

OFFICE OF ACCESSIBILITY AND INCLUSION

Located on the ground floor of the SAHSOL building

Houses the sexual harassment inquiry committee and the appellate body to the sexual harassment inquiry committee.

Works on matters of inclusion and accessibility – making campus, student life, classrooms, learning environments equitable for all.

Objectives

After attending this session and participating in the activities, participants will be able to:

- Describe consent in the specific context of sexual activity
- Define harassment as per the LUMS Sexual Harassment Policy
- Model the role of a first responder in cases of harassment and inclusion
- Summarize the procedures listed in the LUMS Sexual Harassment Policy
- Engage in informed, open, non-judgmental conversations and disagreement about topics which might seem uncomfortable.

Disclaimer

- Our purpose here today is to be able to discuss our concerns and presumptions without fear of judgment. This is an educational institution, we are all here to build our ability to disagree, respect other people's opinions, and learn to reflect upon new ideas, however different they might be from our own.
- Oath of confidentiality – what is discussed in the training remains here.
- About consent: Please remember that just because we are talking about non-consensual behaviour being wrong, does not mean we are encouraging consensual behaviour. We have no opinion on consensual behaviour. In fact, it is useful to refer to the HEC Policy on Protection Against Sexual Harassment:

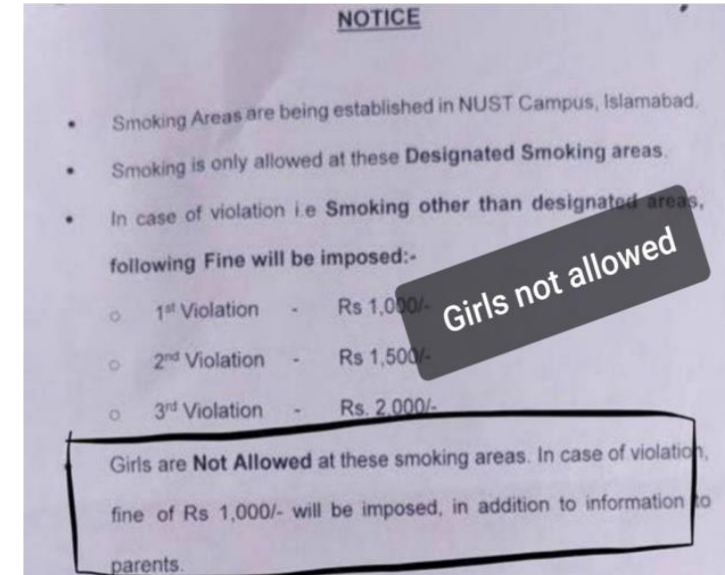
14.1. In contrast with sexual harassment, personal relationships among consenting adults of the HEI community that do not breach the social and cultural norms of the society are, in general, a private matter.

Student experience in LUMS

“I would never let my daughter study this field”

“What were you doing in the lab on the weekend?”

“Tera jism, meri marzi”



In / Out Timings

Students are not allowed to stay out of hostel after 10:00 pm (female) & 11:00 pm (male) or the time notified otherwise. Defaulters will be fined as follows:-

- | | | | |
|-----|---------------------------|---|--|
| (1) | 1 st Violation | - | A fine of Rs. 300/- will be imposed. |
| (2) | 2 nd Violation | - | A fine of Rs. 500/- & information to his / her School & parents. |
| (3) | 3 rd Violation | - | A fine of Rs. 1,000/- and |
- 10:00 pm (Females)**
11:00 pm (Males)

- Professor X is a renowned scholar and researcher at the School of Biomedicine at LUMS. He has authored three books and taught dozens of courses during their time at LUMS. He has also won an award for his excellent research and students must be highly competitive and pass through a rigorous process of assessment before they can be assigned as his research assistants or have him as a supervisor for their senior year projects.
- Student H is a brilliant student on scholarship at LUMS and is currently working as Professor X's research assistant. She has taken various courses with professor X and has a good working relationship with him. She usually works on the research tasks assigned by Professor X after office hours or on the weekends and often has helped Professor X with tasks outside of the job description such as booking taxicabs for him, helping with adjusting settings on their smartphone, helping arrange vendors for dinners and gatherings at Professor X's residence etc. when he asked her to. Professor X often jokingly remarked that he prefers to work with women because of how helpful they tend to be in managerial tasks

