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AACSB
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STUDENT HANDBOOK 2025-26

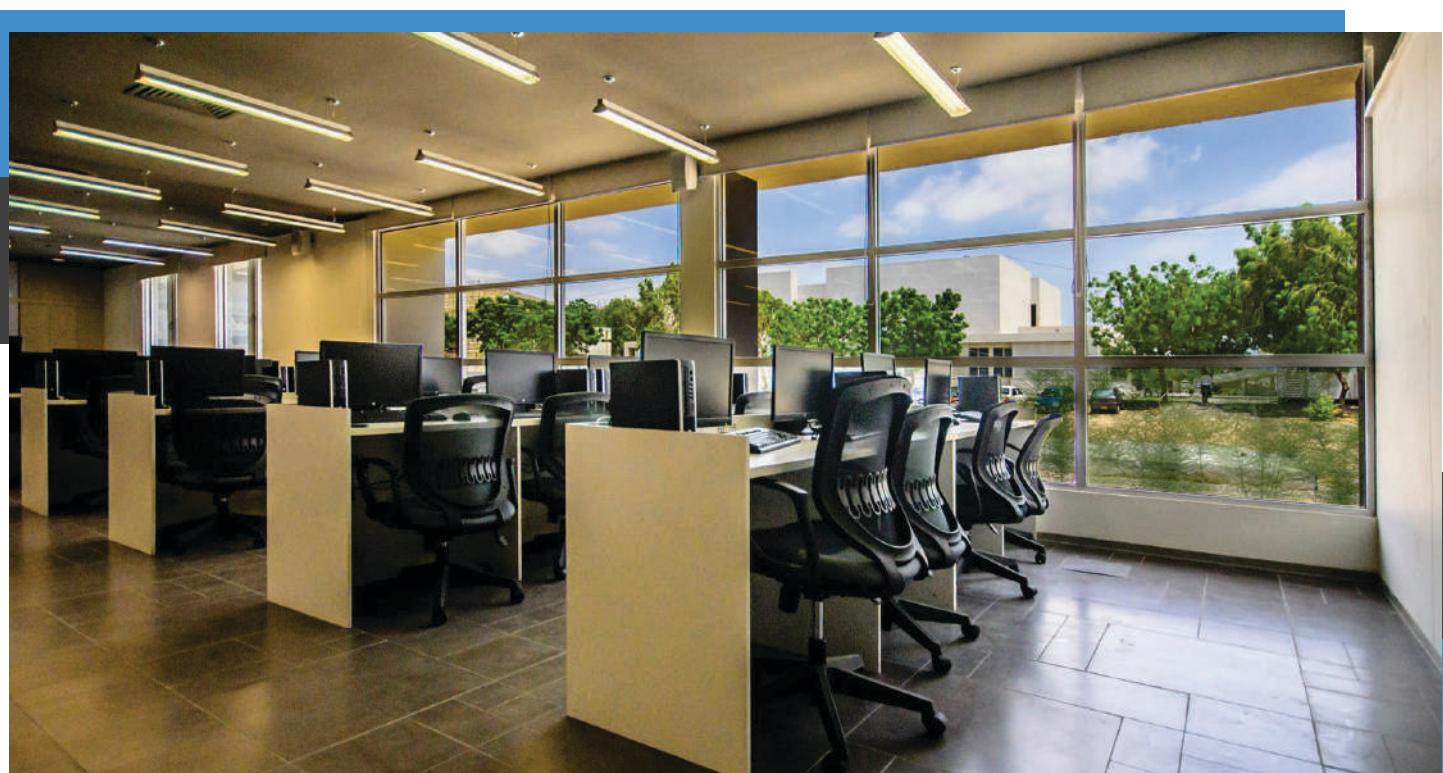
ABOUT THIS HANDBOOK

The Student Handbook of IBA, Karachi is designed as a roadmap to assist you in navigating the important codes, policies, practices, resources, support, and services for the student body at the IBA. This Handbook also provides information about students' responsibilities and rights regarding their behavior as members of the IBA fraternity and the use of IBA's facilities and privileges. As an IBA student, it is your responsibility to read this carefully to help you acclimatise to the IBA.

The Handbook should be read in conjunction with the Students' Code of Conduct. The provisions of the Student Handbook are not to be regarded as an irrevocable contract between the student and the Institution. The information in this Handbook is current and up to date; however, the information presented in this Handbook is subject to change. The IBA reserves the right to make changes affecting admission procedures, tuition, fees, courses of instruction, programs of study, faculty listings, academic grading policies, and general regulations, etc.

For any queries, you can contact the relevant Offices mentioned in this Handbook.

Students are not permitted to contact the Executive Director directly via email. For any significant concern, please reach out to the ED Secretariat at ed-secretariat@iba.edu.pk, while routine or day-to-day queries should be directed to the relevant Office or Department.



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DEFINITIONS

Population:

IBA community, i.e., students, scholars, research advisors, project supervisors, professors, instructors, academic office bearers, parents, and any individual involved in receiving/imparting education.

Academic Transaction:

Regular classes; online classes; any manifestation of formal assessments such as (but not limited to) quizzes, tests, hourlies, midterms, final exams, projects, class assignments, take-home assignments/homework, etc.; attendance recording; TA assignments, RA assignments.

Academic Misconduct:

Conduct that is deemed offensive/unethical/inappropriate by a majority of the population in the context of academic transactions.

Offense:

Any manifestation of academic misconduct.

On- and Off-site:

On campus, at IBA-related events or activities (both on and off campus), IBA Hostels, IBA Buses and Shuttles, and any other IBA-related locations.

Plagiarism:

Copying another individual's intellectual work, with or without their permission, and without full acknowledgement of their contribution, and passing it down as one's own.

Cheating:

Term attributed to a specific manifestation of plagiarism that occurs during formal assessments. Examples: two students copying from one another; copying from electronic devices (excluding calculators and devices allowed through written permission by the instructor), covert proxy-writing exams, copying from paper chits, bringing banned devices to the exam hall (mobiles/tablets - unless allowed), bringing banned items (any paper/stationery with handwritten/printed inscription relevant to the assessment). Talking to other exam takers during exams. Borrowing of calculators without involving the invigilator.

Collusion:

Term attributed to the unauthorized and unattributed help in graded intellectual work by others – must not be confused with collaboration, which is authorized and attributed combined work of two or more individuals.

Personation:

Term attributed to assumption of another person's identity with a deceitful intent. In this context it refers to writing unauthorized proxy exams.

ABOUT IBA, KARACHI

Celebrating 70 years of leadership, excellence, and impact, the IBA, Karachi, stands as one of Pakistan's premier institutions of higher learning. Accredited by the Association to Advance Collegiate Schools of Business (AACSB)—an achievement that places it among the top 6% of business schools worldwide—IBA is known for its academic rigor, internationally recognized faculty, and commitment to global standards.

As a vibrant hub where transformative ideas meet purposeful action, IBA places strong emphasis on research, innovation, and critical inquiry, nurturing future-ready leaders and changemakers who shape meaningful solutions for Pakistan and the world. This commitment is deeply rooted in a legacy driven by the passion and perseverance of our students, faculty, staff, and alumni.

In 2020, IBA launched its three schools to foster specialized learning and interdisciplinary growth:

- The School of Business Studies (SBS)
- The School of Economics and Social Sciences (SESS)
- The School of Mathematics and Computer Science (SMCS)

Together, they continue to uphold IBA's vision of empowering individuals to lead with integrity, insight, and impact.



School of **Business Studies**

The School of Business Studies (SBS) is the largest and flagship school of IBA, Karachi with the flagship BBA and MBA programs dating back almost seven decades. SBS is AACSB-accredited, which is the Gold Standard of Business Education worldwide. The School is constitutive of four departments, viz, the Departments of Accounting and Law, Finance, Management, and Marketing.

Since its inception, the IBA has built a strong reputation for being the premier business university in Pakistan, and to stay ahead, we keep evolving to the needs of society. With the establishment of SBS, we intend to further expand our programs with transformative curricula and provide students with an enriching learning experience with easy and regular access to industry leaders. At the SBS, we are committed to preparing innovative leaders who will add value to their stakeholders and society at large.



School of **Economics and Social Sciences**

The School of Economics and Social Sciences (SESS) is an amalgamation of two departments, two research centers, and four labs. SESS includes the Department of Economics, the Department of Social Sciences and Liberal Arts (SSLA), the Center for Business and Economic Research (CBER), the Population Research Center (PRC), the Social Inequality Lab, the Economic Growth and Forecasting Lab, the Psychology Research and Testing Lab, and the Karachi Urban Lab.

The Department of Economics is committed to excellence in research, undergraduate, and graduate education. Two undergraduate programs BS Economics and BS Economics & Mathematics equip students with theory, empirical investigation, and policy analysis skills. Additionally, the department offers advanced degrees, including a graduate and postgraduate program in Economics. The Department of Social Sciences and Liberal Arts (SSLA) prepares students in a wide range of academic disciplines including Philosophy, History, Literature, Political Science, Urban Studies, Media Studies, Anthropology, and Development Studies. The department also offers graduate programs, including an MS in Development Studies, MS in General Psychology, and an MS in Journalism. CBER and PRC acquaint students with research and prepare them to present research on national and international platforms. The Social Inequality Lab maintains and expands the social inequality database; the Economic Growth and Forecasting Lab aims to employ modern data science techniques, big data, and statistical modeling to establish relationships between macroeconomic variables; the Psychology Research and Testing Lab is developed to scientifically study processes linked to human behavior. As for KUL, its expertise is in urban planning, architecture, anthropology, human geography, GIS, and design. SESS organizes numerous events and conferences throughout the year.

These events are designed to enrich the learning experience and provide students with opportunities to engage with experts in various fields and expand their knowledge. The School's research-oriented environment encourages students to develop themselves as effective practitioners and scholars.



School of **Mathematics and Computer Science**

The School of Mathematics and Computer Science (SMCS) is one of the fastest-growing schools for Computer Science teaching and research in Pakistan. The School has qualified faculty, including experienced practitioners and researchers, who enrich teaching, provide business consultancies, support startups, and prepare students for higher education and industry.



The School has state-of-the-art facilities focusing on undergraduate and graduate education. The research labs for Artificial Intelligence, Web Science, Big Data, and Telecommunications allow Computer Science students to delve deep into the technological realm.

In contrast, the Mathematics programs offer a thorough background in Pure and Applied Mathematics, ranging from high-performance computing to commutative algebra.

VISION

To be the best learning institution.

MISSION

- To impart quality education in numerous educational fields to students selected on merit irrespective of ethnicity, gender, religion, or financial means.
- To provide a teaching and learning environment that encourages critical thinking, ethical conduct and effective decision making.
- To undertake original research that enriches teaching which benefits business, government and civil society.

CORE VALUES

- **Discipline** – Discipline requires self-regulation and adherence to an established code of conduct. Discipline facilitates the smooth functioning of the institute and is essential for an IBA student.
- **Creativity** – Creativity breeds innovation which is critical for an institution to expand its frontiers. IBA students are encouraged to generate new ideas to attain their goals.
- **Tolerance** – Tolerance represents the ability and willingness to accept and coexist with other opinions and behaviors. Tolerance is an essential characteristic of successful individuals and societies.
- **Integrity** – Integrity suggests the quality of being honest and having strong moral principles. Integrity is crucial to the reputation of individual students as well as that of the IBA.
- **Teamwork** – Teamwork requires harmonizing individual efforts to achieve a common goal. Without teamwork, individual efforts can be wasted and institutions can suffer.



Office of **Student Affairs**

Become part of an engaging and diverse student experience!

The Office of Student Affairs (OSA) at IBA, Karachi is dedicated to creating an engaging and diverse student experience for every student at the IBA Main and City campuses. The Office plays an integral role in community engagement, talent and skill development, and student leadership development. It provides students with opportunities to extend their passions, talents, and competencies beyond academia by participating in curricular, co-curricular, and service-oriented activities.

The OSA proactively responds and is adaptable to student-centric needs, evolving trends, and priorities. Student Affairs is also committed to fostering a culture of inclusion, mutual respect, and acceptance with respect to diversity. It plays a pivotal role in promoting a safe, welcoming, and inclusive environment and campus life for students, and especially for those who may have disabilities or special needs – our job is to support students' individual and group needs and to endorse the value of a diverse society.

OSA also forms student-led committees: the Marketing Committee and the Events Committee. These committees work with OSA and ISG to organize and promote exciting and engaging events at the IBA Karachi. To know more about the OSA, visit: <https://osa.iba.edu.pk/>

For any queries, reach out to: osa@iba.edu.pk
Ext: 2475, 2451



The Office of Student Affairs has the following offices under its umbrella:

Office of Diversity, Accessibility, and Inclusion

The Office of Diversity, Accessibility, and Inclusion (ODAI) is a welcoming and supportive space on campus dedicated to promoting student diversity, equity, and inclusion. The Office works to create a campus community that values all individuals with different backgrounds and characteristics, differences in perspective and demographics, which include race, age, religion, disability, and gender, as well as skills, experiences, and abilities. It offers resources, support services, awareness programs, and cultural events to foster a more inclusive and safe environment for all students. The ODAI aims to eliminate discrimination, break down barriers, and facilitate and ensure equal opportunities and access for all students for building a welcoming campus community at the IBA.

