



*Greenwich University*

## **Women's Access & Participation Plan**

### **Discrimination**

Greenwich University strictly prohibits discrimination against any employee or applicant for employment because of the individual's race, color, religion, area, gender, sexual orientation, gender identity or expression, national origin, age, disability, veteran's status, or any other characteristic protected by law. Affirmative action will be taken to ensure that all employment decisions, including but not limited to those involving recruitment, hiring, promotion, training, compensation, benefits, transfer, discipline, and discharge, are free from unlawful discrimination. The University will take special measures to protect the rights of women and transgenders, enabling them full access to attainment of education and employment opportunities to the full extent possible under the law, and will ensure that no discrimination against them takes place. The University will provide reasonable accommodation to otherwise qualified individuals with a disability consistent with the law. What constitutes reasonable accommodation depends on the circumstances and thus will be addressed by the University on a case-to-case basis.

As per the principles stated in our Non-Discrimination Policy, Greenwich University is committed to ensuring equal and equitable opportunities for all applicants and students, regardless of their gender

<http://www.greenwichhouse.pk/qec/downloads/Non-Discrimination-Policy.pdf>.

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The following plan addresses the specific question of women's applications, acceptance, entry, and participation within Greenwich University, so as to eliminate any potential gap based on gender.

### **Our Principles**

Our Chancellor's vision for gender equity has always been guiding Greenwich University philosophy and functioning since its creation. Greenwich university seeks to ensure that all female students achieve their potential, through full and active participation. We are committed to addressing any kind of barriers, and to make the student community more self-assured on these questions.

### **Assessment**

Students' admissions are purely based on the scores obtained by applicants, both male and female, in competitive exams such as Greenwich University General Admission Test (GU-GAT).

In 2019, according to Greenwich University admissions self-assessment report; 30 percent of women admissions materialized and completed their degrees.

### **Monitoring and Action Plan**

Greenwich university has implemented a number of procedures and processes in order to closely and regularly monitor women's access and participation throughout all stages of their studies. Evaluation of the metrics and outcomes is regularly conducted in order to maintain and improve current levels of successful outcomes as well as to address core inequalities in access and participation, from a very early stage.

These include:

- A tracking system and set of schemes on women's likelihood of graduation, developed by Greenwich University. This integrated world-class Greenwich University Learning Management System (GULMS), includes an e-learning platform and enables the tracking of students' progress at any time. It supports GREENWICH UNIVERSITY's major

administrative and learning management systems and includes admission module, administration module, academics module, accounts module, examination module, and other modules:

- Periodic evaluation of data on access and participation of women throughout all stages of students' lifecycle and analysis of potential gaps and barriers in women's application and participation process, if any, and ways to address them ([https://pern-my.sharepoint.com/personal/qec\\_greenwich\\_edu\\_pk/\\_layouts/15/onedrive.aspx?id=%2Fpersonal%2Fqec%5Fgreenwich%5Fedu%5Fpk%2FDocuments%2FData%5FChart%2Epdf&parent=%2Fpersonal%2Fqec%5Fgreenwich%5Fedu%5Fpk%2FDocuments](https://pern-my.sharepoint.com/personal/qec_greenwich_edu_pk/_layouts/15/onedrive.aspx?id=%2Fpersonal%2Fqec%5Fgreenwich%5Fedu%5Fpk%2FDocuments%2FData%5FChart%2Epdf&parent=%2Fpersonal%2Fqec%5Fgreenwich%5Fedu%5Fpk%2FDocuments))
- Overall needs assessments and mapping of vulnerabilities. This needs assessment includes vulnerability tracking and assessment of both men and women, students, faculty, staff, and facilities in order to best understand any issues that may inhibit either gender from fulfilling their highest potential both personally and academically.
- Specific monitoring is undertaken by each school and department on admission and retention outcomes.
- Possibility for female Ph.D. students getting pregnant during their studies to temporarily suspend their research and join another cohort at a later time.
- Child Care services for female students having children, available on campus
- Academic support and other financial resources such as potential scholarships for female students facing financial difficulties or lack of financial support from their families decided on a merit-basis ([https://pern-my.sharepoint.com/:f/g/personal/qec\\_greenwich\\_edu\\_pk/EsGkp65mCvZJiukqZrQYYRwB83eBJCqCXyTVckq00ae5hg?e=DChzJv](https://pern-my.sharepoint.com/:f/g/personal/qec_greenwich_edu_pk/EsGkp65mCvZJiukqZrQYYRwB83eBJCqCXyTVckq00ae5hg?e=DChzJv)).

- Equal access to education and opportunities, including access to mentor programs designed to prepare students for top-positions or further studies  
<https://greenwich.edu.pk/Home/Facilities#faq4>).
- Equal access to facilities, academic support, social services, technology, accommodation and transportation, and other resources provided by Greenwich University  
<https://greenwich.edu.pk/Home/Facilities#faq4> ).
- Gender Sensitization Plan conducted every year, including gender equity communication and promotion with activities such as workshops with students and staff, regular awareness-raising, promotion by faculty members of fair representations for leadership roles, impartial participation and gender balance in team projects, providing a network of gender equality advisers for research and coursework, and promoting gender parity at the governance level within the student code of conduct promotes gender parity.

**Intended Measures:**

Greenwich University emphasizes gender equality as key outcome for Pakistan. It plays its role by applying several affirmative measures, enshrined in Women's Access Plan, as gender equity measures supporting women's access to educational outcomes. These include preferential support in admissions, mentoring, scholarships, transport, security as well as placement facilities.

Greenwich has also extended the scope of this policy to include sexual minorities i.e. the transgender community studying at Greenwich University. As an affirmative measure, Greenwich has awarded 100% scholarships to all students from the transgender community to provide them meaningful integration and job opportunities in the society.