جنسی ہراسانی

- ناپسندیدہ جنسی حرکات یا پیش قدمی کرنا
- محبت کے نام پر مسلسل تنگ کرنا، جنسی تعلقات کی خواہش ظاہر کرنا، نازیبا اشارے کرنا
- کام میں رکاوٹ پیدا کرنا یا کیپس پر خوف و ہراس کی فضا بنانا
- جنسی تعلق کی خواہش کو مسترد کرنے پر نقصان پہنچانے کی دھمکی دینا یا کوشش کرنا
- جنسی زیادتی، استحصال اور جنسی تشدد یعنی رضامندی کے بغیر اس نوعیت کا کوئی بھی عمل
- تذلیلی رویے
- مہچھا کرنا



WHAT IS HARASSMENT?

ONLINE
SINGLE INSTANCE
PHYSICAL
PSYCHOLOGICAL
STALKING
ASSAULT
ANY GENDER

OFFLINE
REPETITIVE
EMOTIONAL
DEMEANING ATTITUDES
UNWANTED ATTENTION
SEXUAL INNUENDO
POWER IMBALANCE



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For help and information visit
oai.lums.edu.pk

- Student H is a prospective applicant for several scholarships abroad for a graduate degree in Oncology and requires a referral from Professor X to complete her applications. Given her work with Professor X and her excellent grades in the courses taught to her by Professor X, Student H was confident in approaching him for the referral letter. When she approached Professor X for the letter, he initially agreed but asked her to remind him in 2 days' time because he was quite busy during this time. Student H then reminded him later as asked and Professor X remarked that that Oncological research requires very long working hours in laboratory, exposure to a lot of dangerous radiations and persuaded Student H to pursue a different field. He also commented: "It [oncology] is better suited for men because their reproductive health does not get impacted as much. And I am sure you would want to have a family soon." Student H was uncomfortable at this assumption, but she did not say much and attributed his perspective to his advanced age. She did however mention that she was very passionate about pursuing oncological research and development as a career and is aware of the challenges that it comes with. Professor X showed some dismay but then proceeded to write her referral letter and told her that she can collect it in a week.



As **first responders**, your duty is to:

- Listen to them
- Be sympathetic
- Do not become judge/investigator
- Share resources
- Do not ask details about what happened or why it happened
- Challenge statements of self-blame
- Support them
- Respect the Survivor's privacy
- Support the survivor's decision

- About 3 days later, Professor X asked Student H via text message to come to his office for an urgent task during a class. Student H replied by saying that she is in class right now and has a quiz in a few minutes, so she can come to the office right after her quiz. Professor X then responded to this with the following text: “Is this the seriousness you plan to approach your career in oncological research and development with?”. Student H was perplexed with this response but then remembered that he is writing her a recommendation letter, so it is best to skip the quiz and get a petition for it later. When student H rushed to his office and asked about the urgent task, he looked her up and down and told her that her outfit was quite ‘appealing’. Student H was now visibly uncomfortable, but Professor X proceeded to say: “Hey, relax and sit down. When you have calmed down, please look into the printer, it seems to not be working.” Student H was now visibly upset and remarked that she had to miss her quiz for this. To this, Professor X responded with: “Oh don’t worry, I am sure you will find a way to persuade your instructor to take your quiz again, you girls have your ways.”

“Consent” means a voluntary agreement to another person’s suggestion by a person possessing full mental capacity and being of legal age under Pakistani law. For the purposes of this Policy, consent means agreement that is explicitly, wilfully and unequivocally stated. Consent is retractable at any time during the course of the agreement or otherwise. Agreement obtained through duress, coercion, threats, any form of oppression, or while a person is incapacitated due to any reason, does not amount to consent.

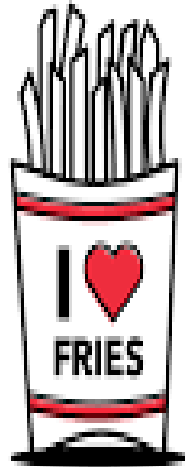
DO YOU GET CONSENT?

