

CECOS UNIVERSITY HAS ZERO-TOLERANCE POLICY FOR HARASSMENT

CECOS University is dedicated to cultivating an all-encompassing and supportive learning atmosphere for its entire community. In accordance with The Higher Education Commission's (HEC) Policy on Protection against Sexual Harassment in Higher Education Institutions, CECOS adheres to a strict zero-tolerance policy for any inappropriate behavior that infringes upon the dignity of any individual within the institution.

Established to safeguard against sexual harassment, the inquiry committee fosters a harassment-free environment by implementing comprehensive policies and procedures, providing CECOS members with a safe space to report any concerns.

Harassment-free learning, research, and scholarship are fundamental rights for all CECOS community members. The committee confidential and fair investigative process protects complainants and the accused. A united community effort is crucial to eliminate harassment from educational institutions.

Complainant can report to their Head of Department (HoD) office, the Office of Student Affairs, or the Convener/Secretary of the Harassment Committee OR directly file the complaint using the following e-mail address. Details of the complainant shall be kept confidential.

osa@cecos.edu.pk

If you experience or witness any kind of harassment whether it is based on race, or gender, STAND UP and SPEAK UP about it. You have the RIGHT to Feel SAFE.

Useful links:

1. [**The Protection Against Harassment of Women at The Workplace Act, 2010.**](#)
2. [**Protection Against Harassment of Women at The Workplace \(Amendment\) Act, 2022.**](#)
3. [**HEC Policy On Protection Against Sexual Harassment in Higher Education Institutions.**](#)
4. [**Inquiry Committee against Sexual Harassment at CECOS University.**](#)