



SHAHEED BENAZIR BHUTTO WOMEN UNIVERSITY PESHAWAR

REGISTRAR OFFICE (ACADEMICS SECTION)

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No: 141 /ACAD-1/SBBWUP
Dated: 26/11/2024

NOTIFICATION

Subject: INSTRUCTION /GUIDELINES AGAINST THE HIGHER EDUCATION COMMISSION POLICY ON PROTECTION AGAINST SEXUAL HARASSMENT IN HIGHER EDUCATION INSTITUTIONS

In pursuance of Notification No. SO(G) /HED/2-2/2023/Harassment, dated: 23rd October, 2024 regarding Instruction /Guidelines against the Higher Education Commission Policy on Protection against sexual Harassment in Higher Education Institution, minutes of the meeting held on 11th November, 2024 are attached herewith with the directions of strict compliance in letter and spirit with immediate effect.

This is issued with the approval of Vice Chancellor.

sd/-
Assistant Registrar Academics

Enclosure: Notification No. SO(G) /HED/2-2/2023/Harassment, dated: 23rd October, 2024

No: 3108-12 /Acad/SBBWUP

Copy to:

1. All Sectional Heads/Chairpersons/Incharges, SBBWUP. (For information & further dissemination to the staff working under them)
2. Deputy Registrar Media & Publications, SBBWUP.
3. Deputy Director IT, SBBWUP (for uploading on University website)
4. PS to Vice Chancellor, SBBWUP
5. PA to Registrar, SBBWUP

[Signature]
Assistant Registrar Academics



SHAHEED BENAZIR BHUTTO WOMEN UNIVERSITY PESHAWAR

REGISTRAR OFFICE (Academic Section)

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**Minutes of Meeting regarding Instruction /Guidelines against the Higher Education
Commission Policy on Protection against Sexual Harassment in Higher Education
Institutions held on Monday, 11th November, 2024**

The meeting regarding Instruction /Guidelines against the Higher Education Commission Policy on Protection against Sexual Harassment in Higher Education Institutions was held on Monday, 11th November, 2024 at 1:00 pm in the DVC Hall of the University. Prof. Dr. Safia Ahmed (T.I.), Dean / Vice-Chancellor, Shaheed Benazir Bhutto Women University, presided over the meeting.

Following Chairpersons, Incharges and Administrative Heads / Officers attended the meeting:

1.	Dr. Farhat Amin, Chairperson, Department of Bioinformatics
2.	Dr. Zainab Amin, Chairperson, Department of Islamiyat
3.	Dr. Wilayat Bibi, Chairperson, Department of Education
4.	Dr. Sadaf Bashir, Chairperson, Department of Political Science
5.	Dr. Nargis Jamila, Chairperson, Department of Chemistry
6.	Dr. Basmin Siraj, Chairperson, Department of Urdu
7.	Dr. Sadia Nazeer, Incharge, Department of English
8.	Dr. Nadia Gul, Incharge, Department of Mathematics
9.	Dr. Soofia Iftikhar, Incharge, Department of Statistics
10.	Ms. Arzoo Farhad, Incharge, Department of Law
11.	Dr. Sadia Aziz, Incharge, Department of Management Science
12.	Dr. Shahida Parveen, Incharge, Department of Physics
13.	Dr. Faiza Tawaab, Incharge, Department of Botany
14.	Dr. Asima Azam, Incharge, Department of Zoology
15.	Dr. Bushra Ahmed, Incharge, Department of Biochemistry
16.	Dr. Sadia Butt, Incharge, Department of Microbiology
17.	Dr. Hamida Bibi, Incharge, Department of History & Pakistan Studies
18.	Dr. Antal Zia, BS-Coordinator, Faculty of Social Sciences
19.	Dr. Saima Perwez, Incharge, Department of Psychology
20.	Ms. Roheena Afshan, Provost
21.	Dr. Rubi Bilal, Controller of Examinations
22.	Ms. Zohra Shahzad, Manager University Linkages ORIC
23.	Ms. Fehmeeda Yasmin, Registrar
24.	Engr. Abdul Mubeen, Project Director
25.	Ms. Shahnaz Gul, PS to Vice-Chancellor
26.	Ms. Sana Younas, Additional Treasurer
27.	Ms. Marriyah Samin, Deputy Director Sports
28.	Ms. Haseeba Shafi, Deputy Librarian
29.	Ms. Tashfeen Zia, Deputy Registrar, Monitoring & Affiliations
30.	Mr. Amanat Khalil, Deputy Director IT
31.	Mr. Ghulam Tehmasap khan, Deputy Director Administration
32.	Ms. Sania Yaseen, Deputy Registrar Meetings