For more details, visit: <https://osa.iba.edu.pk/odai/>

For any queries, reach out to: odai@iba.edu.pk

Ext: 2451

Office of Student Societies and IBA Student Government

The Office of Student Societies (OSS) encourages students to discover new interests, participate in activities, build lifelong connections, and refine skills that enrich their lives outside of academics. The Office manages the IBA Student Government (ISG), and IBA Student Clubs and Societies, and facilitates them in executing smooth operations for their events, activities, and other programs. The OSS plays an integral part in the holistic development of students through various activities on and off campus. IBA encourages student participation in diverse activities, having more than 30+ student clubs/societies at the institution; these clubs/societies are divided into curricular, cocurricular, and service clusters to enhance students' skills and experience. The IBA-wide Student Government (ISG) acts as a representative of the student body. The ISG oversees all events and activities organized by students, ensuring that they are in line with the IBA's policies, Code of Conduct, vision, and values.

For OSS-centric policies, please visit: <https://osa.iba.edu.pk/policies-guideline.php>

Visit the OSS website for more details: <https://osa.iba.edu.pk/oss/>

For queries related to Student Clubs/Societies, please contact: Oss@iba.edu.pk

Ext: 2452, 1185



Health and Wellness Center

The Health and Wellness Center at IBA, Karachi, provides essential health care facilities to students with a crucial focus on their holistic development to aid both their physical and psychosocial wellbeing. The Center offers Counselling, Psychotherapy, and Crisis Management services to students in relation to general academic and familial stressors. Services are delivered by trained Clinical Psychologists/ Wellness Counselors and Psychiatrists and are accessible across both campuses through a streamlined online appointment system.

Continuously evolving to meet student needs, the Center regularly introduces wellness programs, group sessions, and training workshops to promote emotional resilience, stress management, and mental health awareness amongst the student community. The Center operates under the universal ethical standards with strict confidentiality protocols, committed to breaking the stigma around mental health and cultivating a supportive campus environment where a culture of wellbeing is actively promoted and prioritized.

Students are encouraged to take proactive steps towards their wellbeing by visiting <https://healthandwellnesscenter.iba.edu.pk/> or reaching out to the Health and Wellness Center-Martin Dow, a dedicated space for healing, growth, and mental wellness.

Mr. Ahmad Ali

Clinical Psychologist | Email: ahmadali@iba.edu.pk | Tel: (021) 111-422-422 Ext: 3050

Ms. Maria Faridun

Clinical Psychologist | Email: mfaridun@iba.edu.pk | Tel: (021) 111-422-422 Ext: 2453

Ms. Humera Qutb

Wellness Counselor (Part-time)/ Clinical Psychologist | Email: shqutb@iba.edu.pk
Tel: (021) 111-422-422 Ext: 3056

Office of International Student Engagement (OISE)

The Office of International Student Engagement (OISE), operating under the Office of Student Affairs (OSA), enhances students' academic journey by providing opportunities to extend their learning and international exposure. Through partnerships with global universities, the OISE facilitates semester and summer exchange programs and courses that immerse students in diverse classroom environments, develop transferable skills, and expand cultural and professional networks.

Additionally, the OISE offers a range of services to facilitate and support students in going abroad, for exchange programs, conferences, seminars, competitions, and more. It also welcomes students and professionals from various fields to engage in IBA's student research initiatives. Committed to global academic excellence, the OISE strengthens transnational education, fosters student and research exchange, and drives student entrepreneurial collaborations.

Read up on OISE policies for Students: <https://osa.iba.edu.pk/policies-guideline>
Please visit the website to learn more about OISE: <https://osa.iba.edu.pk/oise/index.php>

For queries related to Semester Exchange Programs and Summer Schools, please contact:
Email: Oise@iba.edu.pk
Ext: 1207

Student Volunteering Program

The Office of Student Affairs (OSA) is committed to providing IBA students with meaningful volunteering opportunities both on and off campus. We believe in the power of young minds coming together to create positive social impact. Volunteering not only strengthens students' professional skills and academic insights but also nurtures essential life skills such as responsibility, empathy, and work ethic.

OSA actively collaborates with internal departments and external partners to offer diverse volunteering experiences. These platforms not only enhance students' self-esteem and confidence but also enable them to build networks, make lasting friendships, and contribute meaningfully to the community.

The Student Volunteering Program is a gateway to personal growth, professional exposure, and social contribution—helping students create lasting memories while giving back to society.

Visit the Student Volunteering Program website for more details: <https://osa.iba.edu.pk/svp/>

For queries, please contact: osa@iba.edu.pk

Ext: 2454

Student Skill Development Program

The Office of Student Affairs (OSA) provides IBA students with diverse opportunities to enhance their skills and prepare for future success. Our Student Skill Development Program aims to empower students by equipping them with the professional, technical, and interpersonal skills required to thrive in today's competitive world. We believe in the transformative power of hands-on learning, where students not only gain expertise in their academic fields but also develop essential life skills such as leadership, communication, and problem-solving.

Through a wide range of workshops, mentorship programs, and industry collaborations, the Skill Development Program creates a platform for personal and professional growth. This initiative enables students to explore their potential, build confidence, and establish strong networks.

Visit our website for more details: <https://osa.iba.edu.pk/ssdp/>

For queries, please contact: osa@iba.edu.pk

Ext: 1185



Department of **Sports and Community Engagement**

The Department of Sports and Community Engagement (SP@CE), under the Office of the Registrar, provides a platform to the IBA Community, potential students, and external organizations to not only maintain mental, physical, and social well-being but also express and hone their talent through sports and cultural activities. The facilities offered by the SP@CE include indoor sports, i.e., male & female gyms, badminton courts, table tennis arena, and outdoor sports facilities, including cricket ground, football ground, basketball, tennis, and volleyball courts.

SP@CE has several coaches who train students in various sports. Students are encouraged to participate in competitive sports and tournaments at local, provincial, HEC, national, and international levels. The sports in which the professional students' athletes can participate through IBA at HEC, then at the national and international levels, are as follows.

1	Athletics	12	Swimming	23	Shooting
2	Squash	13	Archery	24	Tug of War
3	Boxing	14	Taekwondo	25	Rock Climbing
4	Handball	15	Netball	26	Basketball
5	Hockey	16	Table Tennis	27	Football
6	Tennis/Soft Tennis	17	Cricket	28	Kabaddi (Circle Style)
7	Judo	18	Badminton	29	Baseball
8	Karate	19	Cycling	30	Rowing
9	Weightlifting	20	Gymnastics	31	Ju-Jitsu
10	Wushu	21	Rugby	32	Kabaddi (Asian Style)
11	Wrestling	22	Bodybuilding	33	Skiing

Some important points to be considered while using the sports facilities:

- Proper sports attire is required for availing sports facilities. Wear clothing appropriate to the sport you intend to play.
- Do not bring any valuable items into the sports facilities to avoid losing them. If misplaced, IBA will not be held responsible.
- Do not bring any edible items and glass bottles to the field and/or gyms.
- While on the field and/or in the gym, do not engage in unnecessary conversation as it might distract others.
- Goods and equipment obtained from the Sports Office must be returned after use. Failure to comply may result in a penalty/denial of services in the future.
- Intentional damage and destruction of sports facilities and goods may result in strict disciplinary action and/or a heavy fine.

For queries, please contact: teamsports@iba.edu.pk

Ext: 2478 / 2485 / 2476

Visit our website: <https://www.iba.edu.pk/space.php>





Expected Student Conduct

The IBA, Karachi is a learning center where exchange and creation of ideas and new knowledge takes place. The IBA community is entitled to a reasonably quiet environment in the classrooms and on campus in general. IBA expects all members to respect this right and to be aware of the impact of their activities on their fellow members. Disruptive behavior, which is in noncompliance with the listed rules and regulations, is considered misconduct and must not be practiced in any circumstance.

Students are expected to:

- Present themselves as mature, law-abiding, and responsible persons.
- Refrain from subversive activities.
- Not indulge in activities that bring the IBA into disrepute.
- Treat all members of the IBA community with respect and dignity.
- Dress in a manner that does not violate the dress code policy outlined by IBA.
- Not threaten or endanger the health, safety, or security of other individuals.
- Refrain from causing any damage to the Institution's property.
- Refrain from maligning and defaming any member of the IBA community on social media or otherwise.

Purpose

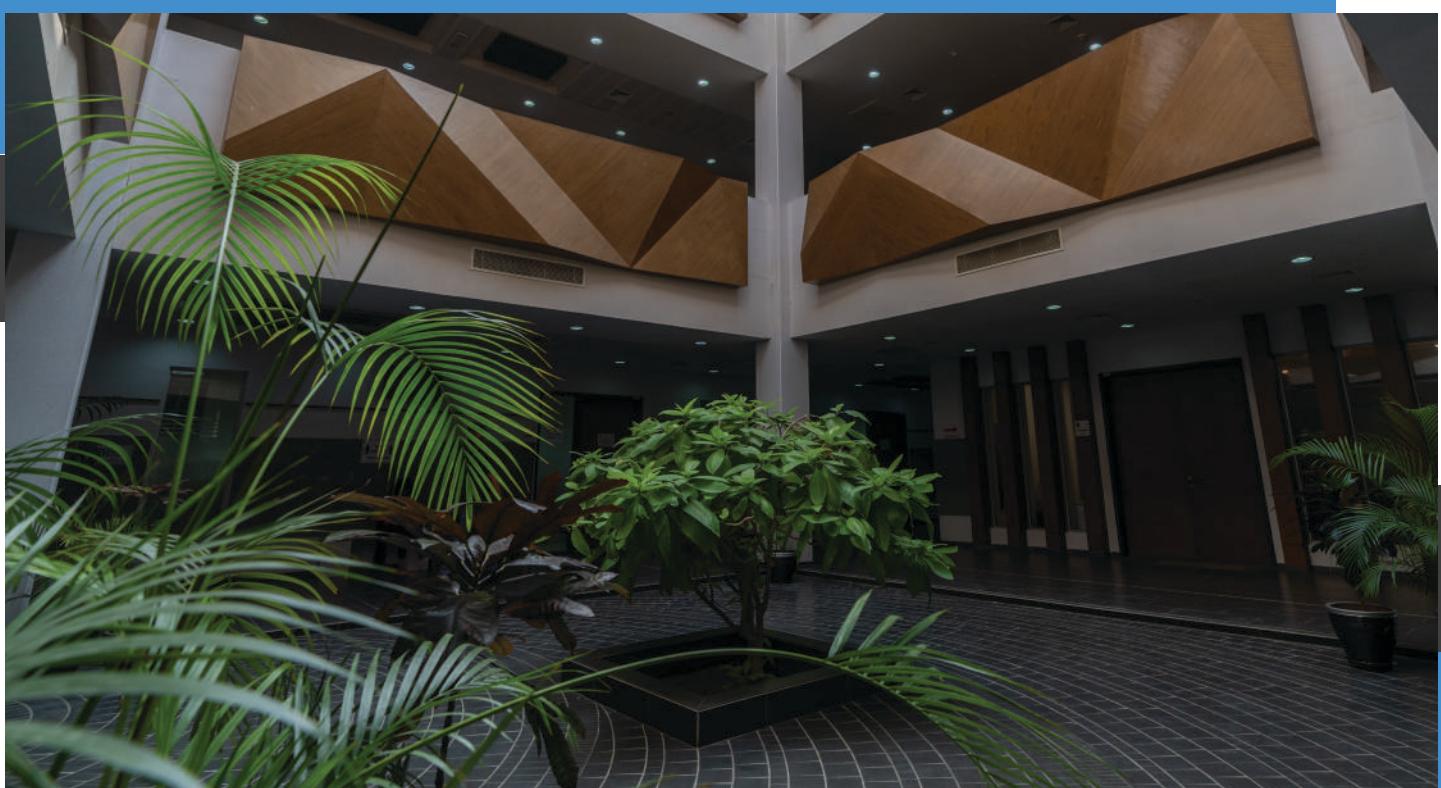
The IBA, Karachi expects its students to conform to the highest standards of ethics and discipline, respect the rights of its members, and uphold the reputation of the Institute. The Code of Conduct provides a framework for strengthening discipline by identifying expectations, specifying the acts of misdemeanor, and the nature of ensuing penalties.

Actions violating the Code of Conduct can result in disciplinary sanctions. Examples of disciplinary sanctions include, but are not limited to, fines, community service hours, or academic penalties, and can also result in dismissal from the IBA. A student dismissed for disciplinary reasons will not be considered for readmission. The tenets of the IBA Code of Conduct apply to all students.

Every student is responsible for understanding and abiding by the Code of Conduct. Ignorance of the Code of Conduct is not considered a defense during disciplinary proceedings. Queries seeking clarifications regarding the Code of Conduct may be addressed to the Office of Student Affairs.

Jurisdiction and Applicability

The disciplinary jurisdiction of the Code of Conduct extends to any misconduct by a student or student societies that occurs on campus facilities and in certain instances off campus, where students are representing the IBA.



On Campus:

Misconduct by a student or student societies that occurs on both IBA campuses and in IBA student facilities (e.g., housing, shuttles, webinars, etc.)

Off Campus:

Misconduct that occurs off campus while representing the IBA at an event or activity that is associated with or sponsored by the IBA or arranged by another individual/organization in which participation from the IBA has been solicited. Examples of such events/activities include conferences, competitions, seminars, meetings, as well as social delegations, sports activities, excursions, etc.

