholarly pursuit may flourish. LUMS will not tolerate sexual harassment of any member of the LUMS Community and will strive through education and deterrence to create an environment free from such behaviour on its premises.

EDUCATIVE MEASURES

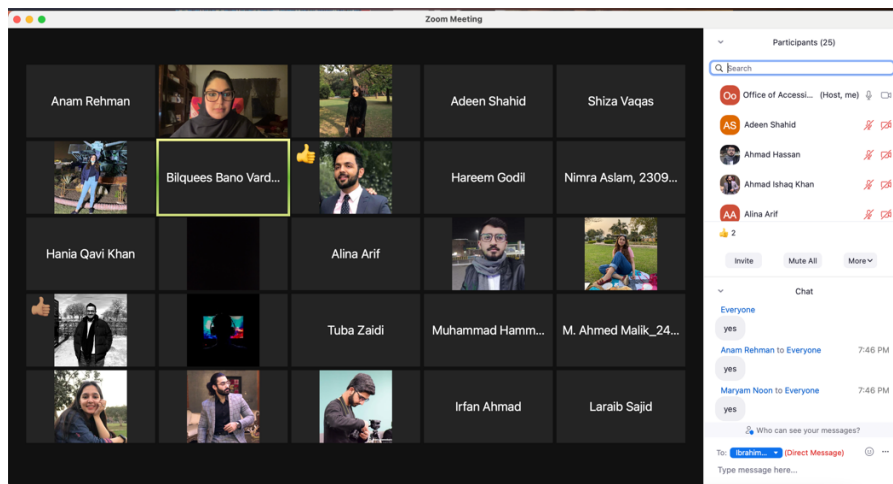
1) Sexual Harassment and Gender Sensitization Workshops



As an educative measure, OAI conducts regular sexual harassment awareness workshops with students, staff and faculty. These workshops discuss gender roles and power relations, case studies that dissect consent, the LUMS Sexual Harassment Policy, formal and informal harassment complaint procedures, bystander intervention, the role of the first responders, and on-campus support services for survivors of sexual harassment. The purpose of these workshops is to encourage conversation on these important matters to create a more informed, respectful, aware, and responsible culture on campus.

In the academic year 2021-2022, OAI has conducted these workshops for students, societies, students in roles of teaching assistants, research assistants, lab assistants, peer mentors and orientation week coaches as well as coordinators. The

content of the workshops is tailored to the requirements and experiences of various groups covered therein.



The objectives of the workshops are to:

1. Understand gender, gender roles and identities.
2. Communicate procedures listed in LUMS Sexual Harassment Policy.
3. Define harassment as per the institutional policy, HEC's Policy as well as the Federal Law.
4. Explain the role that may be played by a bystander in relation to harassment on campus.
5. Discuss consent.
6. Model the role of a first responder.

The participants are also asked to fill out slido questionnaires as well as pre-and post-workshop surveys. Different rates of knowledge and confidence to respond to sexual harassment are recorded in each workshop.

2) OAI Website

OAI has a dedicated [website](#) for resources and policies on inclusion, accessibility and sexual harassment. The website allows members of the LUMS Community to report instances of sexual harassment and includes informational material on consent, procedures of the harassment committee and sexual misconduct.

Office of Accessibility and Inclusion

The Office of Accessibility and Inclusion (OAI) has been set up as a means to fulfill this commitment and is dedicated to the inclusion of all members of the community.....[\[Read more\]](#)

[File a Complaint](#)

[Contact Us](#)

Ways We Can Help **Our Vision** **Our Mission**

Sexual Harassment
LUMS is a harassment free zone. There is absolutely zero tolerance for any behaviour that is intended or has the expected result of making anyone uncomfortable and negatively impacts the class environment, or any individual's ability to work to the best of their potential.

Other Harassment
Members of the LUMS Community are strictly bound by its Code of Conduct. Individuals shall embody and exhibit LUMS' core values of merit, academic freedom, excellence, and particularly in this case, integrity, tolerance and diversity at all times. Complaints of harassment lie at Office of Accessibility and Inclusion or Office of Student Affairs depending on context, and victims

Policy Development
The Office of Accessibility and Inclusion (OAI) aims to work with the numerous schools and offices at LUMS to develop policies which facilitate a smoother campus experience. We hope to streamline policy to reduce overlap, make processes and rules clearer and grow in a manner that is inclusive of the diverse members of the LUMS community.

