



# UNIVERSITY OF LORALAI

## OFFICE OF THE REGISTRAR

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December 22, 2025

### **NOTIFICATION**

**No.Reg/UoL/Notification/Conduct-R/Senate/2019/37786-95** In exercise of the powers conferred by sub-section (1) of Section 32 of the University of Loralai Act, 2012, and in pursuance of the approval accorded by the Senate of the University of Loralai in its 2<sup>nd</sup> meeting held on June 20, 2019, the University of Loralai is pleased to make, promulgate and notify the Conduct Rules.

Whereas the said Conduct Rules were duly approved by the Senate in accordance with the provisions of the University of Loralai Act, but owing to administrative reasons, could not be notified at the relevant time.

Now, therefore, with the ex post facto approval of the Competent Authority of the University of Loralai, the aforesaid Conduct Rules are hereby notified for general information and strict compliance.

It is further notified that all actions, proceedings and decisions taken in good faith under the said Conduct Rules after their approval by the Senate and before the issuance of this notification shall be deemed to have been validly taken, lawfully done and effectually enforced.

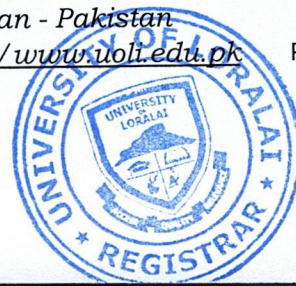
This notification shall be deemed to have taken effect from the date of approval by the Senate.

#### **1. Short title, commencement and application.—**

- (1) These rules may be called the University of Loralai Conduct Rules, 2019.
- (2) These shall come into force at once.
- (3) These shall apply to all employees of the University.

#### **2. Definitions.—**

- (1) In these Rules, unless there is anything repugnant in the subject or context,—
  - (a) "Act" means the University of Loralai Act, 2012;
  - (b) "Competent Authority" in relation to the exercise of any power means, the Chancellor or Senate or Syndicate or Vice Chancellor exercising the powers vested in them by the University Act, as amended from time to time, or any officer to whom such powers



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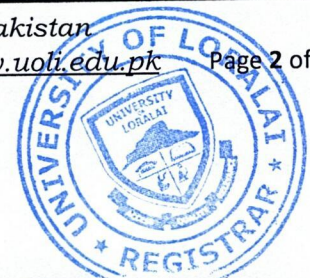
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have been delegated by the Chancellor, Senate, Syndicate or the Vice Chancellor, as the case may be.

- (c) "Chancellor" means Chancellor of the University of Loralai;
  - (d) "Duty" means the performance of the functions of an office, the obligations of post and/or a service contract including the activities which the competent authority may consider to be in the interest of the University;
  - (e) "Employee" means a person who is in the whole time regular service of the University and draws a regular monthly salary under a scale prescribed by the University.
  - (f) "Government" means the Government of Balochistan;
  - (g) "Penalty" means a penalty which may be imposed under University of Loralai Efficiency and Discipline Rules, 2019.
  - (h) "Member of Family" means : -
    - i. wife, children, step children, parents, sisters and brothers residing with the employee and wholly dependent upon the employee; and;
    - ii. any other relative of the employee or his/her wife when residing with and wholly dependent upon the employee.
    - iii. reference to wife in clause (i) above shall be considered as reference to the husband where the employee is a woman.
  - (i) "Misconduct" means conduct prejudicial to good order of service, discipline or unbecoming of a University Employee and civilized person as listed in section 3 of these Rules.
  - (j) "Prescribed" means prescribed by rules
  - (k) "Recognized University" means any University incorporated by law and recognized by Higher Education Commission of Pakistan;
  - (l) "Registrar" means Registrar of the University;
  - (m) "Rules" means the University of Loralai Conduct Rules, 2019.
  - (n) "Senate" means the Senate of University of Loralai;
  - (o) "Service" means the University of Loralai Service;
  - (p) "Syndicate" means the Syndicate of University of Loralai;
  - (q) "Substantive Post" means a permanent post carrying a definite pay scale;
  - (r) "University" means the University of Loralai; and
  - (s) "Vice Chancellor" means Vice-Chancellor of the University.
- (2) Terms, words and expressions used but not defined herein above in sub-section (1), unless the context otherwise requires, shall have the same meanings as assigned to them under the University of Loralai Act, 2012, as amended from time to time.







