

 <b>NUMS</b> NATIONAL UNIVERSITY OF MEDICAL SCIENCES دہلی ترقی و کمال	<b>NUMS Policy on Diversity, Equity, and Inclusion</b>	
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### Purpose

1. National University of Medical Sciences (NUMS) is committed to fostering a diverse, equitable, and inclusive environment that respects and values the contributions of all individuals. The policy outlines the university's commitment to providing a learning environment and workplace that is free from discrimination, bias, and harassment.

### Scope

2. This policy applies to all faculty, students, staff, and visitors of NUMS.

### Principles

3. Following principles govern this policy:

- a. **Diversity:** NUMS recognises and values diversity in all its forms, including but not limited to origin, race, ethnicity, gender, age, religion, disability, socioeconomic and other status.
- b. **Equity:** We strive to ensure that all individuals have equal access to opportunities, resources, and support.
- c. **Inclusion:** We foster an environment that is welcoming, respectful, and inclusive of all individuals.

### Objectives

4. The objectives of this Policy include:

- a. To create a culture of inclusion that values diversity, promotes equity, and encourages inclusion.
- b. To eliminate discrimination and bias by identifying and eliminating discriminatory practices and biases in all facets of university life.
- c. To support underrepresented groups by providing resources and support to underrepresented groups, including but not limited to faculty, students, and staff from diverse backgrounds.
- d. To promote diversity in curriculum by incorporating diversity and inclusion principles in the curriculum to ensure that students are prepared to provide culturally effective and safe care.

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## Implementation

5. Following steps would be required to implement this policy:
  - a. Establish a Diversity and Inclusion Committee to oversee the implementation of this policy and provide recommendations for improvement.
  - b. Provide regular education and training on diversity, equity, and inclusion topics to faculty, students, and staff.
  - c. Establish adequate reporting mechanisms for incidents of discrimination, bias, and harassment.
  - d. Hold faculty, students, and staff accountable for upholding all the three principles of this policy.

## Reporting and Accountability

6. The Office of Pro Vice Chancellor (Administration) will be responsible to oversee the implementation of this policy in true sense and provide regular reports to the university community on the progress in policy implementation and areas for improvement.

## Applicability

7. This Policy shall be applicable with immediate effect after its approval.

## Review and Revision

8. This policy will be reviewed and revised as and when required to ensure that it remains effective in fostering diversity, equity, and inclusion at NUMS.

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