Regulatory Bodies and Offices



Relevant Committees

There are two committees relevant to student conduct and disciplinary matters.

1 Student Conduct and IBA Standards Committee (SCISC)

The Student Conduct and IBA Standards Committee (SCISC) is a faculty committee that reviews the violations of the Code of Conduct and the Student Handbook under direct supervision of the Executive Director (ED).

The custodian of the student Code of Conduct is the SCISC. The committee deals with recommendations and formulations of policy in consultation with the ED and other IBA stakeholders on student conduct.

The committee is composed of nine faculty members and two secretaries, with at least one faculty member having an administrative position who is designated by the ED of the IBA to serve on it. Each of the three schools of IBA must have representation in the committee.

The **Chairperson of the Committee** is appointed by the ED from among the committee members.

The **quorum** of SCISC is 2/3rd of the committee members.

The **Secretaries** for the SCISC and DC will remain the same.

The **tenure** for both committees is three (3) years. After three years, a new SCISC will be constituted, replacing at least 30 percent of the previous committees' members.

2 Disciplinary Committee (DC)

The Disciplinary Committee (DC) is a Sub-Committee of the Student Conduct and IBA Standards Committee (SCISC) and is composed of SCISC members. Currently, the DC consists of three Sub-Committees:

- Sub Committee 01 – (Non-Academic) Deals with Financial Crimes, PDA, and other misconduct cases.
- Sub Committee 02 - Anti-Drug and Tobacco Committee (ADTC). (Constituted in compliance with the HEC Policy on Drug and Tobacco Abuse in Higher Education Institutions.)
- Sub Committee 03 – (Academic) Deals with all cheating incidents in quizzes and examinations.

The functions of the DC shall be as under:

- To investigate the violations of the IBA Code of Conduct and the Student Handbook by the students.
- To decide the penalties against the misconduct. The committee shall follow the guidelines for punishment provided by the violation grid.

One member from the DC may be assigned the responsibility of providing the implementation report of the penalties imposed. Such a report will not disclose the nature of the penalty. However, this will only indicate the efficiency of the concerned departments in policy implementation.



Reporting Misconduct

Initiation of Disciplinary Proceedings:

Lodging a complaint:

- A complaint can be made of an alleged misconduct to the Reporting Desk email address (reportingdesk@iba.edu.pk) or via the IBA Complaint Portal.
- All minor misconducts will be handled by the OSA; only major and repeated minor misconducts will be reported to the DC.

Review of complaint

OSA will review each complaint to determine the course of action and will choose one of the following:

- a Dismiss the complaint or resolve the issue through counselling.
- b Impose a penalty for minor misconduct.
- c Initiate disciplinary proceedings for major misconduct by forwarding the complaint to the DC.



Summons & written statement

- The Secretary of SCISC will notify the accused student of the alleged offense via email. The student will be required to submit a written statement.
- The Secretary shall call upon the student for a personal hearing before the sub-committee.
- During the hearing, the committee will inform the accused verbally of the reason for being summoned.

Case handling process

- The Secretary DC will secure all the evidence related to the case and present all the evidence to the DC.
- The committee will review documentary and circumstantial evidence. CCTV footage will only be reviewed in the security monitoring room (if any). No footage will ever be produced or shared through a portable device.
- If the student fails to attend the meeting, the committee may decide without any input from the student.
- Penalties will be deliberated upon, and a decision will be reached with individual voting.
- Once the approval is received from the ED, the decision letter shall be communicated to the student along with all the relevant departments via the Registrar's Office for the implementation of the decision.
- A copy of the decision letter, along with the case summary, statement of the student, and any other documents relevant to the case, will be made a part of the committee file for record-keeping. Decision letters related to the case will also be made a part of the student's personal file.



Failure to appear

In case a student fails to appear for the hearing and is unable to present a valid, verifiable justification, the committee can finalize its recommendation after reviewing the case in absentia.

Confidentiality

All the proceedings of the DC are to remain confidential. Members of the DC shall abide by and comply with the terms and conditions of the Committee's Non-Disclosure Agreement, as amended from time to time.

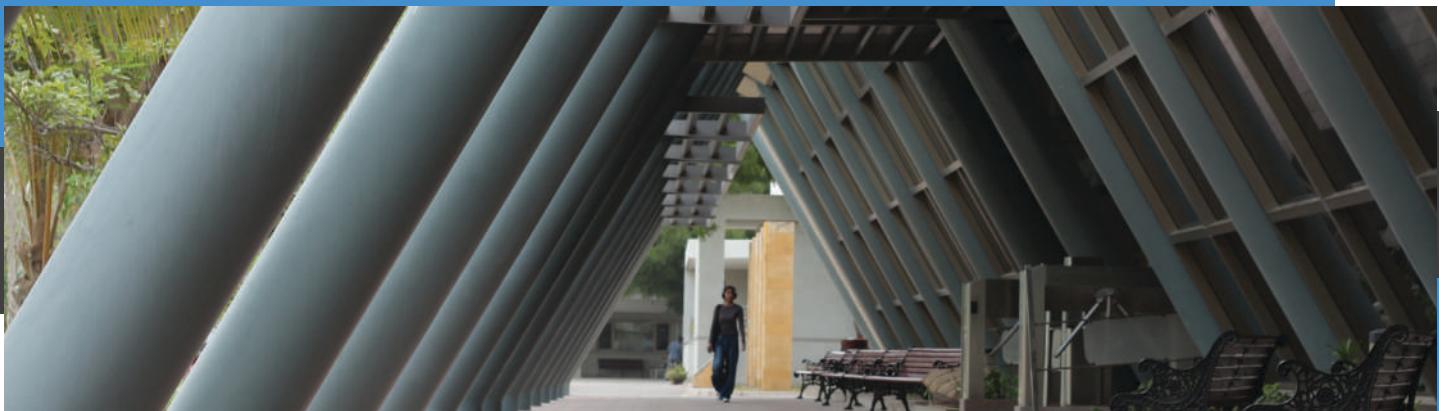
Meetings

The DC shall meet as and when necessary to consider reports and investigate matters relating to the discipline of students and shall be the final authority to determine whether a violation of the Code of Conduct/act of indiscipline has been proved or not. The committee is to, however, meet at least once before the commencement of every semester and on completion of the semester. The conduct of the meetings will be guided by the following rules:

- At least three of the DC members, including the Chairperson, shall form a quorum for the transaction of business by the Committee.
- The DC Chair shall preside at all meetings of the DC and, in consultation with the other committee members, shall set the agenda of items to be addressed at each meeting.
- The DC Chair will ensure that the following documents are circulated at least three (3) days in advance of each meeting:
 - a The agenda for the meeting.
 - b Any other documentation related to the business to be conducted by the Committee.

Decisions

- The DC deliberates and arrives at a decision by individual vote. To determine that a student has violated the IBA rule, a majority of the voting DC members present must conclude that the evidence presented constitutes a clear and persuasive case in support of the charges against the student.
- If the student is found to have misled the DC during the hearing, it may result in another investigation and case against the accused student.
- In matters that have significant precedence value, the DC Chairperson may seek more evidence before the decision is made.



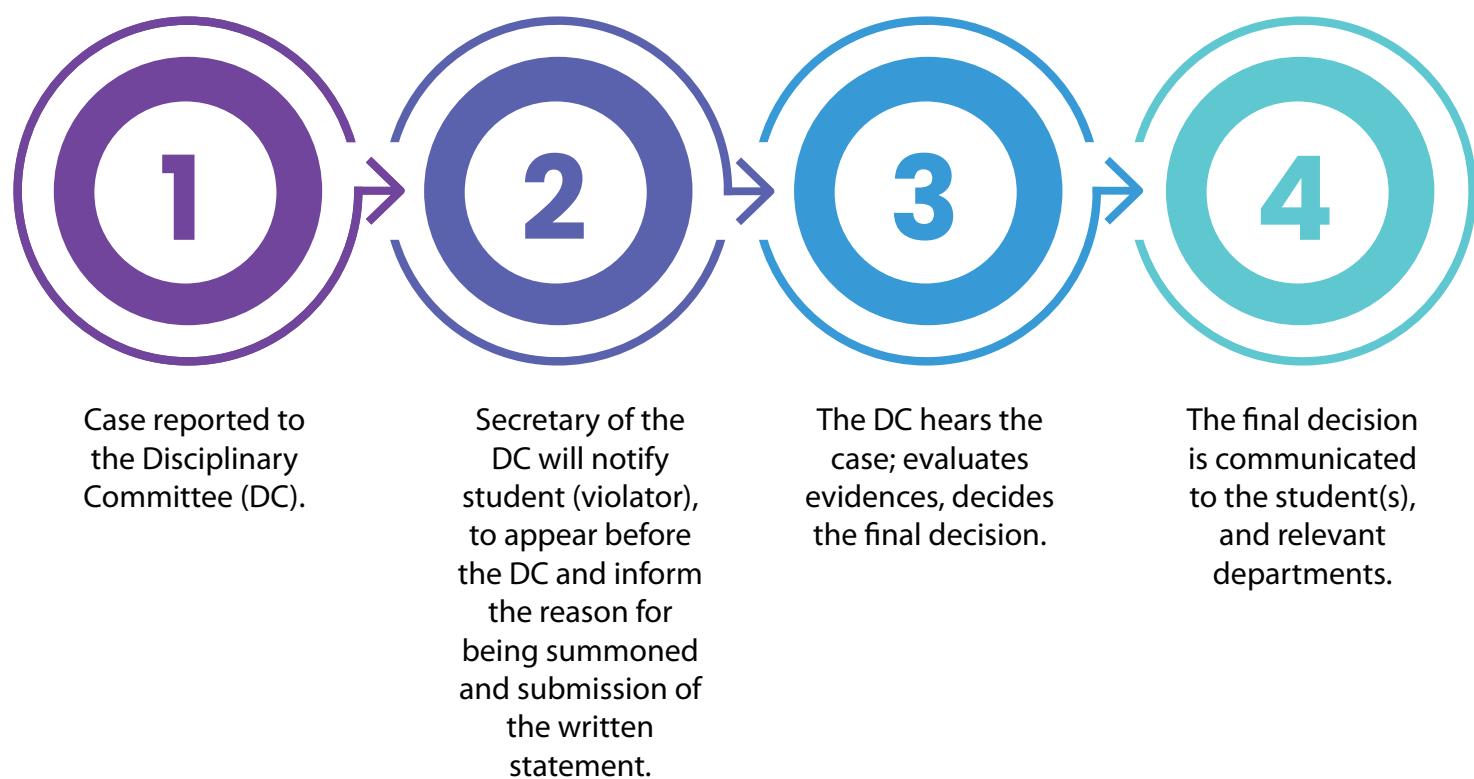
Enforcement

The enforcement of discipline in IBA shall be supervised and controlled through the following persons:

- Deans and Department Chairpersons for all classroom/academic activities.
- Controller of Examinations for all examination-related matters.
- Respective Hostel Superintendent in Hostels.
- In public places and on occasions of public gathering within and outside the IBA Campus, through the OSA/Activity Coordinator.
- In all other inter-IBA relations of students, through a combination of officers mentioned under sub-clauses a, b, and c.
- The OSA will be the promulgating authority for all penalties relating to the Code of Conduct and maintenance of discipline in the student community.

Overall procedural steps

Procedural steps followed by the DC for the enforcement of the Code of Conduct:



Review Procedure

Students disputing the Disciplinary Committee decision may file a written review request with the Student Conduct and IBA Standards Committee (SCISC) through the Secretary of SCISC, no later than 15 academic working days following notification of the DC's decision.

Review Committee

The Chairperson of SCISC will be the Chair for the Review Committee. The composition of the Review Committee shall include a minimum of 2 additional members, along with the Chair of the SCISC, and shall not include the members of the DC formed initially.

Procedure

When the decision of the Review Committee is in the process of being taken, the decision of the DC should stand. Any other situations, such as suspension and exam cases, will be dealt with by the Review Committee to decide on a case-to-case basis.

Step 1:

The review request must state one of the following as grounds for the review:

- a. Procedural irregularities by the DC sufficient to affect the determination of the original hearing authority. The standard of review required is that:
 - i. Only a substantive deviation from the DC stated procedures that results in an unfair outcome provides a sufficient basis for a review.
 - ii. The existence of harmless procedural irregularities that did not affect the decision made by the DC does not provide a basis for review.



b. Insufficient evidence to support the decision of the DC. The standard of review required is that the original hearing authority's decision was clearly erroneous and cannot reasonably be supported by the evidence; necessitating 'deference' to be given to the original decision.

c. Harshness of the penalty imposed by the DC is sufficient to show an abuse of discretion. The standard of review required is failure to exercise reasonable judgment under the circumstances, necessitating deference to be given to the original decision.

d. Emergence of new evidence that was not reasonably available for presentation to the DC, which may reasonably be expected to affect the recommendation reached by the DC. The standard of review required is:

- i. Concerned Student to demonstrate that evidence was not reasonably available at the time, and;
- ii. That the new evidence can be reasonably expected to affect the original body's decision, necessitating the case be remanded to the DC for recording new evidence and reconsideration of the decision.

Step 2:

The Chairperson of SCISC will review the student's written request and determine the eligibility of a review proceeding (as defined above).