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### 3. Declaration of assets.—

- 3.1. Every employee shall, at the time of joining the university employment, make a declaration of movable and immovable properties and assets including shares, certificates, securities, insurance policies and jewellery having a total value of Rs.1,000,000/- (Rupees one million) or more belonging to the person or a member of his/her family and shall submit annual return of assets in the month of December each year showing any increase or decrease in the last annual return.

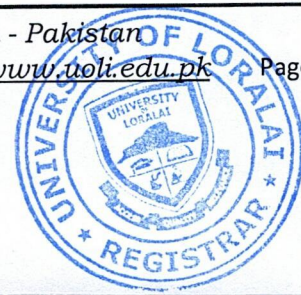
### 4. Gifts.—

- 4.1. Save as otherwise provided in this rule, no employee shall, except with the previous sanction of the competent authority, accept or permit any member of his/her family to accept from any person any gift the receipt of which may place the person under any form of official obligation to the donor. If the offer of a gift cannot be refused without giving undue offence, it may be accepted and delivered to the University for decision as to its disposal.
- 4.2. If any question arises whether receipt of a gift places an employee under any form of official obligation to the donor, the decision of the competent authority shall be final.
- 4.3. An employee may accept gifts offered abroad or within Pakistan by institutions or official dignitaries of comparable or higher level if the offer of a gift cannot be refused without giving undue offence and shall report its receipt to the competent authority for order as to its disposal.
- 4.4. If the gift is capable of being used in a university department, office or at official residence, it should be used accordingly. If the gift cannot be so used, the employee may retain it for his/her own use provided he is willing to pay the difference of value of the gift, evaluated by a committee, which exceeds rupees Five Thousand in each case.

### 5. Acceptance of Foreign Awards.—

- 5.1. No employee shall, except with the approval of the Chancellor, accept a foreign award, title or a decoration.

**Explanation:** for the purpose of this rule, the expression “approval of the Chancellor” means prior approval in ordinary cases and post facto in special cases where sufficient time is not available for obtaining prior approval.



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### **6. Buying and selling of movable and immovable property.—**

- 6.1. An employee who intends to transact any purchase, sale or disposal by other means, of movable or immovable property exceeding in value Rs.1,000,000/- (One Million rupees) shall declare his/her intention to the Competent Authority and shall state fully the price offered or demanded and in the case of disposal otherwise than by sale, the method of disposal.
- 6.2. Thereafter, the employee shall act in accordance with such orders as may be passed.
- 6.3. For this purpose, the term “property” includes agricultural or urban land, bonds, shares and securities but does not include a plot purchased for building a house from a cooperative housing society or a Government housing scheme or bonds, shares or securities purchased from the approved security market, a semi-government institution or through public offer by a company.

### **7. Private trade, employment or work.—**

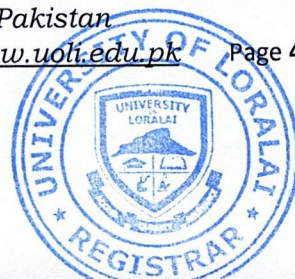
- 7.1. No employee shall, except with the previous sanction of the competent authority, engage in any trade or undertake any employment or work other than his/her official duties.  
Provided that he may, without such sanction, undertake honorary work of a religious, social or charitable nature or work of a literary or artistic character subject to the condition that his/her official duties thereby do not suffer, and that the occupation or undertaking does not conflict or is not inconsistent with his/her position or obligations as employee of the university.

### **8. Subletting of residential accommodation allotted by university.—**

- 8.1. No employee shall sublet the residential accommodation allotted to the person by the university.

### **9. Unauthorized communication of official documents of information.—**

- 9.1. No employee shall, except in accordance with any special or general order, provide (directly or indirectly) any official document or contents of any official documents or convey information to a person unauthorized to receive it or to the press/social media.



