National Defence University
(Office of the Registrar)

No. 818/NDU/Reg/2025/143 Dated: 04 Nov, 2025

NOTIFICATION

Subj: Adoption of HEC's Policy on Protection against Harassment (2025) at NDU

Ref: a. Registrar office Notification No. 818/NDU/Reg/2025/48 dated 25th Mar, 2025

b. Policy on Protection against Harassment in HEIs (copy attached)

1. It is hereby notified that President NDU has been pleased to approve the adoption of HEC's policy on "Protection against Harassment in HEIs" (Revised 2025) at NDU in conjunction with NDU's own statutes, and in suppression of previously notified SoP of NDU (ref a).

2. In pursuance to a/m policy, the Focal Persons, Inquiry Committee and Appellate Committee are notified as under:

a. **Focal Persons.** The following Focal Persons shall offer support and immediate assistance to those who have experienced harassment:

S.No.	Name	Designation	Email /Contact No
(1)	Dr Maria Naureen Shahid	Asst Prof, LMS Dept	mariashahid@ndu.edu.pk
(2)	Col M Munir Akhtar (Retd)	Director PRSA&IT	dirprsa@ndu.edu.pk 03245217744 (Ext 8880)

b. **Inquiry Committee.** The following Inquiry Committee shall be responsible for the investigation and adjudication of any complaint received in connection with the violation of this policy:

Ser	Provision in Policy	Name	Remarks
(1)	Chairperson to be appointed by President NDU	Prof Dr Shaheen Akhtar, HoD IR Dept	Chairperson
(2)	2x Faculty members to be nominated by Dean FCS (one of whom shall be a women)	Dr Asif Iqbal Dawar, Asst Prof, PCS Dept	Member
(3)		Dr Maria Naureen Shahid, Asst Prof, LMS Dept Member (focal person)	Member
(4)	1 x member from Senior Management	Director PRSA&IT (focal person)	Member
(5)	Assistant Director (PRSA&IT)		Secy

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c. **Appellate Committee**: Both the complainant and the respondent shall have a right to appeal the decision of the Inquiry Committee within a period of 30 days from the date of notification of the decision to following Appellate Committee:

S. No	Name	Remarks
(1)	Dy President NDU	Chairperson
(2)	Dean FCS	Member
(3)	Dir Admin FCS	Member

3. This issues with the approval of the Competent Authority.

Haroon-ue-Rashid

Registrar
(Dr Haroon Ur Rahid Khan)

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