Step 3:

The Secretary will, if the review request is deemed eligible, call upon the students for a personal hearing before the Review Committee. The concerned parties shall be informed by the Secretary SCISC about the date, time, and place of hearing of the Review Committee meeting and forward the necessary materials to the Review Committee members. The student and any other party to the original grievance will participate and will be given a reasonable time to present relevant information. Attorneys / Guardians are not allowed to attend the meeting on behalf of any parties involved.



Academic Conduct Guidelines

The academic conduct guidelines are listed as follows:

Instructional Spaces

Classrooms/seminar rooms/auditoriums and laboratories are set up to provide a modern and conducive learning environment. All lecture rooms are air-conditioned and equipped with comfortable chairs and tables, multimedia, projectors, and whiteboards.

Attendance

A distinguishing feature of the IBA is its stringent adherence to the academic calendar. Students are required to attend lectures, laboratory sessions, seminars, and fieldwork specified for every course offered in a semester.

The course instructor takes attendance in each class. As per IBA's attendance policy, arriving late to class—even by less than a minute—shall be marked as absent. If a student accumulates more than the permissible absences, then they must withdraw from that particular course. Students found tampering with attendance records in any way will immediately be expelled from the IBA. The permissible number of absences for students will include participation of the IBA students in conferences/seminars/events, sports at national and/or international level, an exchange program, religious activities (pilgrimage, etc.), and add-drop week.

Please note that no attendance will be transferred from one course to the other. Transfer of attendance will only be allowed across sections of the same course for the first week of the semester.

Permissible absences per semester are mentioned in the following table:

Semester Type	Duration of Session	Total Sessions	Allowed Absences
Spring or Fall	75 or 90 minutes	28	5 for full-time students 7 for part-time students
Spring or Fall	150 or 180 minutes	14	2 for full-time students 3 for part-time students
Spring, Summer, Fall	180 minutes	12 Executive MBA only	03
Summer	120 minutes	21	03
Winter	180 minutes	12	02

IBA-SBS Undergraduate Attendance Policy

A distinguishing feature of the IBA-SBS undergraduate program is its stringent adherence to the academic calendar. Students are required to attend lectures, seminars, and fieldwork specified for every course offered in a semester.

The course instructor takes attendance in each class. Latecomers are marked absent. If a student accumulates more than the permissible absences, they must withdraw from that particular course.

The permissible number of absences for students will include participation of students in conferences/seminars/events, sports at national and/or international level, exchange programs, and religious activities (e.g., pilgrimage). Attendance during the Add/Drop week will not be counted towards the total absences.

Students are responsible for regularly tracking their attendance through the UMS and must ensure any discrepancies are rectified promptly. In case of any issue with attendance marking in class, students should immediately get it fixed with both the faculty member and the UMS team on the same day.

Permissible absences per semester are as follows:

Course Type	Duration of Session	Total Sessions	Allowed Absences
3 credit hours	75 minutes	28	05
2 credit hours	100 minutes	14	03

This policy is applicable only to the courses offered by the Departments of SBS at the undergraduate level.



Lecture Timings

- **Full-time students:** Lectures are held from Monday to Saturday; morning lectures commence at 8:30 a.m. Single-session lectures have a duration of 75 or 90 minutes, depending on undergraduate or graduate level courses. Classes are usually twice a week, but some courses may have a double session once a week.
- The class timetable is emailed to the students, and it is the responsibility of the students to stay updated with announcements like this via email.
- **Executive MBA and part-time students:** Lectures for Executive MBA and part-time students are held on weekends between 6:00 p.m. to 9:00 p.m. on Saturdays and 9:00 a.m. to 5:00 p.m. on Sundays, with a 15-minute break in between the lectures.

Class Representatives

Each class may elect one class representative who will act as a liaison between the students and the IBA management in all matters.

Withdrawal from a Course

A student may withdraw from courses if such withdrawal helps the student in improving their performance in the remaining courses. Both full-time and part-time students may withdraw from one or more courses during a semester.

For more details, please visit the section on IBA's official website explaining the process:
<https://examination.iba.edu.pk/WithdrawalCourse.php>

Semester Freeze

A semester freeze (or break) is a semester in which a student is not registered for any courses due to personal reasons. Any student availing one or more semester freeze must complete the degree requirements before the stipulated time bar for the program in which they are enrolled.

For more details, please visit the section on IBA's official website explaining the process:
<https://examination.iba.edu.pk/SemesterFreeze.php>





Examination

At the IBA, students will have to appear for midterm and final examinations for each registered course in a semester unless an alternative is communicated by the subject teacher in the course outline. Violation of any rules mentioned below may lead to cancellation of the paper and any other penalty deemed appropriate by the Disciplinary Committee.

Before Examination

- To maintain the integrity of the examination process, candidates are required to carry a valid IBA ID card and show it upon request.
- To avoid disruption and any undue anxiety, candidates are requested to arrive at least 10 minutes before the commencement of the examination. Candidates will not be allowed to enter the examination room/hall 30 and 45 minutes after the start of the midterm or final exam, respectively. Similarly, candidates who have entered the examination hall may be requested to stay in the hall for 60 minutes before departure, even if they submit an incomplete answer script.
- No extra time shall be given to latecomers.
- Under extraordinary circumstances, a candidate may be allowed to enter the exam hall provided that no other candidate has left the exam hall after handing in their exam material.
- Candidates are responsible for bringing their own (non-programmable) calculator, if approved by the faculty, for quantitative courses.
- Candidates must bring their own writing material (stationery items) or authorized material (notes/books/cheat-sheet) in the examination room as permitted by the subject teacher.
- Cell phones, smart watches, and other electronic gadgets are prohibited inside the examination room.
- If a candidate is found using or operating a cell phone, his/her paper will be cancelled and the case shall be sent to the Disciplinary Committee.
- Personal belongings such as bags/books/files are to be kept outside the exam hall. Laptops may be kept inside the exam hall at the owner's risk with the permission of the invigilator.
- Students are required to occupy the assigned seat number. The proctor may relocate a candidate.

During Examination

- Maintain complete silence in the examination hall. A candidate may raise his/her hand to draw the attention of the proctor. Clarifications about exam questions may be sought from the subject teacher during the first 15 minutes of the exam.
- Any kind of communication between the candidates is a violation of examination rules and will be treated as an offence under the 'use of unfair means'.
- Lending/borrowing of stationery or a calculator is strictly prohibited in the examination hall.
- Candidates must complete the required particulars on answer books/extra sheets and write down their ERP number and full name on the question paper at the start of the examination, as well as sign their name and write the answer script number on the attendance sheet during the examinations.
- All answers must be written in non-erasable ink, with the exception of drawings and sketches.
- If any candidate is found to be writing anything on the question paper or desk or on loose paper, he/she shall be considered to be using unfair means, unless the exam paper is also the answer booklet and should have the name of the candidate on it.
- In case of open-book/open-notes exams, candidates must follow the instructions given in the exam paper by the subject teacher/resource person. Exchange of books and notes during such examinations is strictly prohibited.
- Candidates are allowed to leave the examination hall 45 and 60 minutes after the commencement of the midterm or final examination, respectively. Re-entry after handing over the exam material to the proctor is not allowed.
- If any candidate is found to be in possession of any cheating material or observed to be using unfair means, then his/her exam paper shall be cancelled, and the case will be sent to the Disciplinary Committee.

At the end of the examination

- Once the exam time has ended, the proctor will announce 'all pens down' after which no student should be holding a pen in their hands.
- All answer scripts and question papers should be submitted to the proctor before leaving the exam hall.
- In case of an electronic exam, all answers must be properly saved in relevant file formats and uploaded to LMS if required or saved on the desktop for retrieval. Candidates must ensure that their file has been uploaded.



Plagiarism/cheating

Plagiarism and cheating are prohibited at the IBA. There should be absolutely no plagiarism/cheating in any examination, quiz, assignment, report, and/or presentation by any student. Some examples of plagiarism are as follows:

The appropriation and paraphrasing of an idea, argument, information, maps, charts, tables, images, song lyrics, data sets, computer source codes, mathematical formulations, movies, or new-media compositions from a published source, without adequate citation.

Direct quotation from the published sources that are not fully and explicitly cited and acknowledged. However, each case will be decided on its own merit.

Faculty and Course Evaluation

Students are required to complete the faculty and course evaluation survey each semester to support continuous improvement in teaching and learning at IBA. Conducted before final examinations every semester, these evaluations are designed to gather feedback anonymously. Students are encouraged to share their input openly, with the assurance that all responses remain confidential.

You can access the video tutorial to complete the evaluation at

<https://qec.iba.edu.pk/faculty-course-evaluation-survey.php>

Recommendation Letters

The IBA provides its students with the facility to get a recommendation letter from its faculty for upcoming opportunities. However, it should be noted that all students should give the relevant stakeholders a week's time to process the recommendation letter.

Verification and Attestation

Please send all verification requests to verification@iba.edu.pk with the subject containing full name and student ID (if available) and the following attachments:

- Application reference ID of the institution where admission is being sought
- Destination email address
- Valid contact number

The verification processing time is 3 to 7 business days on average and may increase during times of high volume.

There are no charges for such verification or attestation.



Quality Enhancement Cell **and Your Academic Experience**

IBA's Quality Enhancement Cell (QEC) drives academic quality and empowers your learning journey. Committed to maintaining and elevating the quality of education, the QEC works to ensure all programs meet the highest academic standards to support IBA's vision of being a premier institution of learning.



Your Contribution to Enhance Quality – Students' Voice Matters

Your feedback is vital in shaping the quality of education at IBA, and QEC regularly collects and shares your feedback with Chairpersons, Program Directors, and Deans to enhance your overall academic experience.

Through following measures and mechanisms for evaluation and feedback, QEC ensures that your academic experience is not only compliant with national and international standards but also continuously improving.

QEC Help Desk: Anonymously Voice Your Concerns

If you have a concern, feedback, or suggestions that you would like to share anonymously, you can email us at qechelpdesk@iba.edu.pk

The QEC team assesses and addresses your issue immediately and, if needed, forwards your message to the relevant department while keeping your identity confidential.

Focus Group Sessions – SPEAK UP, BE HEARD

QEC organizes Focus Group Discussions at two key points during your undergraduate studies:

- Mid-Program Focus Group Sessions with 5th Semester Students
- End-of-Program Focus Group Sessions with 8th Semester Students

These interactive sessions offer a platform to share your feedback, concerns, and suggestions openly and directly with the QEC team.

You will be informed via email about the session schedules, but if you want to book your participation in advance, email us at qechelpdesk@iba.edu.pk

Course and Faculty Evaluation

Towards the end of each semester, you are required to fill out the Course and Faculty Evaluation Surveys for all enrolled courses. Your participation is important to help faculty reflect and adapt their teaching practices.

Survey dates are listed in the Academic Calendar: <https://www.iba.edu.pk/academic-calendar.php>

Failure to complete the survey for any course will result in a penalty of Rs. 2,000 per course. But we are here for feedback, not fines! Fill out your evaluations on time and help shape a better learning experience.

Graduating Students' Survey

At the time of graduation, you will be asked to complete a comprehensive survey to share your overall academic experiences, helping the IBA management to measure the effectiveness of academic programs and identify improvement opportunities.

Your Feedback = Better IBA

Your active participation in providing feedback is the cornerstone of IBA's commitment to excellence.

Together, let's make your academic journey meaningful and impactful.



General **Conduct Guidelines**

Dress code

All students are to be decently dressed and in a manner that is appropriate for any institution of higher learning. Clothes should be suitable for, and represent the high cultural, social, and professional values for which IBA is known. Students are expected to be neatly dressed.

Clothes should be inoffensive in terms of their cuts and style, and/or the messages printed on them. A dress that is revealing compared to societal standards is not allowed. Shorts, sleeveless, tight-fitting clothing, and see-through materials are strictly forbidden. Students are not allowed to wear casual slippers (flip flops).

Indecent conduct

Indecent conduct is behavior, action, speech, or distribution of material that is deemed obscene, indecent, or lewd or in violation of social and cultural norms.

Sexual misconduct

Engaging in explicit and overt/covert sexual activity.



Public displays of affection (PDA)

In order to maintain a professional atmosphere of learning and mutual respect at IBA, students should refrain from public displays of affection (PDA), that is, inappropriate display of expression or intimate physical contact or activity. Physical contact between two individuals that could make others in the vicinity uncomfortable or serve as a distraction should be strictly avoided. Students are required to observe behavior, which is socially and culturally appropriate and acceptable, both on- and off-site, which includes on campus, all on- and off-site events and activities, hostels, and on the IBA buses/shuttles. Students are expected to conduct themselves respectfully at all times, which is reflective of the high moral, academic, and professional values and standards of the IBA.

Events and activities

Any event or activity organized by students, both on- or off-site, that is against cultural and societal norms, is against state law, and is not in line with IBA's high moral, ethical, and professional values and standards, is strictly not permitted. There is a zero-tolerance policy, and any such violation will be dealt with severe penalties and strict disciplinary action, which may include expulsion from the IBA.

Making audio recordings, taking videos and photographs of the IBA community (students, staff, faculty, alumni) without their consent during on – and off-campus activities/events/trips and occasions where IBA is in any capacity involved is strictly prohibited and may lead to expulsion from the IBA, Karachi.

Disorderly conduct

Disorderly conduct refers to breaching the peace, or aiding, abetting, or luring another person to breach the peace on IBA premises or at IBA-sponsored functions/activities.