CONSENT IS
✓ **ESSENTIAL**
✓ **GIVEN FREELY**
✓ **COMFORTABLE**
✓ **RETRACTABLE**
✓ **ACTIVE**

CONSENT IS NOT
X ASSUMED
X PRESSURED
X SILENT
X RELUCTANT
X UNCONSCIOUS

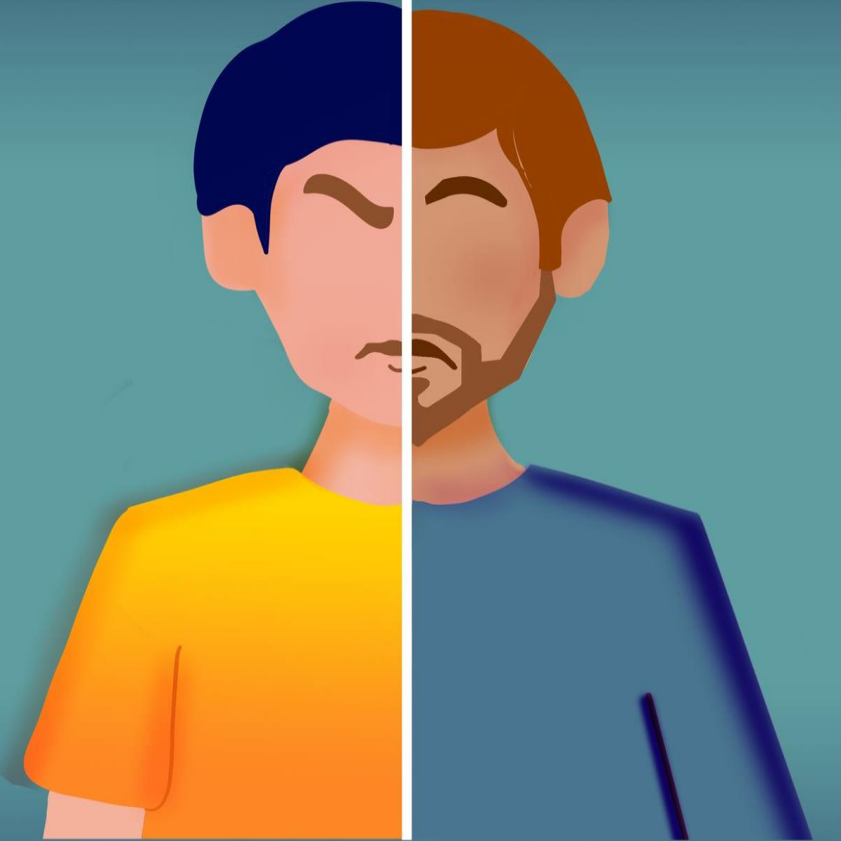
**CONSENT IS FOR EVERYTHING
AND EVERYONE...**

CONSENT



Freely Given
Reversible
Informed
Enthusiastic
Specific

ہر اسانی تھی صرف مذاق تھا



رضامندی اور ہر اسانی میں
فرق کرنا مشکل نہیں ہے۔
پوچھیے! سنیے!



LUMS

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مزید دور اور معلومات کے لیے رابطہ کریں
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LUMS SEXUAL HARASSMENT POLICY

“Harassment” includes, directly or by implication,

- i. any unwelcome, non-consensual sexual gesture, advance or activity,
- ii. persistent and unwelcome flirting, request for sexual favors, sexual innuendo,
- iii. verbal or written communication (whether electronic or otherwise) of a loaded nature,
- iv. non-consensual physical conduct of a sexual nature including assault, exploitation and sexual violence;
- v. sexually demeaning attitudes;
- vi. Stalking or otherwise interfering with someone’s sexual privacy, such as taking pictures, videotaping, viewing or sharing explicit images without consent;
- vii. causing interference with work performance or creating an intimidating, hostile or offensive campus environment, or
- viii. the attempt or threat to punish the complainant for refusal to comply to requests for sexual favour, or
- ix. the placing of a sexual favour as a condition for employment, promotion, grades or evaluation of a person’s professional engagement in any activity.