33.	Mr. Tanzeel ur Rehman, Deputy Director Planning & Development
34.	Mr. Alamzeb Khan, Internal Auditor
35.	Ms. Nain Tara, Deputy Registrar Admissions
36.	Mr. Junaid Ahmad, Assistant Director Works(Electrical)
37.	Mr. Sami Ullah, Assistant Director Works (Civil)
38.	Ms. Ambreen Hassan, Assistant Director University Advancement
39.	Ms. Sumayya Noaman, Assistant Registrar Academics

Deputy Registrar Establishment, Deputy Director QEC, Deputy Director Training, Deputy Registrar Media and Publications and Incharge, Department of Computer Science did not attended the meeting.

The Vice-Chancellor welcomed all participants and explained the importance of the role of each employee of the university in the wake of these policies. The agenda regarding Instruction /Guidelines against the Higher Education Commission Policy on Protection against Sexual Harassment in Higher Education Institution was presented by Ms. Sumayya Noaman, Assistant Registrar Academics.

The Worthy Vice Chancellor explained the guidelines / Instruction against the Higher Education Commission Policy on Protection against Sexual Harassment in Higher Education Institutions which has been sent by Government of Khyber Pakhtunkhwa Higher Education Department via Notification No. SO (G)/HED/2-2/2023/Harassment, dated 23rd October, 2024 which the University has adopted to promote a safe, respectful and secure learning environment.

In order to promote a healthy, safe and secure learning environment, the University will undergo the following steps:

1. Chairpersons/ Incharges of all Teaching Department will prepare department wise duty roaster on weekly basis in consultation with staff proctors of each department and ensure that the nominated staff (as per duty roaster) is working properly at their allocated premises.
2. Incharges/ Staff Proctors or designated faculty member will stay with their research students in laboratories /libraries during their research works and will not leave the Library/Laboratory until each student has vacated the area and University.
3. Provost Office will notify duty roaster of their staff working in morning and evening shifts with their contact details.
4. Event organizers must ensure that the males (from outside the University) engaged in any event leaves the campus timely and should not roam in campus. Concerned Admin Officers/ Academic Heads who have arranged the event must ensure the same.
5. No student will be entertained by the male staff in their offices. In case of a dire need, students can submit their requests to concerned Department Head who shall deal with such applications/requests, under her supervision.
6. Social media Internet access e.g. YouTube, Tik Tok, Instagram etc. is restricted till 4:00 pm in the University. Deputy Director IT should ensure the same in letter and spirit
7. Staff Proctors have to perform active role to stop the activities of students related to unwarranted Tik Toks, snaps and videos recordings etc.

8. Information/ Form submission /receiving desks must be made and maintained by such offices where student interaction is a must. That area must be clearly visible to public.
9. If students approach male staff, the male staff has to report to the relevant HOD. In any case, offices where only male staff is inducted should not entertain any student. Instructions must be issued by the Concerned Departmental / Sectional Heads in this regard where male staff is working.
10. A record of all interaction between students and staff shall be maintained. Female students are required to log the date, time and purpose of their visit prior to meeting a male faculty member. Additionally, no female student shall visit the admin office having male staff without prior approval from the Head of Department.
11. Male class IV staff and security personnel are strictly prohibited from engaging in any direct interaction with students. In case any such incident is reported, disciplinary action shall be taken against the individual.
12. Faculty members will guide students regarding use of mobile phone and engage them in assignment, presentation and other works related to their study instead of using social media.
13. Buses of the University shall be locked in the morning after the students are dropped at the campus. The Buses will get opened half an hour before the departure time.
14. Training to be arranged by the relevant section on harassment prevention, conflict resolution and to ensure they are fully equipped to manage a variety of sensitive situations with high level of professionalism and care.
15. Report on CCTV cameras to be provided to the Vice-Chancellor on daily basis.
16. Regular security audits shall be conducted by a Security Audit Committee who shall assess the effectiveness of current safety measures and identify potential vulnerability within the University. The Committee shall consist of:
 - i. Dr. Rubi Bilal, Controller of Examinations (Convener)
 - ii. Dr. Sadaf Bashir, Chairperson, Department of Political Science
 - iii. Dr. Rehana Masood, Assistant Professor, Department of Biochemistry
 - iv. Dr. Aiman Umer, Assistant Professor, Department of Biochemistry – for Hostel
 - v. Ms. Nain Tara, Deputy Registrar Admissions
 - vi. Mr. Ayub Jan, CCTV/Control Room Operator (Secretary)
17. Deputy Director Administration has to perform his duty as per Section # 4(a, b & c) of the Security Guard Protocols of the aforementioned Notification (attached).
18. A dedicated and accessible reporting mechanism for incidents of harassment and assault shall be established to ensure that all complaints are handled with urgency, confidentiality and care. For said purpose, trained committee need to be constituted which consist of the following members:
 - i. Registrar
 - ii. Provost
 - iii. Chief Proctor
 - iv. Dr. Farhat Amin – Senior Faculty member
 - v. Deputy Director Administration
 - vi. Deputy Librarian