Any unauthorized use of electronics or other devices to make an audio or video recording of any person in his or her personal office space or classrooms without prior knowledge/ permission is strictly prohibited. Recording of any activity in a public space at IBA is allowed, and the footage can be used for disciplinary action against said individuals. Moreover, the entire campus is covered by CCTV to ensure compliance.

Substance abuse

Possession, use, purchase, and/or distribution of alcohol or intoxicating drugs (such as but not limited to heroin, opiates, cocaine, marijuana, hashish, alcoholic beverages, or other intoxicating substances) at IBA is strictly prohibited. The use or possession of any kind of narcotics and/or alcohol will result in disciplinary action and the possibility of immediate cancellation of admission and expulsion from the hostels. Students suspected of consuming alcohol may be asked to take a breathalyzer/lab test. Students suspected of consuming drugs may be asked to take a tetrahydrocannabinol test on the spot or in a laboratory.

Similarly, consumption of substances during off-campus activities/events/trips involving IBA's name in any capacity will not be tolerated, as this jeopardizes the reputation of IBA. This may result in an immediate expulsion.

Smoking/Vaping/Sheesha

Smoking, Vaping, Sheesha, and any other electronic smoking device are prohibited inside IBA's premises, and on- and off-site, including shuttles/IBA buses, hostels, and in IBA events, and it is IBA's endeavor to convert its premises into a 'No Smoking Area'. It is the responsibility of smokers to be considerate of and mindful of non-smokers and of campus safety. Cigarette waste should be disposed of properly in a safe manner in designated outdoor ashtrays. Fire hazard, campus safety, and cleanliness should be considered in disposing of cigarettes and ash.

Students are also informed not to smoke or vape in the vicinity of the University of Karachi. Any infraction will result in serious disciplinary action.

Possession and/or its use will result in confiscation of the vape or sheesha, and disciplinary action will be taken, including the possibility of cancellation of residential space.

General Guidelines:

IBA has a zero-tolerance policy for students involved in any criminal and unethical activity, indecent conduct, harassment, bullying, and any behaviour/activity against professional values and standards is strictly not permitted. Involvement in such activities will be dealt with severe penalties and strict disciplinary action, which may include expulsion from the IBA.

Reaching out to the IBA Management (staff and faculty) through texts and any other form of communication repeatedly for any personal reason is not advised if the matter has been closed, and may be considered as harassment.

Making audio recordings, taking videos and photographs of the IBA community (students, staff, faculty, alumni) without their consent during on- and off-campus activities/events/trips and occasions where IBA is in any capacity involved is strictly prohibited and may lead to expulsion from the IBA.

There is a zero-tolerance policy for students breaking the code of conduct in events and activities organized by the IBA Management (staff and faculty) on- and off-campus. Anyone found guilty of being involved in breaking the code of conduct may face consequences.

IBA Code of Conduct – Minor Violations Penalty Grid

First Violation – First Warning Letter and PKR 5,000 fine.

Second Violation – Second Warning Letter and PKR 10,000 fine.

Third Violation – Third Warning Letter and PKR 15,000 fine.

Fourth Violation – Case will be reported to the Disciplinary Committee (DC).

Violation Categories

Smoking/Vaping, Dress Code violation, Fake Entry, Minor PDA, Violation of social media policy, or any other violation already mentioned in the Student Handbook.

Major Violations – All major violations will be reported to the Disciplinary Committee (DC), and the penalty will be assigned by the DC.

Any major violation that is serious in nature and has been reported by eyewitnesses – warning Letter and PKR 25,000 fine. Please note that no exception would be made; all students would be treated equally.

Prior permissions

Prior permission in writing through the Dean of Students Affairs and International Student Engagement is required for the following:

- Organizing co-curricular/extracurricular activities on campuses.
- Making public statements, or any communication with media on behalf of the Institute, or making a public/ media comment on the internal affairs of the IBA.
- Inviting government representatives, speakers, and/or foreign dignitaries to any of the campuses.
- Inviting guests on IBA premises.
- Peaceful demonstrations/congregations.

- These demonstrations can only be held during an allotted time in the designated space. Demonstrations cannot disrupt the academic activities of the IBA.

Student visitor policy

Students' guests/visitors are allowed to visit IBA Campuses (both Main and City) from Monday to Friday, 9:00 am to 6:00 pm (excluding public holidays). All visitors will have to abide by the following rules and guidelines:

- Students are allowed to bring only two guests/visitors (including children) at one time.
- Students should fill out the request on the portal 24 WORKING HOURS PRIOR to the planned visit. (Link to the portal: <https://ibaapps.iba.edu.pk/svm/login>); same day entries will not be possible.
- All Student Guests/Visitors MUST bring their original CNIC/Passport with them. Entry will not be permitted without the required identification document(s). Guests are strictly NOT allowed to enter on a Student ID card.
- All guests/visitors must sign in and sign out upon entering and leaving IBA premises.
- Student guests/visitors under the age of 18 years are allowed to visit campus (both Main and City).
- Student guests/visitors are only allowed to visit the campus when accompanied by the student. NO VISITORS ARE ALLOWED TO VISIT EITHER OF THE CAMPUSES ON THEIR OWN.
- Student guests/visitors can visit campuses during exams, summer/winter breaks, provided they follow the policy guidelines.
- Student guests/visitors are NOT allowed to park their vehicles on the campus (both Main and City).
- Student guests/visitors are NOT allowed to use student facilities on either of the campuses, including but not limited to the library, gym, computer labs, breakout rooms, sports facilities, lockers, etc.
- Student guests/visitors will NOT enter restricted areas on campuses without proper authorization.
- Student guests/visitors are expected to adhere to the same code of conduct as enrolled students while on campus. Any violation of the IBA code of conduct will result in appropriate disciplinary action against the student, as well as the guest/visitor being asked to leave the campus.
- IBA students are strictly not allowed to bring their guests/visitors during an IBA official event or when a club/society has an event on either of the two campuses.
- All visitors MUST leave IBA premises latest by 06:00 pm

Visitor misconduct

IBA students, faculty, and staff are responsible for the behavior of their guests when within the IBA premises. They need to ensure that their guests do not violate the security rules, regulations, and behavioral norms of the IBA. Any unpleasant or undesirable incident occurring because of the behavior of the guest can lead to disciplinary action against the IBA student, faculty, or staff who invited them.

Loitering in Karachi University

Loitering inside the Karachi University premises is not allowed. Exceptions to this rule are general walking/- jogging between hostel/campus and/or buying of groceries/food items (take-away only).

KU Gates use for Transit Routes

Student vehicles with a valid barrier pass entering KU from Maskan Gate are only permitted to access IBA. Other KU gates must not be used as transit routes by anyone in the student's vehicle, including relatives or any other passengers.

Student identification

IBA students are required to carry their student identification cards at all times. It is incumbent on IBA students to show their identification cards to IBA staff/officials when requested.

Members of the IBA security team, administrative staff, and faculty members have been empowered with the authority to confiscate student identification cards in case they see any violation of the Code of Conduct for investigative purposes. Failure to do so may lead to a fine or any other disciplinary action.



Misuse of identification

Misuse of identification is a violation of the Code of Conduct and includes giving access or lending your IBA student card to someone else. Forging someone else's signature and ERP number to mislead authorities.

False representation

Forgery, alteration, unauthorized possession, or use of IBA's documents, records, or instruments of identification, forged or fraudulent communications (paper or electronic mail) can lead to disciplinary actions against the student.

Unauthorized entry or access

Unauthorized entry into or presence within IBA's premises, including athletic facilities, construction sites, and student rooms or offices, even when unlocked, is prohibited. Tampering with locks on buildings, unauthorized possessions, or use of keys, including their alteration or duplication, is against IBA's policy. Climbing on IBA buildings, IBA-owned structures, or participating in any of these activities may subject the student to fines and other sanctions.

Student Entry Restriction – IBA Staff Town

Students are not allowed to enter the IBA Staff Town unless invited by a faculty member or if their entry has been registered in advance.

Ragging and bullying

Ragging and bullying are expressions of aggression via verbal, electronic, written, or physical communication, psychological and/or emotional behaviors towards an individual and/or group, by an individual and/or group. Such behaviors put individuals at risk of harm and cause emotional distress. Ragging and bullying are prohibited at IBA, and any student subjected to such behavior or a witness to it should report it to the OSA /superintendent/ building manager/administrator/hostel wardens immediately.

Ragging and bullying constitute

- Words spoken or written which have the effect of teasing or treating/handling with rudeness of another.
- Rowdy or undisciplined activities by any student(s) which can cause annoyance, hardship, physical or psychological harm.
- Coercing another to indulge in an act he/she normally wouldn't do.
- Any act that prevents, disrupts, or disturbs the regular academic or non-academic activity of any other student, staff and faculty.
- Exploiting the services of any student for completing academic tasks assigned to an individual or group of students.
- Any act of financial extortion or forceful expenditure put on a student by other students.
- Any attempt to take advantage of a freshman, or an attempt to ridicule a freshman in front of others.
- Any activity to degrade or frame IBA Management (faculty and staff members).

Harassment

Harassment means written, verbal, or physical conduct that, due to its inappropriateness, severity, persistence, and pervasiveness, adversely affects the victim's morale and ability to function. This may include conduct based on an individual's actual or perceived race, color, national origin, religion, gender, disability, or any other distinguishing characteristics.

Harassment constitutes:

Harassment may qualify as **sexual harassment** if it involves a sexual connotation through words, actions, or behaviors, or any acts that are inappropriate or non-consensual in nature and include, but are not limited to, photographs or other written/electronic communications that are non-consensual in nature. Sexual harassment also includes any inappropriate actions or behaviors by those in a position of power or authority towards those on whom authority extends.

Menacing behavior or threats of harm to self, to others, or to persons related to them, often as a means of coercing the target to acquiesce in the perpetrator's demands, qualifies as **power harassment**.

Any incident of sexual harassment shall be directly reported to: antiharassmentofficer@iba.edu.pk

False allegations

Deliberately accusing a person or an organization of misconduct with knowledge that this allegation is false is a violation of the code of conduct.

Financial misconduct

Some examples of financial misconduct include:

- Providing false financial information for the purpose of obtaining any concession or financial aid.
- Submission of incomplete financial information in the financial assistance application.
- Submission of false or misleading family financial documents.
- Signing a document with someone else's name, initials, or signature.
- Financial misappropriation.
- Misrepresentation, or false statement of fact(s).
- Forging quotations so the desired vendor is selected.
- Asking vendors to provide cash and reduce some items, and charge IBA fully.

Theft and vandalism

Theft and negligence, or intentional damage to personal or the IBA's property, is prohibited, as is possession of the stolen property. Repair and replacement costs will be charged to the appropriate student(s) and may warrant disciplinary action.



Retaliation

Retaliation can take many forms, including continued abuse, violence, threats, and intimidation. Any form of retaliation is not tolerated at IBA and may result in severe disciplinary action. Independent of any sanction, an interim measure may be imposed in response to the underlying allegation of this misconduct.

Theft and vandalism

Theft and negligence, or intentional damage to personal or the IBA's property is prohibited, as is possession of the stolen property. Repair and replacement costs will be charged to the appropriate student(s) and may warrant disciplinary action.

Weapons and fireworks

No student can possess or use firearms on IBA's property and its environs. Firearms, including rifles, shotguns, handguns, air guns, gas-operated guns, and all other ammunition or hand-loading equipment and supplies for the same, are not allowed. No student may possess or use fireworks, dangerous devices, chemicals, or explosives on IBA's property or its environs. Items such as knives, which could be viewed as weapons, are also forbidden. The IBA has a zero-tolerance policy in this regard.

Fire safety

No such actions are allowed by the students that can cause fire within the premises of the Institution. Fire drills are held on a regular basis. Directions for fire drill procedures are posted in every building. Students are financially responsible for damages resulting from reckless conduct or violation of this policy. Any student in violation of IBA's fire safety rules {e.g., unauthorized candle, fairy lights (electric and/or battery operated)/any object burning, tampering with fire safety equipment, etc.} will be subject to restitution and replacement costs, a fine, adjudication through the student conduct process or other reasonable resolution as deemed appropriate by the Dean Student Affairs and International Student Engagement or his/her designate.

Lost and found procedure:

- All the lost and found items must be handed over to the Security Department immediately. These items are to be deposited at Gate 4 for safe custody; at the City Campus, they must be deposited at the CCTV room.
- Non-valuable items like stationery, etc., will be logged and stored in the housekeeping department.
- All valuable items will be logged in security rooms at both campuses by adding an entry in the lost and found register. They will be stored in safe lockers.
- All the lost items found will be given a number, description, location where it was found, and the person who found it. The housekeeping, security guard, or CCTV operator should sign in the register after receiving the lost items.
- At the time of delivering the items to the student or faculty/staff, the lost and found register must be signed by both parties.
- If the item needs to be sent by courier, it will be done by the Security department. Confirmation for the address has to be taken through fax/email. All efforts should be made to trace the owner.
- No one is allowed to take home lost and found items. At the time of handing over lost and found items, the CCTV camera must be in operation for recording purposes.

SOPs for students' entry:

- It is mandatory to carry your original Student ID Cards.
- For lost cards, you can enter the campuses using the App and then proceed to the PO to apply for a new card.
- Please remember that students cannot use this option as a norm - it is only in case you have forgotten your card or lost it.

Protecting student identity

While students should be honest about themselves, they should not provide personal information to anyone that could be used against them, for example, sharing their home address, telephone number, work telephone, or email address.

