



Beaconhouse National University

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Sexual Harassment

Sexual harassment includes any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that create a hostile or intimidating environment. These rules have been established in accordance with the Sexual Harassment Policy (2023) chalked out by the Higher Education Commission of Pakistan, to address and prevent sexual harassment within BNU.

12.1 Implementation and Compliance

12.1.a: Reporting Sexual Harassment:

Any member of the BNU community who experiences or witnesses sexual harassment should report it promptly to the designated authority.

12.1.b: Investigation and Resolution:

The university shall promptly investigate all reports of sexual harassment, ensuring confidentiality and fairness throughout the process.

- I. The investigation will be conducted by a designated committee or authority.
- II. The respondent will be provided with an opportunity to respond to the allegations.
- III. The investigation process will be completed in a reasonable timeframe.

12. 1.c: Penalties for Non-Compliance:

Depending on the severity of the offense, penalties for individuals found in violation of these rules may include:

- I. Formal warning
- II. Suspension from the university for a specified period
- III. Expulsion from the university
- IV. Legal actions, if required

Penalties will be determined after a thorough investigation and in accordance with the severity of the offense and the policy in place.

12.2 Appeals Process

Both the complainant and the respondent have the right to appeal the findings and penalties within a specified period after being informed of the decision.

12.3 Support and Resources:

BNU shall provide support and resources for individuals affected by sexual harassment, including counseling.

12.4 Education and Prevention

BNU will conduct awareness programs, training, and workshops to educate the community on preventing and addressing sexual harassment.

ANONYMITY: Methods for safeguarding students' identities through anonymous information submission and further handling are ensured.

(This policy was approved in the 34th meeting of the Board of Governors, BNU, held on August 22, 2024)
