# NUML Anti-Discrimination

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# Diversity Policy

**Year 2020**

Policy created on: March 31, 2020

Policy reviewed on: October 09, 2025

## Section-1: Definitions

In this policy document, unless otherwise specified, or anything repugnant to the Statutes of National University of Modern Languages, the following expression shall have the meaning as follows:

1.1 Discrimination

"Discrimination refers to any distinction, exclusion, restriction or preference which is based on any ground such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status, and which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise by all persons, on an equal footing, of all rights and freedoms." (Makkonen, 2002, p.4)

1.2 Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

## Section-2. Policy

### Anti-Discrimination and Diversity Policy

**1. Purpose**

This policy demonstrates zero-tolerance against any sort of discrimination based on individuals' race, color, religion, political beliefs, disability, and gender in the administration of its admission policies, educational policies, employment policies, scholarship programs, etc. and protects students, employees and all other stakeholders from offensive and harmful behaviors thus ensuring harmony. NUML admits students and recruits/promotes people on the basis of their individual merits and skills and encourages and supports equal opportunity.

**2. Objectives of the Policy**

a. To ensure respect and equal treatment of all individuals i.e. students, employees, and other stakeholders regardless of age, gender, disability, race, religion, sexual orientation, marriage, refugee, pregnancy, and/or cultural background.
b. To support and facilitate a holistic ethical organizational culture.

**3. Scope**

This policy applies to all employees, students, and all other stakeholders in the main campus as well as in all the regional campuses. The subsequent sections of this policy covers measures against discrimination, grievance handling procedures and the roles and responsibilities of Deans/ Heads of Departments (HoDs)/ Directors, teachers, and students.

**4. Measures against Discrimination**

NUML is committed to take measures against discrimination through establishing and exhibiting actions to support participation and success of presented groups.

NUML shall ensure the following:

a. NUML shall ensure to implement non-discriminatory admission policy.
b. Access to university track underrepresented group's applications i.e. measure and track applications and admissions of underrepresented (and potentially underrepresented) groups including ethnic minorities, low income students, non-traditional students, women, and disabled students.
c. Access to university underrepresented groups recruit i.e. deliver programs to recruit students, staff, and faculty from underrepresented groups.

**5. University Diversity Officer**

The HoDs will act as Diversity Officer; they will do the following:

a. Advise on and implement policies, programmes and trainings related to diversity, equity, inclusion and human rights on campus.
b. Oversee ethical matters across the University for ethical compliance.

**6. Roles and Responsibilities**

**a. Deans/ HoDs /Directors**

a. To monitor the working environment of their respective departments to ensure that non-discriminatory behaviors are observed.
b. To embrace the Policy and act as role models.
c. If any sort of discrimination is observed, appropriate measures to be taken in response to ensure that the behavior stops.
d. Disseminate and to ensure that everyone understands this policy.
e. To treat all complaints seriously and take appropriate action in response.

**b. Teachers/Staff and Students**

All teachers/staff and students have a responsibility to

a. Ensure that they do not engage in any discriminatory behavior, vilification, or otherwise breach this policy.
b. Report if there is any incident of discrimination or vilification in the university.
c. Offer support to the one who is being discriminated against or vilified and let him/herself know where s/he can get help and advice from the light of NUML Grievance Handling Policy.
d. Maintain complete confidentiality of the information and cooperate during the investigation of complaints if any.

**7. Grievance Handling Procedure**

An individual who believes that s/he has been discriminated against shall be handled as per the existing SOPs of the NUML Grievance Handling Policy.