Learning Accommodations
LUMS aspires to inculcate values of inclusion both inside and outside the classroom. Students who require accommodations to provide them with equal opportunity are encouraged to reach out and ask for help.

CONSENT
There are no blurred lines.

THIS IS NOT CONSENT

A "forced yes" is not consent.
"Choice of outfit" is not consent.
"Drunk" is not consent.
"Maybe" is not consent.
"Flirting" is not consent.
"Past consent" is not consent.
"Silence" is not consent.
"Unconscious" is not consent.

CONSENT IS FREE AGREEMENT.
CONSENT IS EASY: ASK. LISTEN. RESPECT.

SILENCE IS NOT YES.

اقرار
قبول
ہاں
متفقہ
رضاء مندی

IT WAS IT WAS CONSENSUAL HARASSMENT

CONSENT IS NOT COMPLICATED ASK. LISTEN.

LUMS Office of Accessibility and Inclusion

3) Safe Spaces

The Safe Space Conversation was held in light of the Women's Day Celebration on Wednesday, 9th of March, 2022. This event was arranged solely for women employees at LUMS at the Executive Dining Hall, and yielded an attendance of 30 women colleagues on campus from various departments.

The concept of the event was to create a space in which women could feel confident, be heard and be themselves without being exposed to discrimination, criticism, harassment or any other emotional or physical harm. This was an open conversation led by Angbeen Mirza (Faculty Director, OAI) and Aymen Abdullah (Manager, HR). The discussion attempted to understand the gender discrimination and hostile work environment female colleagues usually experience in workspaces in Pakistan, particularly, and in public and private spaces. The discussion also enabled the participants to share what is working for them and what could potentially be improved, compare their different experiences and suggest initiatives that could be taken by their respective departments to ensure that LUMS becomes a safer, more harmonious working space.

4) Open House with the Student Council

In January 2022, the Student Council organized an Open House for students to discuss the overall campus environment and sexual harassment incidents. The conversation was joined by Angbeen Mirza from OAI, who outlined the procedures of the sexual harassment committee and addressed students' concerns related to reporting sexual misconduct.

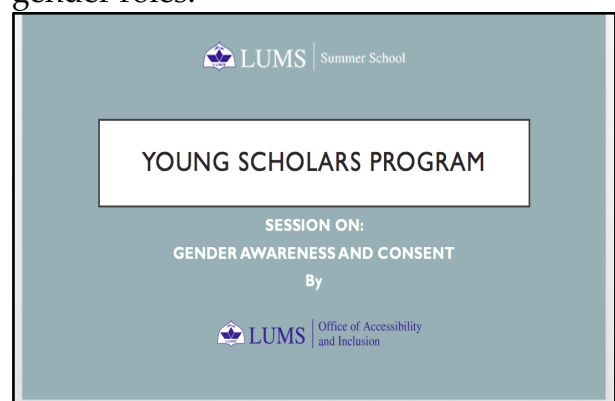
5) 'Intersections of Hostility at the Workplace' panel discussion with Saida Waheed Gender Initiative (SWGI)