Sexual harassment can be **physical or psychological** in nature. It may be perpetrated using electronic media as well as in person. An aggregation of incidents can constitute sexual harassment even if one of the incidents considered on its own would not constitute harassment.

Sexual harassment is especially egregious and will be sanctioned as such if the Inquiry Committee finds that the Accused knew or ought reasonably to have known that the Complainant/victim was in an impaired or incapacitated state. Impairment of the Accused, for instance due to the use of any illegal substances, shall not diminish their responsibility for harassment under this Policy.

This list is not exhaustive, and individual behaviours may be found to constitute harassment by the Inquiry Committee using this definition as a guideline.

PENALTIES IN THE LUMS SEXUAL HARASSMENT POLICY

Minor penalties:

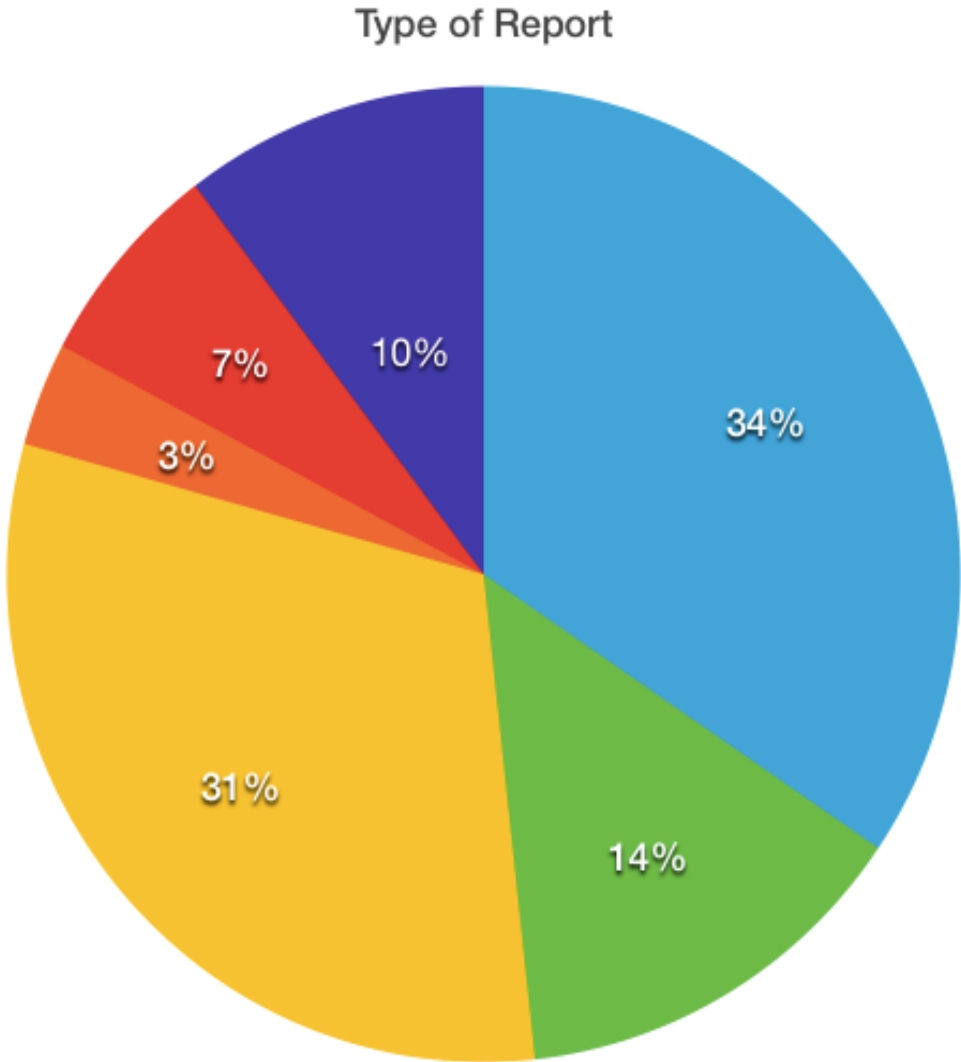
- (a) Warning letter
- (b) censure;
- (c) removal from any position of authority at LUMS, including positions in student societies and academic positions such as teaching and research assistants;
- (d) a ban on the ability to represent LUMS at any conference, tournament or competition of any sort;
- (e) compulsory training and community service hours to be spent under the Office of Accessibility and Inclusion;
- (f) withholding, for a specific period, promotion or increment;
- (g) stoppage, for a specific period, at an efficiency bar in the time-scale, otherwise than for unfitness to cross such bar; and
- (h) recovery of the compensation payable to the Complainant from pay or any other source of the Accused;
- (i) separation from LUMS for one semester