Political endorsements

When posting on behalf of a student organization, students should not endorse or support any political candidate.

Vehicles with political flags or anthems are not allowed in IBA premises.

Personal and institutional security

'Security' has become a subject of immense importance and concern at both the personal and institutional levels. Various measures have been taken to improve the quality of surveillance. In order to ensure security, a proactive and vigilant approach needs to be adopted by all individuals of the IBA community.

General safety tips

- Before embarking on any journey, ascertain the prevailing security situation from local TV news channels.
- Report any suspicious activity and remain vigilant at all times.
- Immediately inform the security staff and report any security breach/suspicious activity.
- Avoid crowded and congested places when security alerts have been issued through the media.
- Use tracker devices for the car and yourself, if possible.
- Maintain regular situational awareness of crowded places.



Campus guidelines (Do's and don'ts)

- Campus timings are 0800hrs to 2200hrs from Monday to Saturday & 0800hrs to 1900hrs on Sunday.
- Students should always carry with them a laminated copy of their National Identity Card.
- Smoking and vaping are strictly prohibited on IBA and KU premises. Students will be penalized for any violation.
- Students are advised to display their IBA ID card and take care of their personal belongings at all times. Lost ID cards can be replaced with Rs. 1,000 at the Department Program Office situated at the Fauji Foundation Building, Main Campus, IBA, Karachi.
- Any student found lending their ID card to an outsider to get past security will be penalized with a fine of Rs. 5,000 and also subject to disciplinary action. Any student found tampering with, changing the photograph on the identity card, and/or preparing a forged identity card will be penalized with a fine of Rs 5,000 and also subject to disciplinary action. This is a violation of IBA's policy.
- The safety and security of personal belongings of students, including vehicles, is their own responsibility. IBA will not be responsible for any loss because of carelessness/irresponsible behaviour.
- All lost items are to be immediately reported to the OSA/hostel warden so that necessary action can be initiated to facilitate recovery/identification of culprits.
- It is mandatory for all IBA students to wear/display the IBA identity card.
- IBA / KU security staff on duty are authorized to ask any person entering IBA / KU to prove/show their identity and wear the IBA identity card.
- Comply with the instructions for vehicle security. Obtain a valid vehicle pass and display sticker for entry into the IBA premises.
- Allow time for inspection of vehicles at IBA entry points. Unchecked/unauthorized entry of vehicles is a grave danger to security.
- Before leaving, lock your car. Bike riders should lock their bike and helmets with a wire lock. Park at your own risk.
- Carefully plan and execute security arrangements for events such as concerts. Avoid late-night events.
- Filter terrorizing messages and confirm their validity before informing others.
- Don't leave your personal belongings such as bags, laptop, cell phone, etc. unattended, even at the charging booths.
- Never bring any weapons, including firearms, daggers/drugs/alcohol/explosive substances to campus/hostels. The IBA holds a zero-tolerance policy towards possession of firearms/weapons, explosives and flammable materials, drugs, alcohol, etc., on the campus and in the hostels.
- Visualize emergency situations and prepare contingency plans. This must be done at both the organizational and personal levels.

- Use of barrier passes on a vehicle with a different registration number is not allowed. Please obtain a fresh barrier pass when the vehicle is changed. Students found in possession of fake/duplicate barrier passes will be penalized according to IBA policy. Don't hand over your vehicle sticker to anyone, including any outsider. Stickers must be displayed on the front windscreen.
- In case of vehicle theft/loss, follow the procedure mentioned below:
 - Contact Citizens-Police Liaison Committee (CPLC) 24/7 call center helplines 021-35662222 and 021-35682222 or any other CPLC office for lodging a complaint of a snatched/stolen vehicle.
 - Provide at least basic information of the vehicle, i.e., registration number, make, colour, and place of the incident.
 - Call police at 15 control to relay the message of a snatched/stolen vehicle.
 - The following are the contact details to reach CPLC: 021-35683333, 111-222 345; e-mail: info@cplc.org.pk
- In case of mobile theft/loss, follow the procedure mentioned below:
 - Call the police at 15 to report your missing handset and place a recovery request, even if you think they will not do anything.
 - Call PTA at their toll-free number 0800-25625 to make your phone inoperative.
 - Call CPLC at 021-5682222 to make your phone inoperative (for Karachi only).

Parking on campus

All members of the Campus community (faculty, staff, students, and visitors) are expected to follow IBA's parking and transportation policies.

These policies are enacted to increase campus safety and to preserve parking for IBA employees and students who are issued permits.

- A car sticker is mandatory for all students.
 - Carpooling/ride sharing is a good practice. Vehicles with student drivers are allowed to enter through Gate 4. Passengers should be dropped off for entry through the side gate to enter the campus. Drivers are to leave the campus after dropping off the students.
- Within the campuses, vehicles should not be accelerated beyond 15 to 20 km/h.
 - Vehicles with tinted film, curtains, blinds on front, back windscreens, and side windows are not allowed to enter the campuses.
 - Factory-fitted tinted glass vehicles may be allowed in by the security if the department is satisfied in terms of visibility inside the car.
- To ensure safety, helmets must be worn while riding a two-wheeler, and students driving cars must wear their seat belts.
 - To provide maximum space for self-driven vehicles, a chauffeur-driven vehicle with a sticker may, on occasion, be asked to park/wait outside the IBA Campus at the Maskan gate.

- The person to whom the sticker is issued will undertake to park his/her vehicle in the assigned area, namely the area earmarked for faculty, staff, students, or two-wheelers, as the case may be.
- Vehicle owners are to properly secure their vehicles with dual lock systems, etc. It is better to have your vehicle insured. In case of loss or theft, IBA will not be responsible. Do not leave valuable items in your vehicles.
- Parking areas between Gates 1 and 4, Adamjee, and behind the Fauji Foundation building are reserved for faculty and staff vehicles. Students are prohibited from parking their vehicles in the above-mentioned areas.
- Students can park their vehicles starting from the ring road to the parking behind Aman CED.
- The checking procedure from Maskan gate to the parking of the vehicle at the Alumni Students' Center parking takes approximately 20 minutes. Students are therefore requested to keep that time cushion in their minds before leaving for IBA.
- Parking at the City Campus is limited, so it is on a first-come, first-served basis. Aman Tower and JS Auditorium basement can also be used for car parking.
- Students will be penalized for violating campus traffic rules, including:
 1. Driving in the wrong direction (wrong way/one way)
 2. Driving without a seatbelt
 3. Over-speeding
 4. Riding without a helmet
 5. Parking designated parking lines within the campus

All students are advised to strictly follow traffic rules within the IBA premises.

Car sticker policy

Car stickers are issued only to students, staff, faculty, and board members of IBA who maintain cars either in their names or against the names of their close relations (i.e., parents, wife, husband, daughter, or son). Under normal circumstances, not more than one sticker is issuable.

- Students will be issued one sticker only – one for their car and one for their bike.
- The validity of the car sticker will be for a maximum period of two years.
- The vehicle sticker can be used within both campuses.
- Possession of an IBA sticker does not excuse the holder from being asked by security/gate staff to prove his/her identity if required.
- IBA students are only allowed to use the University of Karachi (Maskan gate) for entry and exit as per the University of Karachi policy.
- Students or their drivers found roaming around in the University of Karachi without any valid reason are liable for disciplinary action as per the policy of the Institute.

- Parking is strictly prohibited in front of IBA Gate 1 to Gate 4. Students will be penalized in case of any violation.
- Any violation of instructions/incidence of misuse of the privilege of possessing a car sticker may lead to cancellation of the sticker.

Procedure for obtaining a vehicle sticker

The procedure for obtaining a vehicle entry sticker is as follows:

- Apply online by visiting <https://webapps.iba.edu.pk/barrierpass/>
- Log in to the form using your IBA email credentials. Attach all necessary documents to the online form. After submission, please visit the IBA Security Office and collect it.
- The sticker can be collected within 2 working days after submission of the application.
 - For motorbike
 - Bring 2x photographs 1x1 in case of a motorcycle pass.
 - Authority letter (in case the vehicle is leased from a bank or leasing company)
- Stickers can be collected from:
 - Main Campus: Security office located on the ground floor, Room No.7, Fauji Foundation Building
UAN: 111-422-422, Ext 2463
Main Help desk of Fauji Foundation Building
Timings 0830 to 1700 hrs (Lunch Break 1300 to 1400)
 - City Campus: Security office located near main entry gate; UAN: 111-422-422, Ext: 1468 and 1461.
 - Rs. 100/- will be charged for the fee voucher per sticker.

As per the instructions issued by the University of Karachi officials and the limited parking space, students will be issued one sticker only.



Guidelines for **Social Media Engagement**

The following Code of Conduct has been compiled for students to serve as a guideline for their conduct on social media (individually or in a group) that may be related to and/or linked to IBA, Karachi.

1. Students should be honest about their identity. They must participate only under their own name and should take extra care in safeguarding their personal information.
2. Students should be respectful and courteous while communicating or posting anything on social media.
3. Students are expected to be cognizant of rules and regulations by relevant government bodies regarding posting on social media, and especially understand what can be considered as an offense under the law.
4. Students are expected to be cognizant of the fact that misuse of social media may entail reputational, legal and ethical implications. Inappropriate content observed by third parties/ prospective employers may impact perception of the student and the Institute and undermine future employment prospects of the student and reputation of the Institute.



5. Opinions and debates related to political, social and religious issues must not be expressed on behalf of IBA or any organizational unit within IBA (like department, office, club, or society, etc.).
6. IBA will not accept any form of bullying, cyberbullying, or harassment by any student. Wherever such an action involves IBA, appropriate action will be taken by the administration. In cases where IBA is not involved, it will ensure necessary action as may be required under law and cooperate with the relevant competent authority as may be designated under law, for the purpose.
7. Making public statements, or any communication with media on behalf of the Institution or making a public/media comment on the internal affairs of the Institution is not allowed. Additionally, confidential institution information or details cannot be shared on social media or any other media platform. Strict disciplinary action will be taken in such cases.

8. Following are a few examples of such actions that can lead to action by IBA or by government bodies. The following list is indicative and not exhaustive but should help students understand the nature of offenses:

- Sending mean, threatening, or harassing messages to another individual or group through texts, e-mail, web pages or instant messaging.
- Spreading misinformation, lies and rumors about an individual through the internet or text messages.
- Posting comments/photos, etc. and deliberately mocking an individual with the intent to harass or humiliate them or defamatory content targeting IBA or its related institutional unit(s).
- Posting images that are discriminatory/offensive or links to such content.
- Posting images or content to bring disrepute to the Institution or that carry a potential of bringing disrepute which includes misuse of IBA's intellectual property rights or proprietary rights in any manner, breaching confidentiality i.e. revealing confidential information owned by IBA and breaching the code of conduct of IBA.

9. IBA has the right to request the removal of content from an official social media account and from a personal account if it is deemed that the account or its submissions/contents pose a risk to the reputation of the Institute or to that of its members.

10. In case if any misconduct is reported against any student, Dean Student Affairs and International Student Engagement or delegated official by them will be authorized to take action and initiate the following steps:

- Investigate whether the misconduct is related to or involves IBA in any way.
- In the course of such an investigation, Dean Student Affairs and International Student Engagement or an official delegated by Dean Student Affairs and International Student Engagement will gather evidence from social media. Evidence submitted by the complainant may not be considered as final, and independent evidence will be gathered using the respective platform.
- Ensure disciplinary action process as per IBA Policy.
- May take no further action or may only offer counseling to the involved parties if the reported misconduct/complaint requires so, at the discretion of the investigating authority.

11. Students are advised to seek guidance from the Marketing and Communications Department at IBA for clarity with respect to these guidelines on usage of social media or clarity for content intended to be posted on social media or seek permission wherever required as per circumstances of the case or in line with relevant IBA Policy.

12. These guidelines may undergo amendments from time to time as may be required at the discretion of IBA management.

Cafeteria services

IBA offers spacious cafeterias on campus, where full meals, snacks, and refreshments are available.



Timings of the cafeteria at the Main Campus

Adamjee Cafeteria	8:30 am – 8:00 pm	Ext: 2462
Student Center Cafeteria	8:30 am – 6:00 pm	Ext: 2401
Shade area beside OBS Courtyard	9:00 am – 6:00 pm	
Library Coffee Shop	8:30 am – 8:00 pm	Ext: 2493

Timings of the cafeteria at the City Campus

Aman Tower	8:30 am – 9:00 pm	Ext: 1013
Pepsi Student Lounge	8:30 am – 8:30 pm	Ext: 1009

Medical and Emergency Services

An in-house medical center is available at the IBA Main Campus. The IBA Martin Dow Clinic has doctors and trained paramedics available. Timings of the medical center are as follows:

Weekdays

Dr. Naushin Fahad
Time: 8:30 am to 4:30 pm
Cell: 03012604822

Two paramedical staff
Timings: 9:00 am to 8:00 pm
Clinic reception: 021-38104700-701
Ext: 2062 & 2072

In case of a serious medical emergency, the patient should be taken to the nearest hospital. Contact numbers of the nearest hospitals are as follows:

IBA Main Campus

Hospital Name	Distance from Campus	Contact Details
Patel Hospital	4 km	ST 18, Block 4, Gulshan-e-Iqbal, Karachi, 021-111-174-174
DOW University Hospital (OJHA Campus)	7 km	Mission Road, Gulzar-e-Hijri, Scheme 33, Karachi, 021-38771111
Memon Medical Institute Hospital	8 km	Haider Buksh Gabool Road, Safoora Chowranghi, Karachi, 021-34691147

IBA City Campus

Hospital Name	Distance from Campus	Contact Details
OMI Hospital	32 meters	89/1, Depot lines, MA Jinnah Road, Saddar, Karachi, 021-32258075
SMBB Trauma Center	2 km	Civil Hospital, KMC work area, Karachi 021-99215740

Sindh Emergency Rescue Services

1122

IBA Emergency Helpline

In case of an unforeseen event, please contact the following IBA emergency helpline between 8:00 am. to 10:00 pm. on 021-38103030. In case of an emergency (fire, earthquake, etc.), the students should follow the evacuation procedure as given below:

- i. Leave the building from the nearest exit.
- ii. Report to the assembly points and record your attendance.
- iii. Wait for the instructions issued by the management.