19. Term of Reference of the Committee:

- i. Committee must promptly investigate all reports, and the reporting process should prioritize the safety, privacy and wellbeing of the complainant throughout the entire procedure.
 - ii. Prompt and thorough investigations shall be conducted for all reported incidents of harassment and assault, ensuring that action is taken against perpetrators without undue delay.
 - iii. The investigation process must adhere to established protocols to guarantee fairness and objectively, with all parties involved treated with respect and confidentially.
 - iv. Appropriate disciplinary measures will be imposed on those found responsible as per SBBWUP Employees Efficiency & Discipline Statutes, 2016.
20. Incharges from the Department of Law and Department of Psychology were advised to conduct counselling sessions and legal assistance to the victimized students and staff.
21. Deputy Director Training must conduct quarterly workshops / trainings on harassment prevention for faculty / staff.
22. Deputy Registrar Media and Publication is responsible for display of policy posters and information material outlining the University stance on harassment, the available reporting mechanisms and the resource for support which shall be prominently displayed throughout the campus.
23. The vigilance committee will be constituted which will be empowered to eradicate harassment and any such incident of harassment if observed by anyone in the institutions should immediately be reported to any member/Chairperson of Vigilance Committee. The committee shall consist of the following members:
- i. The Vice-Chancellor who shall be the Chairperson of the Committee
 - ii. Dr. Rubi Bilal, Controller of Examinations
 - iii. Dr. Zainab Amin, Chairperson, Department of Islamiyat
 - iv. Ms. Arzoo Farhad, Incharge, Department of Law
 - v. Director Students Affairs
 - vi. Assistant Registrar Legal
24. Telephone/Cell Numbers of members / Chairperson of the Committee shall be displayed to all.
25. The Vice Chancellor shall also appoint a Compliance officer to oversee the implementation of policies pertaining to harassment prevention and response. The responsibilities of the Compliance Officer shall be as follows:
- i. Ensuring compliance with all relevant laws and regulations, monitoring adherence University Policy and provide guidance to faculty, staff and students regarding their rights and obligations under these policies.

- ii. Responsible for facilitating training sessions, managing reporting mechanisms conducting regular evaluations of policy effectiveness, and fostering a culture of accountability and continuous improvement within the institution.
- iii. Conduct regular audits to ensure adherence.
- iv. Take disciplinary action against non-compliant faculty and staff under the EE&D Statutes and Student Conduct & Discipline Regulations.
- v. Director of Student affairs is required to constitute and notify Student Committees as per Section (10) of the Notification No. SO (G) /HED /2-2/2023/Harassment, dated: 23rd October, 2024.

The meeting ended with thanks to and by the Chair.



GOVT. OF KHYBER PAKHTUNKHWA HIGHER EDUCATION, ARCHIVES & LIBRARIES DEPARTMENT

Dated Peshawar on October 23, 2024

NOTIFICATION

NO.SO(G)/HED/2-2/2023/Harassment: In compliance with the protection against harassment of Women at Workplace Act 2010 duly amended in 2012, Higher Education Commission policy on protection against sexual harassment in higher education institutions (effective since 01-07-2020), international declarations, conventions, and treaties, and to promote a safe and respectful learning environment and mitigate the risk of harassment and assault involving male faculty and staff, the management of both public and private sector educational institutions shall implement the following instructions/guidelines with immediate effect.