Major penalties:

- (a) reduction to a lower post or time-scale, or to a lower stage in a time-scale;
- (b) compulsory retirement;
- (c) Disciplinary probation;
- (d) Revocation of access to campus and its facilities;
- (e) Relocation from campus housing;
- (f) removal from service;
- (g) dismissal from service;
- (h) permanent ban from holding any position of authority at LUMS, including positions in student societies and academic positions such as teaching and research assistants;
- (i) separation from LUMS for one (1) year;
- (j) Inclusion of adverse decision on a student's academic record or employee file;
- (k) expulsion from LUMS; and

fine to be given to LUMS. This fine will be used to mitigate the damage caused to the Complainant, including but not limited to compensation.

Sexual Harassment Complaints (January 2021 – July 2022)

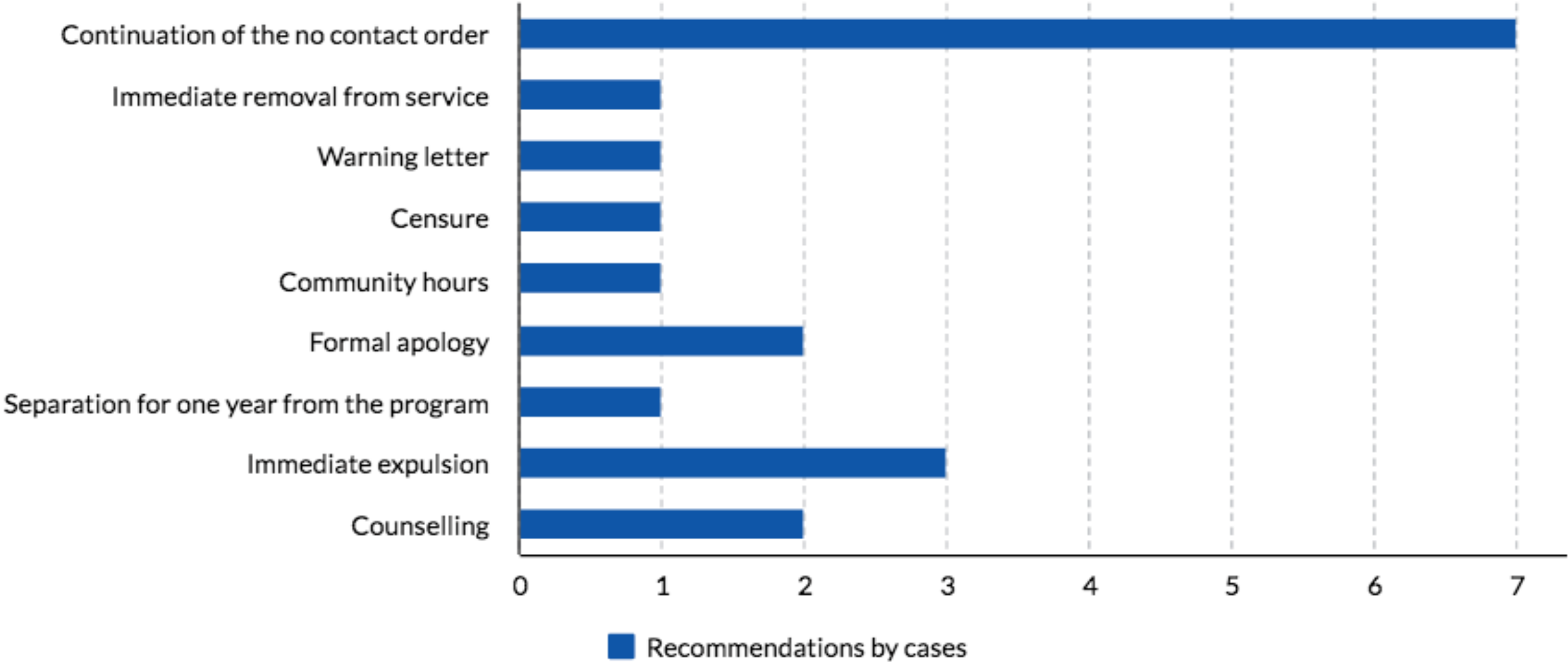


- Sexual Harassment
- Sexual Assault
- Stalking
- Professional Misconduct
- Online
- Comments of an inappropriate nature/sexually loaded conversation