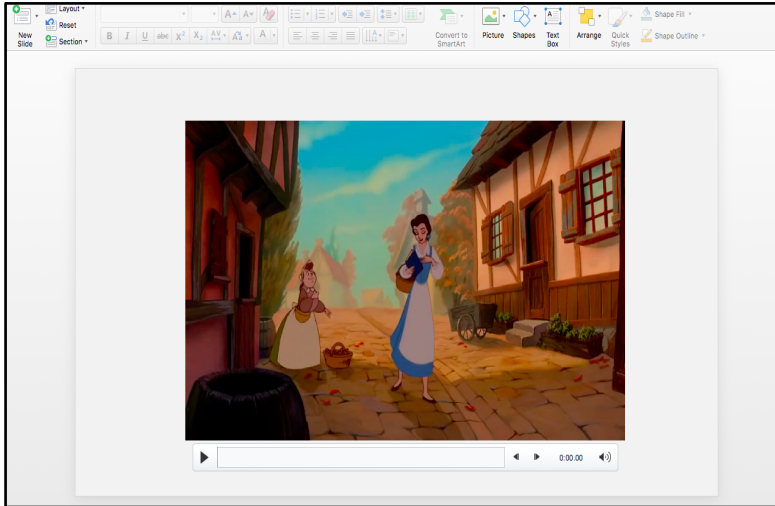
In collaboration with SWGI, OAI conducted an online session on the gendered realities of hostility at the workplace and the factors that define and accentuate worker vulnerabilities. The talk took place on 3rd February 2022 and was moderated by Hiba Akbar (Visiting Assistant Professor, LUMS). The expert panel included Zehra Khan, Palvasha Shahab and Mariyah Arif.

6) Gender Awareness Sessions with CES Young Scholars Program

OAI collaborated with CES to conduct sessions on gender awareness and consent with students attending the Young Scholars Program in Summer 2022. The sessions were planned for seventy middle school students between the ages of 9 to 12. The OAI team led constructive discussions about gender stereotypes perpetuated by traditional fairy tales and encouraged students to write new

stories that break away from rigid gender roles.





The discussion revolved around the characteristics and roles assigned to female and male characters and their impact on the audience. At the end of the session, the students presented their stories in front of the class.

POLICY & DETERRING MEASURES

Sexual harassment cases reported since January 2021:

The information contained in this section of the report is based upon complaints and reports of sexual misconduct submitted to the LUMS Sexual Harassment Inquiry Committee (the “Committee”) between **1 January 2021 and 31 July 2022** and received directly by the Committee or through a first responder.

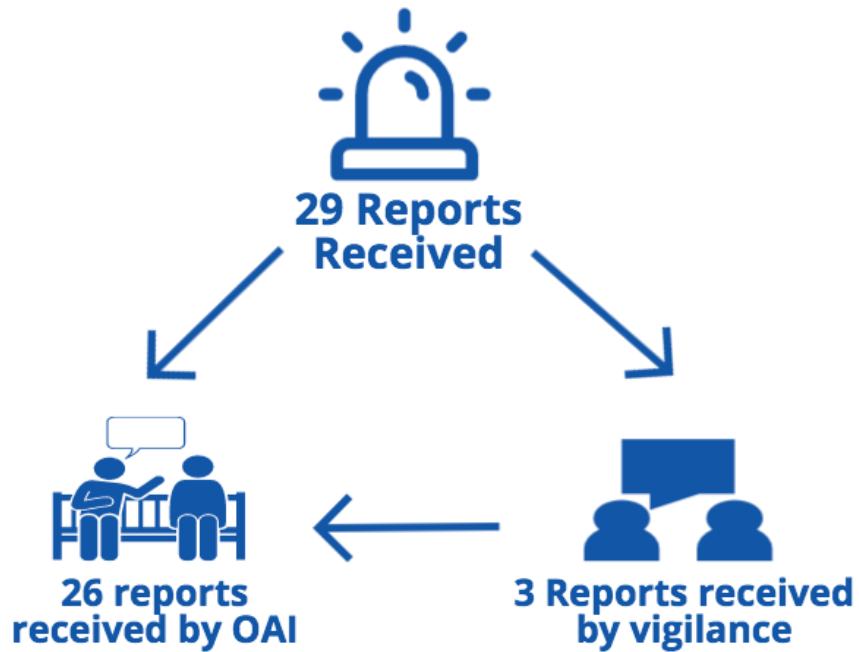
1) Number of complaints and reports.

From January 2021 till July 2022, the Office of Accessibility and Inclusion and the Sexual Harassment Inquiry Committee received 29 complaints of sexual harassment. These include both formal and informal complaints.

Complaint versus report

A complaint is a record of a submission to the Sexual Harassment Inquiry Committee (SHIC) about an event or incident. A complaint could be formal or informal.

