



College of Medicine & Dentistry at the Hills

**POLICY ON PROHIBITION OF POLITICAL
ACTIVITIES BY FACULTY MEMBERS**



FOR THE YEAR 2025-26

Document Title:	Policy On Prohibition of Political Activities by Faculty Members		
Document Ref. Number:	V1.0	Version	1.0
Publication Date:	01 January 2025		
For Further Advice Contact:	CMDH Policy and Standards Department		
Applies To:	College of Medicine & Dentistry at the Hills, Abbottabad, & Its Teaching Hospitals		
Effective Date:	The effective date of this Policy will be the date of its publication to the College of Medicine & Dentistry at the Hills, Abbottabad		
Document Classification	CMDH Private		
Document Owner/Control	CMDH Policy and Standards Department		



1. Purpose

To maintain institutional neutrality, professional integrity, and compliance with national regulations, this policy establishes that **faculty members are strictly prohibited from participating in any political activity** that may compromise the institution's reputation or academic environment.

2. Scope

This policy applies to all full-time, part-time, visiting, contractual, and administrative faculty members of the College of Medicine & Dentistry at the Hills, Abbottabad.

1.0 Introduction

The College of Medicine and Dentistry at the Hills, Abbottabad, upholds a culture of academic excellence, ethical professionalism, and unbiased clinical practice. To maintain these values, the institution must remain strictly neutral in political matters.

Faculty members whether national or international represent the college in every academic, clinical, and research interaction. Participation in political activity within the institutional environment can compromise neutrality, disrupt academic and clinical functions, and create real or perceived biases. For international faculty, political activity may also conflict with visa conditions and national regulations.

This policy ensures that the College remains a safe, inclusive, and politically neutral space focused solely on education, research, and patient care.

2.0 Governing Regulations & Reference

This policy is aligned with the following:

1. **PMDC/PMC Code of Ethics and Professional Conduct**
2. **Constitution of Pakistan**
3. **Pakistan Immigration Ordinances** (regarding foreign nationals)
4. **Employment Contracts and Conduct Rules** of the College
5. **International Standards of Academic Neutrality**, including WFME guidelines

3.0 Core Principles

1. **Institutional Neutrality:**
The college must not be associated with, or perceived as supporting, any political group, party, or ideology.
2. **Academic Mission First:**
Teaching, research, and patient- care take precedence over all other interests.
3. **Professional Integrity:**
Faculty must maintain conduct that supports an inclusive, respectful, and non-political environment.
4. **Legal Compliance:**
All faculty especially international members must follow Pakistani laws governing political involvement.

4.0 Policy Guidelines

4.1 Prohibited Activities for All Faculty Members

The following activities are strictly forbidden during duty hours anywhere on college or affiliated hospital premises:

- **Political Campaigning or Fundraising:**
Organizing, hosting, or participating in political campaigns or fundraising

- **Distribution of Political Material:**
Posting, circulating, or displaying pamphlets, posters, banners, digital content, or symbols
- **Using Institutional Resources for Politics:**
This includes college email, stationery, offices, meeting rooms, mailing lists, or social media.
- **Misuse of Title or Affiliation:**
Referring to one's role at the college in political statements or activities
- **Political Influence or Pressure:**
Attempting to influence students, colleagues, or staff toward any political view
- **Disruption of Academic or Clinical Duties:**
Any act that affects the functioning, schedule, or collegial environment of the college or hospital

4.2 Additional Restrictions for International Faculty

International faculty must also refrain from:

- Participating in any form of political activity within Pakistan, including rallies, protests, or advocacy
- Making political statements about Pakistan or their home country using the college as their platform
- Any activity that may violate visa terms or compromise the college's international standing

4.3 Permitted Activities (with Conditions)

Faculty may engage in the following, **only as private citizens and outside of work hours and work premises**, without using the college's identity or resources:

- Personal political membership
- Voting in elections (local or national)
- Sharing political opinions privately or on personal social media with clear disclaimers

5.0 Dress Code and Institutional Identity

- Faculty must not wear college-branded attire or identity badges at political events.
- Institutional affiliation must not be mentioned in political commentary, interviews, or live streams.

6.0 Social Media Use

Faculty must ensure:

- No political content is posted in a way that implies the college's support.
- Patient confidentiality and professionalism are fully respected.
- Personal profiles and statements include disclaimers such as:
"Views expressed are my own and do not represent the College of Medicine and Dentistry at the Hills, Abbottabad."

7.0 Consequences of Violation

Breaches of this policy may result in disciplinary action, including:

1. Formal written warning
2. Suspension of teaching or clinical responsibilities
3. Impact on promotions, increments, or contract renewal
4. Termination of employment
5. For international faculty: reporting to immigration authorities, visa cancellation, or deportation

All disciplinary measures will be processed through due procedure, under committees appointed by the Dean.

8.0 Grievance Redressal

Any faculty member who feels pressured, coerced, or unfairly targeted under this policy may submit a confidential written complaint to the **Office of the Dean**, which will ensure a fair review.

Acknowledgement of Receipt

I, _____, belonging to the Department of _____, confirm that I have read and understood the **Policy on Prohibition of Political Activities by National and International Faculty Members** of the **College of Medicine and Dentistry at the Hills, Abbottabad**. I agree to comply with all terms of this policy.

Signature: _____

Date: _____

Faculty identity: _____

For Office Use (HR Representative):

Name: _____

Signature: _____

Date: _____