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

Sexual Harassment Complaints (January 2021 – July 2022)

Recommendations



HEC

POLICY ON PROTECTION AGAINST SEXUAL HARASSMENT IN HIGHER EDUCATION INSTITUTIONS

“Sexual harassment” means any unwelcome sexual advance, request for sexual favors or other verbal or written communication or physical conduct of a sexual nature, or sexually demeaning attitudes, where ...

...

The following behaviors are specifically prohibited under this policy. This following are meant to provide specificity to the definition provided in clauses 2.1. However, it is not an exhaustive list, and other behaviors that fall within the scope of the definition above shall also be prohibited

d) ***Other Pervasive or Severe Behaviors***: It is not necessary that there be actual sexual contact for a behavior to be categorized as sexual harassment. Other unwelcome behaviors are also prohibited if (i) they are based on an individual’s sex or gender (ii) are persistent or highly serious and (iii) create an atmosphere which is intimidating or hostile. These include but are not limited to lewd remarks or gestures, highly offensive jokes of a sexual nature, commenting inappropriately about another’s body, and stalking.

e) ***Sex Discrimination***: Adverse treatment of individuals based on their sex or gender rather than on merit. This would include instances such as the singling out (for such adverse treatment as lower salary or grades, or more severe punishment) of person(s) on the basis of sex or gender.

THE PROTECTION AGAINST HARASSMENT OF WOMEN AT THE WORKPLACE ACT 2010

- harassment” means any unwelcome sexual advance, request for sexual favors or other verbal or written communication or physical conduct of a sexual nature or sexually demeaning attitudes, causing interference with work performance or creating an intimidating, hostile or offensive work environment, or the attempt to punish the complainant for refusal to comply to such a request or is made a condition for employment;