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### 10. Radio/television broadcasts and communications to the press.—

10.1. No employee, except with the previous sanction of the competent authority, or any other authority empowered in this regard, participate in radio broadcast or television program or contribute any article or write any letter, either anonymously or in his/her own name or in the name of any other person to any newspaper or periodical that may jeopardize security of Pakistan, friendly relations with foreign states, offend public order, decency or morality or amount to contempt of court, defamation or incitement to an offence.

Provided that no such permission shall be required if broadcast or such contribution or letter is purely literary, artistic or of scientific character.

### 11. Taking Part in Politics and Elections.—

11.1. No employee shall take part in, subscribe in aid of, or assist in any way any political movement relating to the affairs of the province or the country nor shall permit any person dependent on the person to take part in or in any way assist any movement or activity which is, or tends directly or indirectly, to be subversive as by law.

Provided that an employee who is qualified to vote at such election may exercise his/her right but shall give no indication of the manner in which he proposes to vote or has voted.

### 12. Propagation of Sectarian Creed.—

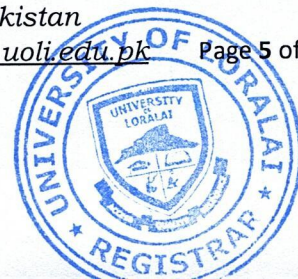
12.1 No employee shall propagate sectarian creed or take part in sectarian controversies and indulge in sectarian partiality and favoritism.

### 13. Nepotism, Favoritism and Victimization.—

13.1. No employee shall indulge in provincialism, parochialism, tribalism, favoritism, victimization and willful abuse of office.

### 14. Membership of service associations.—

14.1. No employee shall be a member, representative or officer of any association representing or purporting to represent the employees or a class of the employees unless such association satisfies the following conditions:-







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- a) membership of the association and its office bearers shall be confined to a distinct class of employees and shall be open to all employees of that class;
- b) the association shall not be in any way connected with or affiliated to any association which does not satisfy the condition (s);
- c) the association shall not be in any way connected with any political party or engage in any political activity.
- d) the association shall not;
  - (i) issue or maintain any periodical publication except in accordance with any general or special order of the Government;
  - (ii) except with the previous sanction of the Government, published any representation on behalf of its members, whether in the press or otherwise.
- e) the association shall not, in respect of any election to a legislative body, or to a local authority or body, whether in Pakistan or elsewhere;
  - (i) pay or contribute towards, any expenses incurred in connection with his candidature by a candidate for such election;
  - (ii) by any means support the candidature of any person for such election; or
  - (iii) undertake or assist in the registration of electors, or the selection of a candidate for such election.
- f) the association shall not;
  - (i) maintain, or contribute towards the maintenance of, any member of a legislative body, or of any member of local authority or body, whether in Pakistan or elsewhere;
  - (ii) pay, or contribute towards, the expenses of any trade union which has constituted *any fund*.

### **15. Use of political or other influence.—**

15.1. No employee shall bring or attempt to bring political or other outside influence, directly or indirectly, to intervene on his/her behalf in support of any claim/matter, arising in connection with his/her employment, to bear on the officers of the University.

### **16. Approaching foreign missions and aid giving agencies.—**

16.1. No officer of the University shall approach, directly or indirectly, a foreign mission in Pakistan or any foreign aid giving agency in Pakistan







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or abroad to secure for the person invitations to visit a foreign country or to elicit offers of training facilities abroad.

### 17. Delegation of Powers.—

17.1. The Vice Chancellor may delegate to any officer or authority all or any of his powers under these Rules.

(DR. KHALID KHAN)  
Registrar

**The Controller,**

Printing & Stationary Department, Balochistan, Quetta.

**No. Even. Dated. Even.**

**Copy for the information to:**

- The Principal Secretary to the Chancellor/Governor of Balochistan.
- The Secretary, Government of Balochistan, Colleges & Higher Education Department, Balochistan, Quetta.
- PSO to the Vice Chancellor, University of Loralai
- PA to Pro Vice Chancellor, University of Loralai
- Dean, Faculty of Basic, Social and Management Sciences, UoLi
- Treasurer, University of Loralai
- Controller of Examinations, University of Loralai
- All Directors/Chairpersons, UoLi
- University Website
- Relevant File
- Master File.

(ZAIN UL ABDEEN)  
Deputy Registrar