1. General Guidelines

- a. The Protection Against Harassment of Women at the Workplace Act, 2010, and the Higher Education Policy on Protection Against Sexual Harassment in Higher Education Institutions shall be strictly enforced in their entirety, ensuring full compliance with all legal provisions and mandates therein.
- b. Educational institutions shall cultivate and maintain a culture rooted in respect, accountability, and the strictest adherence to a policy of zero tolerance for harassment. All members of the institution are obligated to actively contribute to creating and sustaining a safe, inclusive, and supportive environment, with any failure to do so subject to disciplinary measures in accordance with institutional regulations and applicable law.
- c. It is hereby mandated that a minimum of two female faculty members shall be present on the premises of female educational institutions during operational hours and until such time as the last female student has vacated the premises.
- d. In the event that a female hostel facility is provided, it is required that a female warden and supporting staff be present on-site at all times (24/7). Male personnel shall be strictly restricted to areas designated for their access and duties, and shall not be permitted in any female-designated areas of the hostel.
- e. The Head of each educational institution is required to designate separate areas for male and female staff to engage with students. These areas must be clearly demarcated and shall be monitored through appropriate surveillance measures to ensure compliance and maintain security.
- f. Teaching and non-teaching staff are strictly prohibited from meeting female students in isolated or unmonitored areas. The Head of the institution shall designate and notify specific areas for such meetings, which must be clearly communicated to all staff and students to ensure compliance.

- g. The use of cell phones by Class-IV staff and students within the premises of the institution is strictly prohibited.
- h. Educational institutions shall cultivate and maintain a culture rooted in respect, accountability, and the strictest adherence to a policy of zero tolerance for harassment.
- i. All members of the institution are obligated to actively contribute to creating and sustaining a safe, inclusive, and supportive environment, with any failure to do so subject to disciplinary measures in accordance with institutional regulations and applicable law without fear of retaliation.

2. Interaction Protocols

- a. The Head of the institution shall ensure the permanent deployment of female faculty or staff members at designated locations to accompany female students during interactions with male staff. It is further mandated that all meetings or interactions between male faculty/staff and female students must take place in the presence of a female faculty or staff member.
- b. Formal meetings, guidance or counseling sessions, or any academic interactions between male staff and female students shall require prior approval from the relevant Head of Department or Dean. Such meetings must take place only within designated, notified areas, and under no circumstances shall they occur outside these approved locations.
- c. A record of all interactions between students and staff shall be maintained. Female students are required to log the date, time, and purpose of their visit prior to meeting with a male faculty member. Additionally, no female student shall visit the administration wing without prior approval from the Head of Department
- d. Information/Form submission/receiving desk to be accessible/visible to students/public.
- e. Male Class-IV staff and security personnel are strictly prohibited from engaging in any direct interaction with students

3. Faculty/Staff Responsibilities

- a. Faculty members are mandated to remain on campus until the departure of the last student, ensuring that students have access to necessary support, guidance, and supervision as required.
- b. Faculty and staff are under a strict duty to promptly report any suspicious behavior or concerns related to student safety to the administration. This includes the mandatory completion of incident reports and active participation in follow-up discussions to address identified issues in a timely manner.
- c. Faculty members are obligated to actively engage in activities and discussions that promote inclusivity and mutual respect among students. This duty includes, but is not limited to, integrating educational discourse on topics such as consent, boundaries, and appropriate behavior into the curriculum, and fostering an open, communicative classroom environment.

- d. Faculty members are required to conduct regular check-ins with students, particularly those in vulnerable or at-risk situations, to assess their well-being and provide a supportive, proactive presence. Such engagement is essential in identifying potential issues at an early stage and reinforcing a culture of care within the institution.
- e. Faculty and staff are required to undergo mandatory, recurrent training sessions on harassment prevention, conflict resolution, and cultural competency, to ensure they are fully equipped to manage a variety of sensitive situations with the highest level of professionalism and care.
- f. Faculty members must be well-informed of available student resources, including counseling services, support groups, and formal reporting mechanisms. They are further required to actively promote these resources to ensure students are fully aware of how and where to seek help when necessary.