Code of Conduct

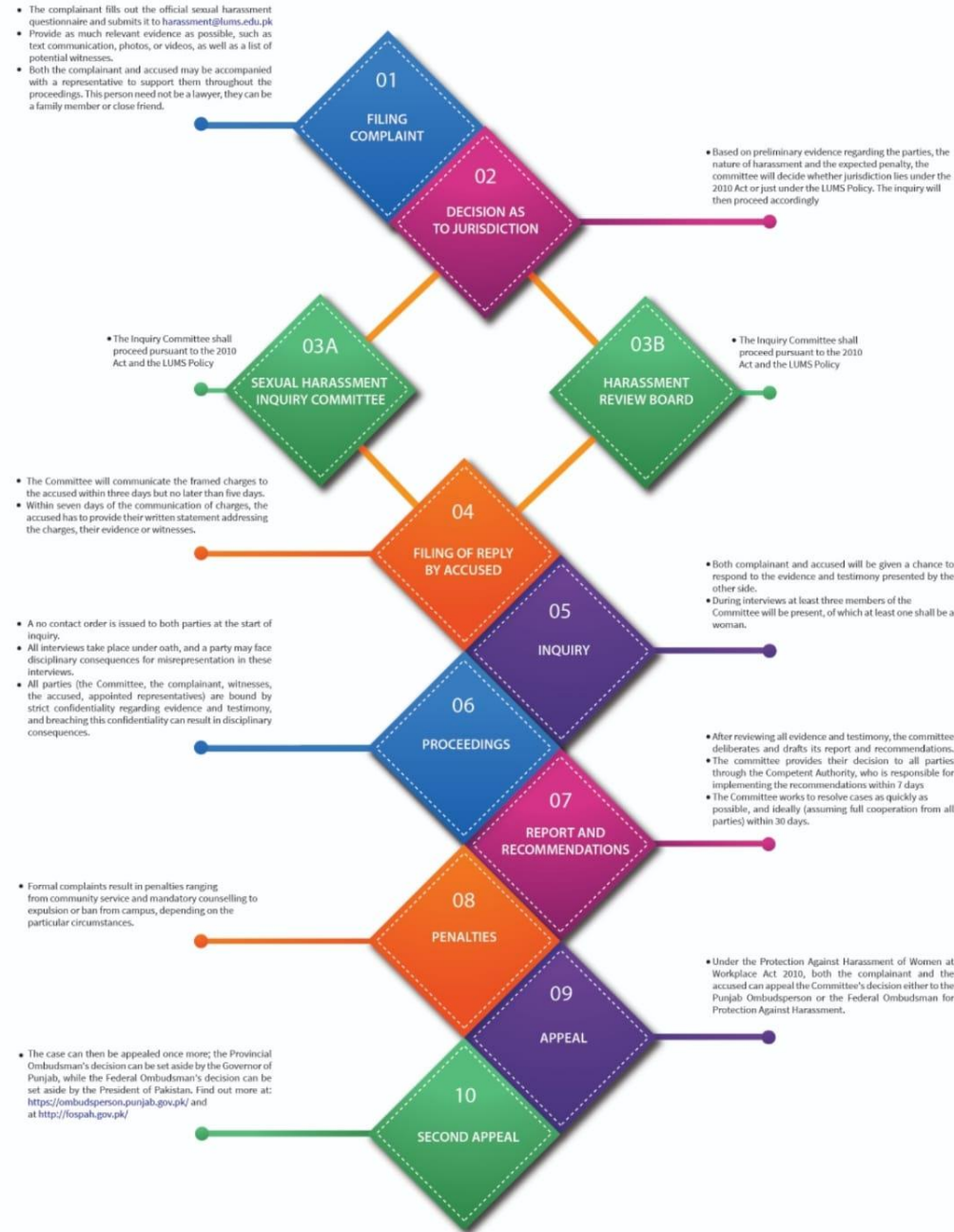
- “Harassment” means any unwelcome sexual advance, request for sexual favors or other verbal or written communication or physical conduct of a sexual nature, or sexually demeaning attitudes, causing interference with work performance or creating an intimidating, hostile or offensive work environment, or the attempt to punish the complainant for refusal to comply to such a request or is made a condition for employment;
- The above is unacceptable behavior in the organization and at the workplace, including in any interaction or situation that is linked to official work or official activity outside the office.

...

The Code lays down the minimum standards of behavior regarding protection of women from harassment at workplace etc but will not affect any better arrangement that an organization may have developed nor will it bar the grant of protection that employees working in an institute may secure from their employers through negotiation.

FORMAL COMPLAINT PROCESS CHART

OFFICE OF ACCESSIBILITY AND INCLUSION – LUMS



INFORMAL COMPLAINT PROCESS CHART

OFFICE OF ACCESSIBILITY AND INCLUSION – LUMS

- The complainant fills out a sexual harassment questionnaire or submits a written statement to harassment@lums.edu.pk

01
FILING INFORMAL COMPLAINT

- The Informal inquiry is voluntary.
- There are no penalties in the informal resolution.
- One member of the SHIC acts as a mediator between the parties in the informal inquiry.
- Both the parties retain the right to change the inquiry into a formal complaint at any stage of the inquiry.
- There is no cross-examination in an informal inquiry.

03
INFORMAL INQUIRY

- The Committee will contact the accused and inform them of the complaint.
- The Committee will listen to the response and receive any written or documentary evidence from the accused.

02
INFORMATION TO THE ACCUSED

- A resolution report is drafted once the parties reach an agreement.
- The resolution report is duly signed by both the parties.

04
RESOLUTION REPORT

Website: oai.lums.edu.pk & Useful email addresses

OAI@lums.edu.pk – for any queries relating to inclusion, diversity, harassment, or just general assistance on matters relating to LUMS

harassment@lums.edu.pk – for assistance in deciding whether to file a complaint, how to go about the process, general advice and the like

student.counselling@lums.edu.pk – for mental health advice. No matter is too small and there is strength in reaching out.