LIBRARY

The Library provides premium, user-centered services by offering a rich collection of resources, advanced digital technologies for improved information access, and various educational programs, serving as primary academic support for the institutional community. To uphold a conducive learning atmosphere, patrons are expected to abide by the established guidelines that assist staff in maintaining discipline.

Library conduct and general rules

These rules and policies are designed to foster a positive learning environment and ensure equal learning opportunities. Patrons must adhere to the following regulations to avoid disciplinary action or penalties:

- Patrons are expected to maintain a quiet, respectful environment conducive to study and research.
- Disruptive behavior, including loud conversations, use of offensive language, or any conduct that disturbs others, is not permitted.
- Group study and/or discussions are allowed only in the designated collaborative spaces.
- Sleeping in library premises is strictly prohibited to ensure a quiet and productive environment for all users.
- Mobile phones and other devices must be kept on silent mode; no calls should be received/placed within the library premises.
- Food is prohibited inside the library; only water in spill-proof containers is permitted.
- Library materials must be handled with utmost care and should not be marked, underlined, mutilated, torn, or otherwise damaged.
- Reading materials taken from the library bookshelves should be left on nearby tables or carts, while items borrowed from the circulation counter must be returned to the counter.



- Library staff have the right to inspect any materials being brought into or taken out of the library premises.
- The library is not responsible for any loss or damage to your personal belongings.
- Leaving personal belongings unattended is not permitted. Any items left unattended for more than 20 minutes are subject to removal by library staff, and the owner may incur a fine.
- Public displays of affection (PDA), indecent sitting, or any behavior that compromises the sanctity of the library are not allowed.
- Library privileges, including membership, may be denied to the stakeholders/visitors who violate/breach library rules and protocols or are otherwise guilty of misconduct.

Borrowing rules

All IBA students currently enrolled in various undergraduate, graduate, and postgraduate programs have the right to access library services, facilities, and resources. Borrowing privileges may vary depending on the type of borrower and the nature of the library material being borrowed.

Borrowers' Category	Number of Books	Loan Period
Undergraduate	4	14 days
Graduate	6	14 days
Postgraduate (PhD)	6	28 days
Postgraduate Diploma	2	14 days

- I. Any library material borrowed may be recalled, if required. Therefore, the loan period should not be considered as a legitimate right to retain the material till the due date.
- II. Books tagged as general stacks may be reissued (depending on the borrower's category and subsequent privileges), unless there is no request for hold or recall.
- III. Reference and reserved materials, journals, magazines, and newspapers can only be used within the library premises and cannot be borrowed.
- IV. Students who do not return books on time will automatically lose the privilege of borrowing any more books from the library until all the borrowed items are returned or settled.
- V. Borrowing privileges may also be suspended for students who have violated library rules.

Library fines

Books or materials borrowed from the library must be returned on or before the due date and time; otherwise, the following charges may apply:

- PKR. 10/- will be charged per day for each overdue item borrowed from the general stacks.
- Course reserves (borrowed for 3 hours), accumulate PKR. 50/- per hour as late return charges.
- Reference material borrowed for overnight would be charged PKR. 50/- per hour, maximum to PKR. 5,000/- or the replacement cost of the item, whichever is higher.
- Replacement cost for the lost or damaged materials would be calculated as per the 'purchase cost' of an item, by adding 50% of the purchase cost as a processing fee.
- Another original copy of the lost/damaged book/item may be accepted, provided it carries the same ISBN. 50% of the purchase cost would be charged as a processing fee.
- Overdue fines will continue to accumulate on a daily/hourly basis on outstanding items until it is renewed, returned, or declared as lost either by the borrower or by the library.
- Any item being taken out of the library without being borrowed will be classified as 'item theft', and the violator will be charged PKR. 5,000/- (irreversible) as a penalty.

Students found violating or breaching library rules will be charged a disciplinary fine, as per the IBA Code of Conduct. The violation cases will also be sent to the 'Student Conduct and IBA Standards Committee'.





Computing and ICT Services

The Information and Communication Technology department provides ICT services to the IBA Main and City Campuses, hostels, and staff town, serving a total of around 5,000 users on and off campus. The principal aim of the ICT department is to bring state-of-the-art technology to the IBA, provide essential services, and promote automation.

Lab availability

- Computer labs at the City Campus are operational from 8:30 a.m. to 9:30 p.m. from Monday to Friday, for computing and printing facilities.
- Students are prohibited from entering labs during a lecture, to keep the disturbances minimal.
- Printing facility is accessible on a first-come, first-served basis.
- Note that only 25 pages per semester can be printed by one student from the lab; other than that, they should be done from the photocopier.
- In case of any loss of data, the staff available at the lab would not be held responsible; to avoid losing data, students are highly recommended to save their work on a regular basis.

Login account policy

For smooth operations of the computer labs, while protecting the privacy of the information of all users, the following rules are in place:

- No one is allowed to log in using someone else's user ID and password.
- To protect your own self from unscrupulous users, make it a habit to log out at the end of each session. Please note that you are fully responsible for any actions taken by an unauthorized user using your login account.
- If the terminal is left unattended for more than 15 minutes, you must log out unless there is a process running that may take longer to complete. In such a case, the student is to inform the lab engineer to ensure that their user account and work are protected.
- At the time of registration, a user ID and password are assigned to all students to access the IBA Wi-Fi.

Workstation usage policy

Students are expected to use all ICT services available to them at IBA in an ethical and responsible manner. Failure to do so will make them liable for an action, in accordance with the provisions of the Prevention of Electronic Crimes Ordinance. Three categories of criminal offences cover the following conduct:

- Unauthorized access to computer material (basic hacking), including illicit copying of software held in any computer.

- Unauthorized access with the intent to commit or facilitate the commission of further offences, including hacking and tampering of electronic data.
- Unauthorized modification of computer material, which includes:
 - a. Intentional and unauthorized destruction of software or data.
 - b. The circulation of 'infected' materials online.
- An unauthorized addition of a password to a data file or display of any information that enables others to gain unauthorized access to the computer.



Internet Usage Policy

Scope and application

This policy applies to all users of the IBA, Karachi. It also applies to users connecting personally owned devices such as laptop computers, smartphones, and tablets to IBA's network, and/or storing any Institute's data on such devices. A student can connect up to two concurrent devices on the wireless network.

Acceptable internet usage

Students are provided with facilities and equipment to access the internet for legitimate work-related activity and educational purposes, such as research and seeking information.

Use of the internet by the IBA students is permitted and encouraged as long as it supports the goals and objectives of the organization.

However, the IBA has a policy for the use of the internet whereby the users must ensure that they:

- Comply with the current legislation.
- Use the internet in an acceptable way.
- Do not create unnecessary business risk to the company by misusing the internet.

Unacceptable behaviour

In particular, the following is deemed unacceptable use or behavior by the students:

- Visiting internet sites that contain obscene, hateful, pornographic, or otherwise illegal material.
- Using the internet to send offensive or inappropriate material to other users.
- Downloading commercial software or any copyrighted materials belonging to third parties, unless this download is covered or permitted under a commercial agreement or other such license.
- Hacking into unauthorized areas.
- Publishing defamatory and/or knowingly false material about the IBA, Karachi, and your colleagues on social networking sites, blogs (online journals), wikis, and any online publishing format.
- Revealing confidential information about the IBA, Karachi in a personal online posting, upload or transmission.
- Introducing any form of malicious software into the corporate network.
- Downloading and using any kind of Proxy/VPN tools.

Monitoring

Use of the internet is an extremely valuable business, research, and learning tool. However, misuse of such a facility can have a detrimental effect on other users and potentially the IBA's public profile. As a result, the IBA ICT department monitors:

- The volume of internet and network traffic.
- The internet sites visited.

Guidelines for students

- Use the web browsers for educational purposes of research and information gathering from various websites and databases.
- Keep the allocated personal username and password confidential, and do not share them with anyone.
- Students should not try to access and change any other person's username, password, files, or data.
- Students can connect up to two concurrent devices on the wireless network.
- Responsibly access social websites for educational purposes only; always use appropriate language in all digital communications through emails, social websites, blogs, or messages.
- User would not deploy their own wireless routers/access points. In case of any additional requirement, the request would be made to the ICT department.

Reach out to the following IT help desk team members for your queries and/or issues related to the PC, laptop, printer, and multimedia:

Main Campus

Mr. Faraz Baig

Email: helpdeskmain@iba.edu.pk and/or mbaig@iba.edu.pk

Ext: 2101, 2120, 2114

City Campus

Mr. Abdul Majid Jamil

Email: helpdeskcity@iba.edu.pk and/or amjamil@iba.edu.pk

Ext: 1105, 1147

UMS Management System

The IBA, Karachi uses the University Management System (UMS) to manage all student academic activities across both campuses. This system handles various processes such as academic planning, course offerings, enrollments, class scheduling, attendance, grading, transcripts, hostel allocation, transport facility, library fines, student financials, ledgers, hostel fees, and more. Through the online portal, students can access their attendance records, grades, enrollment details, and other related information. The contact information for the UMS team is provided below.

Guidelines for students

- Keep the UMS user ID and password confidential, and do not share them with anyone.
- Students are advised to change their passwords before every enrollment.
- At the time of enrollment, it is advised that students only use one portal connection at a time.

Reach out to the following UMS Help Desk team members for your queries and/or issues related to UMS and LMS:

Mr. Syed Haider Ali Naqvi

Ext: 2106

Email: shanaqvi@iba.edu.pk

Mr. Abdul Saboor Khan

Ext: 1121

Email: saboorkhan@iba.edu.pk

Mr. Muhammad Bilal Khan

Ext: 2160

Email: umssupport@iba.edu.pk

Keep the following email in CC: umssupport@iba.edu.pk

Learning Management System (SAKAI-LMS)

Learning Management System (LMS) enables instructors and students to share knowledge, collaborate, and engage in a wide spectrum of technology-enabled learning experiences, supported by an intuitive, modern user interface. LMS has been designed to help instructors, researchers, and students create course websites for collaboration. These course websites include the following prominent features:

- 1- Uploading course outlines/syllabus
- 2- Creating important announcements to notify students
- 3- Creating and submitting assignments
- 4- Conducting online tests and quizzes
- 5- Resources folder to share course contents
- 6- Turnitin integration to check assignment plagiarism, etc.



Contact information for the LMS team is given below:

For LMS Support:

Email: lms-support@iba.edu.pk / umssupport@iba.edu.pk

Ext: 2106 / 1121 / 2160

Useful online application systems for students

- **IBA Job Portal** is a one-stop solution for career development for students and alumni. The portal enables students/alumni to develop their career profiles, stay abreast of multiple career opportunities, and apply for jobs and internships at national and multinational companies. The profile can be created at <https://jobportal.iba.edu.pk/>
- **Students Facilitation System** is being used by students to submit various types of requests (attendance discrepancy, makeup exam, recommendation letter, exchange program applications, etc.) using online forms. <https://webapps.iba.edu.pk/sfs/home/login>

- **Clinic Management System** facilitates the booking of an online appointment for counseling and other related matters. <https://webapps.iba.edu.pk/clinic/>
- **IBA events calendar** to register and view events and happenings at the IBA: <https://webapps.iba.edu.pk/events/>
- **TA/RA Management System** to upload working hours and get paid for them: <https://webapps.iba.edu.pk/tams/> and <https://webapps.iba.edu.pk/mstms/>
- **Online payment/donation application** enables students to pay or donate to IBA using their bank cards. <https://onlinepayment.iba.edu.pk/> and <https://donate.iba.edu.pk/>
- **Fee voucher application** to generate and print a fee voucher from one's home using this online facility. https://webapps.iba.edu.pk/fee_voucher/
- **Societies Election System** to register for various societies and vote for the preferred candidates.
- **TA Allocation System** to apply for a TA-ship and get selected through a standard selection procedure. <https://webapps.iba.edu.pk/tas/>
- **Online degree/transcript system** to make an online request to issue student degrees and transcripts. <https://webapps.iba.edu.pk/tns>
- **IBA mobile application** to get instant notifications and alerts about news and various events held at the IBA Karachi. The app is available for both Android and iOS users.
- **Alumni Management System** serves as a complete portal to register and manage the IBA alumni, along with an online election module for the selection of the alumni representative on the Board of Governors. <https://alumni.iba.edu.pk/>

Contact information for the web and mobile application team is given below:

Mr. Asif Ali Soomro
 Email: aasoomro@iba.edu.pk
 Ext: 2133

Mr. Ebad Uddin Ahmed
 Email: ebaduddin@iba.edu.pk
 Ext: 2117

Video conferencing (vc)

The IBA, Karachi has two fully-equipped video conference rooms (one at each campus) with multiple monitors and a digital video camera, linking IBA directly to anywhere in the world.