4. Campus Security

- a. Closed-circuit television (CCTV) cameras shall be installed in all common areas, female hostels, and designated faculty/staff interaction desks or areas to ensure comprehensive surveillance and enhance the safety and security of all individuals. The installation and monitoring of these cameras must be conducted in compliance with applicable privacy laws and institutional regulations, and any footage obtained shall be handled with the utmost confidentiality, accessible only to authorized personnel for official purposes.
- b. Round-the-clock security personnel shall be deployed in all non-student areas to ensure continuous surveillance and protection. The presence of security personnel must be maintained at all times, with strict adherence to duty schedules and protocols, to prevent unauthorized access and safeguard institutional property. Failure to ensure consistent security coverage will result in immediate administrative action in accordance with institutional policies and applicable law.
- c. Regular security audits shall be conducted to assess the effectiveness of current safety measures and identify potential vulnerabilities within the institution. These audits must be comprehensive, systematic, and carried out by qualified personnel, with findings promptly reported to the administration. Any deficiencies identified during the audits must be addressed immediately, and corrective actions shall be implemented to ensure ongoing compliance with safety standards and regulations.

Security Guard Protocols

- a. Security guards' presence in student areas shall be strictly limited, except in cases of emergencies or when explicitly authorized by the administration. This restriction is intended to preserve the privacy and autonomy of students while maintaining a safe environment. Any breach of this restriction without proper cause will be subject to disciplinary action in accordance with institutional guidelines.
- b. Security guards shall be subjected to thorough background checks prior to employment to ensure their suitability for safeguarding the institution. Additionally, all security personnel must undergo mandatory and comprehensive training on harassment prevention, conflict resolution, and professional conduct. This training is

essential to equip them with the knowledge and skills necessary to handle sensitive situations appropriately and to foster a safe and respectful environment for all members of the institution.

- c. A formal system for reporting security guard misconduct shall be established and maintained to ensure accountability and transparency. This system must allow for confidential reporting of any inappropriate behavior or breaches of conduct by security personnel, with clear procedures for investigation, documentation, and resolution. All reports of misconduct will be taken seriously, with swift disciplinary action implemented as necessary in accordance with institutional policies and applicable legal frameworks.

6. Reporting and Response

- a. A dedicated and accessible reporting mechanism for incidents of harassment and assault shall be established to ensure that all complaints are handled with urgency, confidentiality, and care. This mechanism must include multiple channels for reporting, such as an online platform, a designated hotline, and in-person reporting to authorized personnel. A trained committee must promptly investigate all reports, and the reporting process should prioritize the safety, privacy, and well-being of the complainant throughout the entire procedure.
- b. Prompt and thorough investigations shall be conducted for all reported incidents of harassment and assault, ensuring that action is taken against perpetrators without undue delay. The investigation process must adhere to established protocols to guarantee fairness and objectivity, with all parties involved treated with respect and confidentiality. Appropriate disciplinary measures will be imposed on those found responsible, in accordance with institutional policies and relevant legal standards, to uphold a safe and supportive environment for all members of the institution.
- c. Comprehensive counseling and support services shall be made available for victims of harassment and assault, ensuring that they receive the necessary emotional, psychological, and legal assistance. These services must be easily accessible and include individual counseling, support groups, and crisis intervention, all provided by trained professionals. The institution shall actively promote awareness of these services, ensuring that victims are informed of their rights and the resources available to them in a supportive and confidential environment.

7. Training and Awareness

- a. Conduct regular workshops/training on harassment prevention for faculty/staff.
- b. All faculty and staff are required to participate in regular training sessions focused on harassment prevention, the concept of consent, and appropriate interactions with students. These training programs must be comprehensive and updated regularly to reflect best practices and current legal standards, ensuring that all personnel are equipped with the knowledge and skills necessary to foster a safe and respectful educational environment.

- c. Ongoing awareness campaigns shall be conducted to educate the campus community about the critical importance of mutual respect and the recognition of inappropriate behavior. These campaigns must employ a variety of communication methods, including workshops, seminars, and informational materials, to effectively engage all members of the institution and promote a culture of safety, respect, and accountability
- d. Organize awareness campaigns for students.
- e. Policy posters and informational materials outlining the institution's stance on harassment, the available reporting mechanisms, and the resources for support shall be prominently displayed throughout the campus. These materials must be clear, accessible, and regularly updated to ensure that all members of the community are informed of their rights and responsibilities. The strategic placement of these posters in high-traffic areas will serve to reinforce the institution's commitment to creating a safe and respectful environment for all.

