

North-West Frontier Province

Published by Authority

PESHAWAR, SATURDAY, 27TH OCTOBER, 2001.

GOVERNMENT OF THE NORTH-WEST FRONTIER PROVINCE LAW DEPARTMENT.

NOTIFICATION.

27th October, 2001.

No. Legis: 1(11)/2001.—The following Regulation made by the Governor of the North-West Frontier Province, with the approval of the President, is hereby published for general information:

THE UNIVERSITY OF MALAKAND REGULATION, 2001

N.-W.F.P. REGULATION NO. II OF 2001.

A REGULATION

to provide for the establishment of the University of Malakand.

WHEREAS it is expedient to provide for the establishment of the University of Malakand and for matters ancillary thereto or connected therewith;

NOW, THEREFORE, in pursuance of the Proclamation of Emergency of the fourteenth day of October, 1999, the Provincial Constitution Order No. 1 of 1999, the Powers and Functions of the Governors Order No. 5 of 1999, read with clause (4) of Article 247 of the Constitution of the Islamic Republic of Pakistan, and in exercise of all powers enabling him in that behalf, the Governor of the North-West Frontier Province, with the prior approval of the President, is pleased to make the following Regulation:-

1. *Short title and commencement.*— (1) This Regulation may be called the University of Malakand Regulation, 2001.

(2) It shall come into force at once.

2. *Definitions.*— In this Regulation, unless there is anything repugnant in the subject or context—

(s) "University" means the University of Malakand established under this Regulation; and

(t) "Vice-Chancellor" means the Vice Chancellor of the University.

3. **Establishment and incorporation of the University.**— (1) There shall be established a University to be called the University of Malakand, with its principal seat at Chakdara, consisting of a Chancellor, the Vice-Chancellor, the Deans, the Principals and members of Syndicate, the Academic Council, the Board of Faculties, the members of University bodies, the teachers and students of the University, its constituent units and Colleges and such other officers and members of staff as may, from time to time, be determined, to be the officers and members of staff of the University.

(2) The University shall be a body corporate by the name of University of Malakand having perpetual succession and a common seal, with power, among others, to acquire, hold and dispose of any property or investments and shall by the said name sue and be sued.

4. **University open to all classes, creed, etc.**— The University shall be open to persons of either sex of whatever religion, race, creed, colour or domicile who are academically qualified for admission to the courses of study offered by the University and no such person shall be denied the privileges of the University on the ground only of sex, religion, creed, caste, race, class, colour or domicile.

5. **Objectives powers and functions of the University.**— (1) The objectives of the University shall be the promotion and dissemination of knowledge in areas of emerging sciences and technology and to provide for instruction, training, research, demonstration and service in such branches of learning as the University may determine.

(2) The University shall have the powers—

- (a) to provide for instruction in such branches of learning as it may deem fit and to make provisions for research and for the advancement and dissemination of knowledge in such manner as it may determine;
- (b) to admit and examine students;
- (c) to award and confer degrees, diplomas, certificates and other academic distinctions to, and on, persons who have been admitted to and have passed its examinations under the prescribed conditions;
- (d) to confer degrees on persons who have carried out independent research under prescribed conditions;
- (e) to confer in the manner prescribed honorary degrees or other distinctions on persons approved by the Syndicate for the purpose;

REGISTERED No. $\frac{M - 302}{L - 7646}$



EXTRAORDINARY
PUBLISHED BY AUTHORITY

ISLAMABAD, THURSDAY, MARCH 11, 2010

**[THE PROTECTION AGAINST HARASSMENT OF WOMEN AT THE
WORKPLACE ACT 2010]**

PART 1

Acts, Ordinance, President's Orders and Regulations

SENATE SECRETARIAT

Islamabad, the 11th March, 2010

No. F. 9 (5)/2009- Legis.__ The following Acts of Majlis-e-Shoora
(Parliament) received the assent of the President on 9th March, 2010, are hereby
published for general information:__

Act No. IV OF 2010

*An Act to make provisions for the protection against harassment of women at the
workplace*

WHEREAS the constitution of the Islamic Republic of Pakistan recognizes the
fundamental rights of citizens to dignity of person;

AND WHEREAS it is expedient to make this provision for the protection of
women from harassment at the workplace;

Schedule
[See sections 2(c) and 11]

**CODE OF CONDUCT FOR PROTECTION AGAINST HARASSMENT OF
WOMEN AT THE WORKPLACE**

Whereas it is expedient to make the Code of Conduct at the Workplace etc to provide protection and safety to women against harassment it is hereby provided as under:

- (i) The Code provides a guideline for behavior of all employees, including management, and the owners of an organization to ensure a work environment free of harassment and intimidation;
- (ii) “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.

Explanation:

There are three significant manifestations of harassment in the work environment:

(a) Abuse of authority

A demand by a person in authority, such as a supervisor, for sexual favors in order for the complainant to keep or obtain certain job benefits, be it a wage increase, a promotion, training opportunity, a transfer or the job itself.