The facility allows ease of communication.

In addition, mobile VC equipment is also available at both campuses, which can be moved to any location for video conferencing.

Contact information for VC rooms and mobile VC at both campuses is as follows:

Main Campus
 Mr. Zeeshan Khan
 Email: zkhan@iba.edu.pk
 Cell: 0333-3938864, Ext: 2104

City Campus
 Mr. Asif Ali
 Email: asifali@iba.edu.pk
 Cell: 0321-8230364, Ext: 1119

Career Development Center



The Career Development Center (CDC) at the IBA, Karachi is dedicated to facilitating students, graduating classes, and alumni in several ways. It helps in self-evaluation and skills development, creating awareness about career opportunities, assisting in career development and job search, increasing the employability opportunities of IBA's graduating students, and developing strong linkages between employers and the IBA graduates. It also supports the IBA alumni in their career progression. The CDC offers a comprehensive suite of services, including career fairs, mentorship sessions, and in-house counseling on both career exploration and navigating higher education options.

To know more about the Center and its offered services, please visit: <https://cdc.iba.edu.pk/>

Get in touch with the team at cdc@iba.edu.pk and/or teamcdc@iba.edu.pk

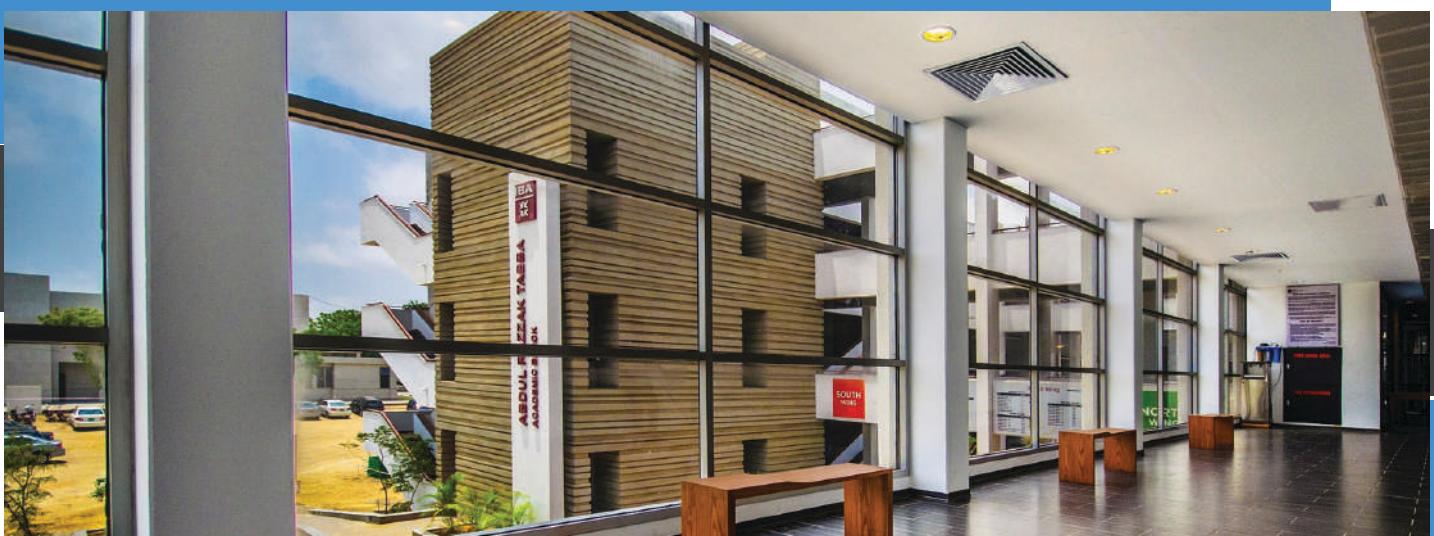
IBA Hostels

The IBA, Karachi provides hostel facilities to its full-time, regular students from outside Karachi. Two hostels, one each for female and male students, are located within the premises of the University of Karachi. The hostels are spread over an area of 2.5 acres, surrounded by lush green lawns, trees, and gardens. Hostels' design amalgamates the needs of modern urban living with sustainability, while vast and open corridors enable a pleasant, properly ventilated living space.

The IBA hostel life is a testimony to IBA's diversity and inclusivity. Residents come from all over Pakistan and other countries and bring with them diverse cultural, economic, social, and religious backgrounds to share a similar bond, which is their association with the prestigious institution and with each other. The IBA hostels provide an atmosphere where students can learn and develop life-long associations while enjoying a comfortable setting.

Residents' security is a top priority for the IBA, and the hostels are guarded 24/7 by professional security personnel, with the entrance and exit points under constant CCTV surveillance. The IBA Girls' hostel is a secure, residential complex for the institute's female students, managed by a female superintendent and a resident warden. The hostel is located near the IBA campus with the facility of a regular shuttle service.

The hostels' residents are encouraged to live like one big family, helping each other wherever required and making the hostels a home away from home. The hostel management makes tremendous efforts to provide the residents with a clean, hygienic, and congenial environment to facilitate this brief but integral part of their professional journey. Discipline and compassion for fellows are two core values that the hostel management encourages and inculcates among students. The hostels foster a sense of ownership among residents, enabling them to create memories that they cherish for years. The hostel management also encourages the hostel residents to participate in numerous cultural and social activities that are organized by the Hostel Society. Some of these include the annual welcome dinner for the hostel freshman batch, Eid-Milad-un-Nabi, cricket and football tournaments, and the annual farewell dinner for the hostel graduating batch.



Facilities

All rooms are equipped with a smart wardrobe, a study table with a drawer, and a single bed with a closet compartment for additional storage. Below are the details of the facilities at the hostels:

1. Common rooms and TV lounges
2. Indoor gyms
3. Game room
4. Badminton court
5. Laundry room
6. Multi-purpose rooms for extra-curricular activities and green spaces for outdoor sports and other activities
7. Air-conditioned dining halls
8. High-speed internet facility
9. Prayer rooms
10. Subsidized laundry services (for the boys' hostel)
11. Chilled water dispensers (potable water)
12. 24-hour tuck shop/vending machine
13. On-campus healthcare facility
14. On-campus mental wellness counsellor.

Boys' hostel

Capacity: 469
Single rooms: 435
Shared rooms: 07
Dormitories: 10

Girls' hostel

Capacity: 266
Single rooms: 6
Shared rooms: 135

For queries, please contact:

- Dr. Azima Khan, Superintendent, Girl's Hostel, azimakhan@iba.edu.pk Ext. 3076
- Mr. Mujahid Hussain Detho, Manager, Residential Facilities, mhussain@iba.edu.pk Ext. 2015
- Ms. Mahwish Butt, Assistant Manager (Admin) Girl's Hostel mbutt@iba.edu.pk Ext: 1817

To apply for accommodation, click here: <https://onlineadmission.iba.edu.pk>

Transport Services



The IBA, Karachi provides transport facilities for students, faculty, and staff. For more details, please visit:
<https://www.iba.edu.pk/transport.php>

Fee & Dues

1. Procedure for payment of tuition fee & university dues

- Tuition fee will be announced around the commencement of the semester.
- Fee vouchers will be made available to students through the UMS.
- Students are liable to make payments for the fee due by the deadline as mentioned on the voucher and announced through notice.
- Payments can be made in one of the following modes:
 - Direct deposit through any Meezan Bank Branch in Pakistan, using the fee vouchers generated from UMS.

1bill Invoice Fee Collection:

Pay online through your bank portal.

Login to your bank portal > search for 1Link Invoice > Type prefix 104022 and your Voucher No. e.g. for voucher no. 19392, type 10402219392

Your payments made through the abovementioned method will take 1 to 3 working days for bank confirmation. For more queries and questions, please visit the FAQs link given below.

FAQs: <https://www.iba.edu.pk/faqsinternetbanking.php>

HBL digital fee collection:

- Payment through internet banking. For FAQs, please visit here:

<https://www.iba.edu.pk/faqs-internet-banking>

Note: Your payments made through the abovementioned method will take 1-2 working days for bank confirmation.

Students are required to clear all outstanding dues within the ongoing semester. Failure to settle dues by the final semester will result in withholding of the provisional transcript, official transcript, and degree until full payment is made.

Determination of student fee

- The IBA will fix or specify means by which the tuition fee will be calculated or ascertained, for any course of study or training at the IBA.
- The IBA must ensure that no student will be or continue to be enrolled in a course of study or training at the IBA unless they have paid:
 - The tuition fee as fixed, calculated or ascertained, and;
 - All other charges prescribed by the IBA.
- The Board of Governors (BOG) of the IBA shall approve the fee for programs of study to be offered to students in any given academic year, as recommended by the management of the IBA, Karachi. The recommendation for setting of fee shall be through the annual budget of the IBA.
- In the annual budget for every financial year, the Finance department shall present proposals for an increase in the existing student fee to the BOG. On the approval of the proposal, the fee shall be increased and set to a new level.

Calculation of fee

- The IBA will charge the fee on a credit hour basis.
- Fee will be charged to all students as per the total credit hours opted in a semester.
- Other approved fee charges, which are not based upon the credit hours, will be added to the fee challan as applicable.

Procedures regarding fee refund

- Any request by a student to amend their program of study or withdrawal from a program or paper must be made in writing/email.
- The IBA reserves the right to request additional supporting information before any course amendment request is considered.
- Where the student's account has a credit balance which is clearly attributable to an overpayment of fee, any such balance will be refunded in full after the verification of the student.
- Refund of tuition fee is applicable to all students, i.e., regular, evening, and EMBA programs.
- Fee will be refunded in the following cases:

Fee Refund Cases		
S.No	Scenarios	Policy/Timeline
1	Percentage of tuition fee <ul style="list-style-type: none">■ Full (100%) fee refund■ Half (50%) fee refund■ No (0%) fee refund	Full (100%) of the tuition fee will be refunded up to the seventh day the classes convene. Half (50%) of the tuition fee will be refunded from the eighth to the 15th day the classes convene. No fee (0%) will be refunded from the 16th day the classes convene.
2	IBA cannot provide the academic study offered	100% of the tuition fee will be refunded.
3	Change of classes	When a student elects to change a class, there will generally be no change in the tuition fee and therefore additional tuition fee, refunds and administration charges do not normally apply.
4	Credit balance	In the case of overpayment of levied charges, students may request a refund for the balance.
5	IBA withdraws an offer of admission from a student	100% of the tuition fee will be refunded if the student does not meet the criteria of provisional admission. No tuition fee will be refunded if it is found that the student has provided incomplete or inaccurate information in support of their application for admission, any application for credit or recognition of prior learning or their enrollment.

Fee Refund Cases

S.No	Scenarios	Policy/Timeline
6	IBA excludes the student due to poor academic performance	If the student does not meet the minimum GPA (2.2 criteria) 100% of the tuition fee will be refunded for any future semester paid for in advance and not yet commenced, but no refund for the semester in which the student was excluded.
7	IBA suspends or expels the student due to academic misconduct	IBA suspends or expels the student due to academic misconduct.
8	Semester gap	Tuition fee paid in advance will be adjusted for the upcoming semesters, if the student is allowed a semester gap by the IBA administration.
9	Extraordinary circumstances	100% of the student tuition fee will be refunded if the student suffers from extraordinary circumstances (i.e. death or accident which causes permanent disability).



1. Exception

Under any circumstances, the admission fee will NOT be refunded or transferred.

1.1 Exclusion

Cash, cheque, and pay order will not be accepted from the students at the IBA Finance department.

■ One-time charge

- One-time charges, such as admission fee and orientation course fee*, are also applicable in addition to the tuition fee. These charges must be paid at the time of admission to the IBA, Karachi.

*Orientation Course Fee will be applied to Graduate program candidates only.

Important notes

Students will not be enrolled for the next semester if fee for the previous semester(s) is not paid in full (i.e. no enrollment in the next semester).

If a student is unable to pay balance of his/her dues till the completion of courses, the student will not be issued provisional transcript, original transcript and degree till the time all the dues have been cleared.

Contact Details

Finance department

Student Finance Office
Tel: 021-38104700-01
Ext: 2307/2309/2336
fees@iba.edu.pk

Financial Aid Office

Financial Aid Staff
IBA Main Campus
Tel: 021-38104700-01
Ext: 2310 & 1301

Student Societies

Arshad Hussain
Assistant Manager Finance
IBA Main Campus
Tel: 021-38104700-01
Ext: 1803



Several service units work tirelessly to enhance the overall experience of the students in terms of curricular, co-curricular, and extracurricular activities. Contact details of the team members for each unit can be accessed at: <https://www.iba.edu.pk/service-units.php>



Disclaimer: The IBA management reserves the right to use pictures of students taken during campus events for its various publications and social media. These pictures, however, will not be used for any commercial purpose.

Main Campus

University Enclave, University Road,
Karachi – 75270 Pakistan
Phone : +92-(21) 3810-4700

www.iba.edu.pk
 +92 21 111 422 422

City Campus

Plot # 68 & 88 Garden / Kayani
Shaheed Road, Karachi – 74400 Pakistan
Phone : +92-(21) 3810-4701

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