A report is an information about an incident that may or may not be pursued as a complaint with the Sexual Harassment Inquiry Committee. There may be multiple reports submitted concerning one incident, for example, the person affected may report directly, or to Vigilance, the Office of Student Affairs, Counselling and Psychological Services or any other individual on campus.



Out of these 29 complaints, 3 were reported to vigilance, which were immediately forwarded to SHIC.

Who is member of the LUMS Community?

According to the Policy:

“LUMS Community” means:

- a) The Board of Governors, all administrative, research, teaching and non-teaching employees of LUMS, as well as students (including interns);
- b) Individuals working at LUMS through a service provider that has a contract or arrangement with LUMS;
- c) Stakeholders such as students/employees seeking to join the LUMS Community; and
- d) Individuals present on the LUMS campus for any reason.

2) Who were the parties in these complaints?

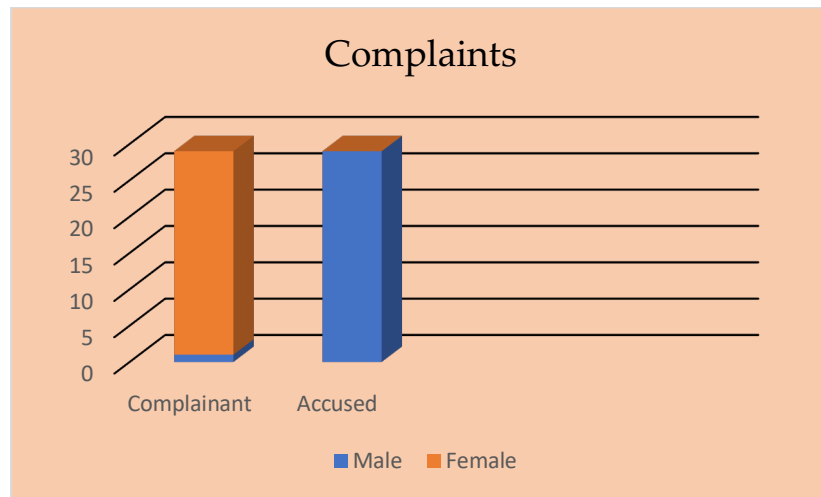
i) Status at LUMS:

Number of complaints	Status of the complainant at LUMS	Status of the accused person at LUMS
2	Student	Enrolled for a short course.
3	Student	Staff
1	Staff	Staff
2	Student	Faculty
21	Student	Student

The table above shows that the complainants as well as the accused persons in these complaints were all members of the LUMS Community.

ii) Sex disaggregated data:

The sex disaggregated data about the complaints is given below:

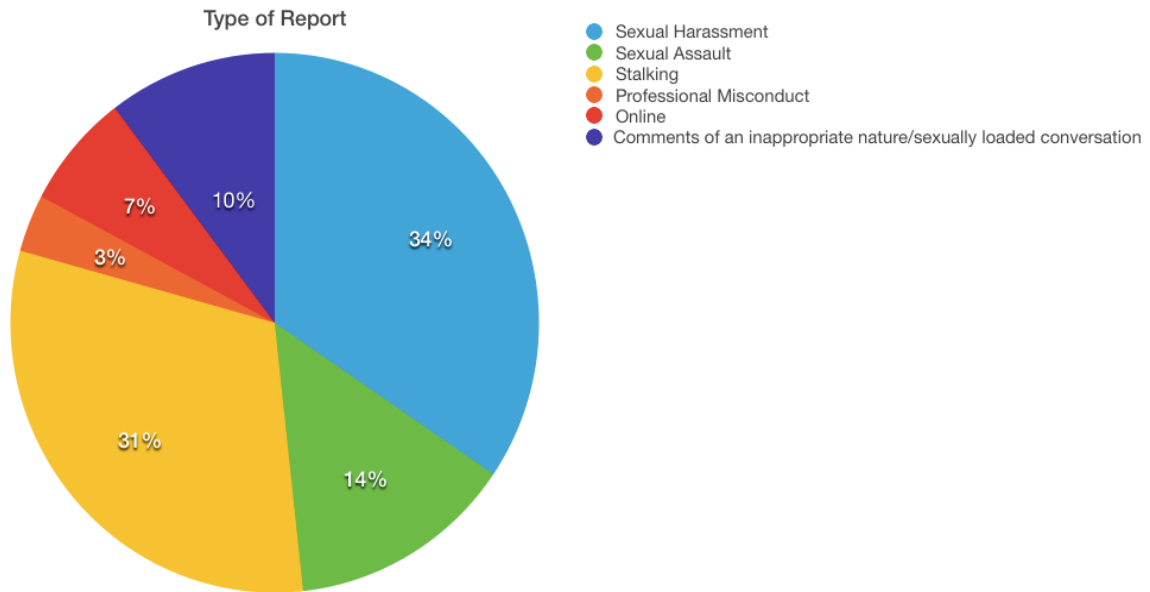


Complaints	Male	Female
Complainant	1	28
Accused	29	0

3) Type of harassment reported

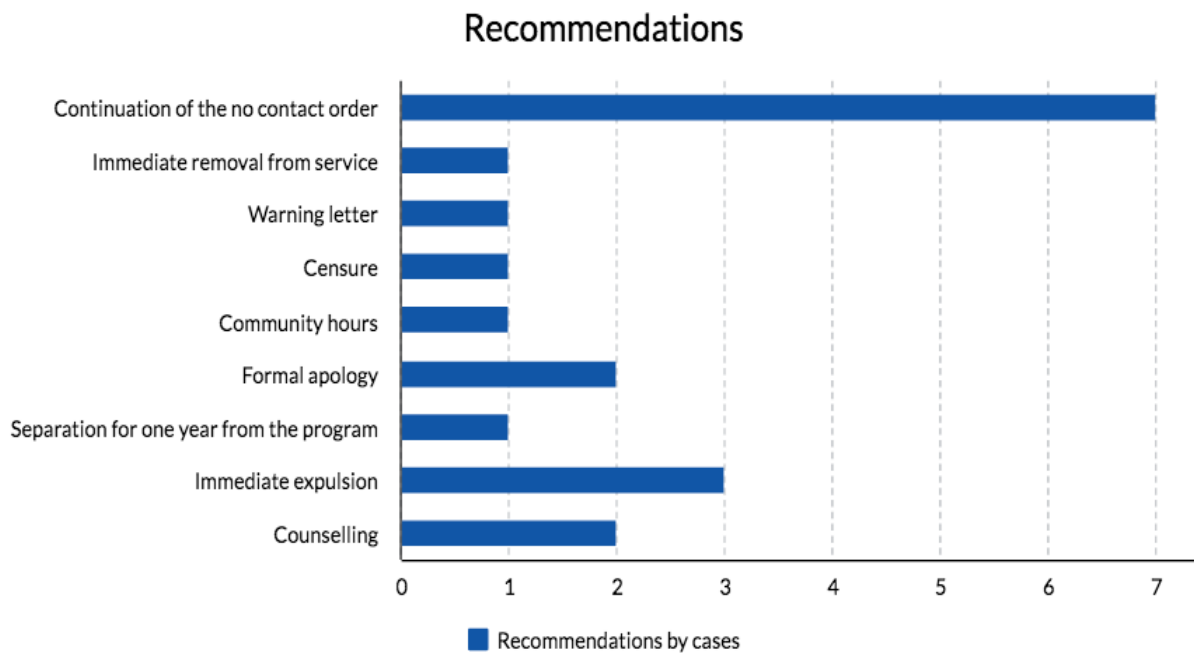
Complaints of sexual misconduct of following types were reported to the Harassment Committee:

Type of complaint	Number
Sexual harassment	10
Sexual assault	4
Stalking	9
Online	2
Comments of an inappropriate nature/sexually loaded conversation	3
Professional misconduct	1



Of the 29 complaints reported to the SHIC, 6 were not formally or informally pursued by the complainant after initial reports, 2 were forwarded to the disciplinary committee, 1 did not fall under SHIC's jurisdiction and in 1 the informal inquiry failed and later the complaint was withdrawn.