8. Monitoring and Compliance

- a. Vigilance committee to be constituted (the Head of the Institution should be its chairman) in each institution and this committee will be empowered to eradicate harassment and any such incident of harassment if observed by anyone in the institutions should immediately be reported to any Member/Chairman of the vigilance committee.
- b. Telephone/Cell No. of members/Chairman vigilance committee should be displayed in visible places.
- c. A Compliance Officer shall be appointed to oversee the implementation of policies pertaining to harassment prevention and response. This individual will be tasked with ensuring compliance with all relevant laws and regulations, monitoring adherence to institutional policies, and providing guidance to faculty, staff, and students regarding their rights and obligations under these policies. The Compliance Officer will also be responsible for facilitating training sessions, managing reporting mechanisms, conducting regular evaluations of policy effectiveness, and fostering a culture of accountability and continuous improvement within the institution.
- d. Conduct regular audits to ensure adherence.
- e. Take disciplinary action against non-compliant faculty/staff.

9. Review and Revision

- a. An annual review of the harassment prevention and response policy shall be conducted to assess its effectiveness and relevance. This review must involve input from various stakeholders, including faculty, staff, students, and compliance experts, to ensure comprehensive evaluation and identification of any necessary amendments. The findings and recommendations from this review will be documented and presented to the administration for consideration, with the aim of enhancing the policy's effectiveness and alignment with best practices and legal standards.
- b. The harassment prevention and response policy shall be revised as necessary to ensure its ongoing effectiveness and alignment with current legal standards and best practices. Revisions will be based on the findings from the annual review, stakeholder

feedback, and emerging trends in harassment prevention. All amendments will be documented, communicated to the campus community, and implemented promptly to reinforce the institution's commitment to providing a safe and supportive environment for all members.

10. Student Committees

- a. Notify and activate existing student committees (e.g., Student Council, Women's Safety Committee) to promote awareness and support.
- b. Ensure committee members undergo training on harassment prevention, reporting, and support.
- c. Empower committees to:
 - i. Organize awareness campaigns and events.
 - ii. Provide peer support and counseling.
 - iii. Collaborate with faculty/staff on policy implementation.
 - iv. Report incidents/concerns to the administration.

d. Notification/Activation Plan:

- i. Inform student committee members about the policy and their roles.
- ii. Schedule orientation/training sessions.
- iii. Provide necessary resources (e.g., reporting mechanisms, and support services).
- iv. Establish regular meetings for progress updates and feedback.

e. Student Committee Structure:

- i. Women's Safety Committee
- ii. Student Council
- iii. Harassment Prevention Team
- iv. Peer Support Group

f. Responsibilities:

- i. Promote a zero-tolerance policy for harassment.
- ii. Organize awareness campaigns/events.
- iii. Provide support/counseling to affected students.
- iv. Collaborate with faculty/staff on policy implementation.
- v. Report incidents/concerns to the administration.

Note:

By activating and empowering student committees, we foster a collaborative and supportive environment to prevent harassment and ensure student well-being.

- 11. Implementation:** These instructions shall take effect immediately. All members of the institution are required to ensure strict compliance with these directives to foster a safe and secure learning environment. Any failure to adhere to these guidelines will result in appropriate disciplinary action, reinforcing our collective commitment to the well-being and safety of all individuals within the campus community

12. **Acknowledgement:** All educational institutions are required to acknowledge receipt and understanding of these instructions. Confirmation of this acknowledgment must be documented and submitted to the appropriate authority/departments within the institution. This acknowledgment serves to ensure that all stakeholders are informed of their responsibilities in upholding the directives outlined herein and contributing to a safe and secure educational environment.

-Sd-

SECRETARY TO

GOVT. OF KHYBER PAKHTUNKHWA
HIGHER EDUCATION DEPARTMENT

ENDST: NO. & DATE EVEN:

Copy is forwarded to the:

1. Principal Secretary to the Governor/Chancellor, Khyber Pakhtunkhwa.
2. Principal Secretary to the Chief Minister, Khyber Pakhtunkhwa.
3. All Divisional Commissioners, Khyber Pakhtunkhwa.
4. All Vice Chancellors, Public Sector Universities, Khyber Pakhtunkhwa.
5. The PSO to the Chief Minister, Khyber Pakhtunkhwa.
6. The PSO to the Chief Secretary, Khyber Pakhtunkhwa.
7. The Director General, Directorate of Commerce Education.
8. The Director, Directorate of Higher Education.
9. The Chairman, Higher Education Regulatory Authority: With the request to circulate among all private sector Universities & Colleges.
10. The Director, Directorate of Archives & Libraries.
11. The Director (IT), HEMIS Cell, Higher Education Department.
12. PS to the Minister for Higher Education Department.
13. PS to the Secretary Higher Education Department.
14. Master File.

(SIYAR AHMAD KHAN) 23/7/24
SECTION OFFICER (GENERAL)