4) Recommendations:



Continuation of the no-contact order	7
Immediate removal from service	1
Warning letter	1
Censure	1
Community hours	1
Formal apology	2
Separation for one year from the program	1
Immediate expulsion	3
Counselling	2

SUPPORT SERVICES AND GUARANTEES IN AN INQUIRY

The Sexual Harassment Inquiry Committee as well as the OAI provides information about the support services that are available for individuals affected by sexual misconduct. There are a range of services available.

1) Counselling and Psychological Services (CAPS):

Students are immediately referred to the Counselling and Psychological Services (CAPS) where they receive professional help and/or any psychological intervention if so required.

2) Campus security and sexual harassment 24/7 helpline:

Victims or survivors can contact the vigilance office and campus security guards who are always there on guard to protect reporters and ensure a rapid response in the event of an incident of sexual misconduct.

There is also a 24/7 functional sexual harassment helpline **042 35608877**

3) LUMS Emergency Contact

In the event of an emergency, everyone is advised to use the following information to seek prompt assistance:

Campus Police:

042-37178088

Medical or trauma emergency on campus:

0305-4505220

0311-7063159

0332-5510166

Apart from this, there are certain arrangements that the Policy also provides for them.

These include:

4) Confidentiality and fair treatment

- i. All complaints and identity of Complainant(s) and the Accused are kept highly confidential throughout the process of complaint, inquiry and appeal.
- ii. All hearings are private and closed.

iii. The Complainant, the Accused, and any other parties to proceedings under this Policy are treated fairly. This may involve, the making of special arrangements, such as follows:

- a. Where the Complainant at the time of making a complaint is either a student or instructor of the Accused, the LUMS administration may, in appropriate circumstances, after the Accused has been informed that a complaint has been made, and after receiving recommendations from the Inquiry Committee, make arrangements with the appropriate administrator for certain work and examinations of the student to be supervised and evaluated by a neutral person.
- b. Where the Complainant is a staff member whose performance is normally evaluated by the Accused or vice versa, the Complainant is to receive fair employment treatment and protection from adverse employment-related consequences during the procedures of the trial. To that end, LUMS may, after the Accused has been informed that a complaint has been made, and in consultation with the Complainant, have the Complainant's performance assessed by another administrator and where practicable temporarily reassign the Complainant/Accused until the complaint is resolved. These assurances shall also be offered to witnesses in a case.
- c. If the Complainant, Accused or any other party to the proceedings fears bias on part of any of the members of the Inquiry Committee or Appellate Body, they may file a written complaint to the Competent Authority, who, after hearing both sides, shall decide within 5 (five) days whether to replace the concerned member for that particular matter. The decision of the Competent Authority in this matter shall be final.

iv. The following provisions shall be followed by the Inquiry Committee in relation to any inquiry:

- a. The statements and other evidence acquired in the inquiry process shall be confidential.
- b. Both parties, the Complainant and the Accused, shall have the right to be represented or accompanied by a representative, a friend or a colleague.

USEFUL RESOURCES

Office of Accessibility and Inclusion: <https://oai.lums.edu.pk>

Formal complaint process: <https://oai.lums.edu.pk/node/8803>

Informal complaint process: <https://oai.lums.edu.pk/node/8804>

To reach out to the Sexual Harassment Inquiry Committee: harassment@lums.edu.pk

What is bullying and cyber-bullying:

[https://oai.lums.edu.pk/sites/default/files/inline-files/BULLYING%20updated 1.pdf](https://oai.lums.edu.pk/sites/default/files/inline-files/BULLYING%20updated%201.pdf)

What is consent?

[https://oai.lums.edu.pk/sites/default/files/inline-files/Consent%20final 0.pdf](https://oai.lums.edu.pk/sites/default/files/inline-files/Consent%20final%200.pdf)

A guideline for first responders:

[https://oai.lums.edu.pk/sites/default/files/inline-files/first responders.pdf](https://oai.lums.edu.pk/sites/default/files/inline-files/first%20responders.pdf)

Bystander intervention:

[https://oai.lums.edu.pk/sites/default/files/inline-files/bystander intervention 0.pdf](https://oai.lums.edu.pk/sites/default/files/inline-files/bystander%20intervention%200.pdf)