



# An Introduction **CENTER FOR CIVILITY & INTEGRITY DEVELOPMENT (CCID)**

## **Patron**

Pro-Vice Chancellor  
Prof. Dr. Khalid Mahmood

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## **Director**

Dr. Shabbir Ahmad Khan



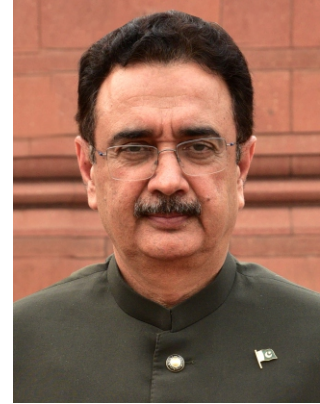
**UNIVERSITY OF THE PUNJAB**  
LAHORE - PAKISTAN

## Inaugural Session of Center for Civility & Integrity Development (CCID) 2020



## Message of the Vice Chancellor

**Prof. Dr. Muhammad Ali (T.I, S.I)**



In this era of accelerating change, where the digital revolution has altered consumer behavior, it is crucial for higher education institutions to promote civility and integrity – both digitally and physically. Due to its diversity and multi culturalism, Pakistan confronts certain difficulties that can be successfully overcome by taking the Civility and Integrity Development course. This will not only help students succeed academically, but significantly impact their character development, professional success, and ability to be civically engaged and compassionate. Undoubtedly, Pakistan's youth play a pivotal role in bringing about societal transformation and shaping societal values via civic behavior. Thus, to build an honest, just, and courteous society, it is essential to instill feelings of social responsibility among the youth.

Through this course, students will be urged to uphold moral principles, treat others with respect, and recognize how their decisions affect other people. Higher education institutions in Pakistan can cultivate people who are sympathetic, kind, and heedful of the consequences of their actions by imparting such values. Likewise, dedicated students are also in need of polished soft skills for a successful and thriving career.

This course will help such students to gain valuable life skills like teamwork, leadership, and problem-solving that will help students in effective communication, conflict resolution, and personal accountability through collaborative activities – the competencies that will result in both academic and professional career.



## Message of the Patron

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**Prof. Dr. Khalid Mahmood (Pro-Vice Chancellor)**

The relationship of a student with his classroom is like that of a seed planted in fertile soil. A student grows via learning, direction from teachers, and opportunities for self-discovery within the classroom setting, just as a seed requires care, time, and attention to flourish into a great tree. While a classroom must be able to enhance students' abilities and character, making them responsible citizens and an asset to the society is also the role of a classroom. As an institution that experiences cultural and ethnic diversities, it is necessary to encourage peaceful cohabitation, accept differences, and develop interfaith harmony to build a cohesive and unified community in a country with varied religious and cultural backgrounds. Each student must recognize and respect one another's beliefs. The "Civility and Integrity Development" course emphasizes peaceful coexistence and cherishes ethnic pluralism. Students can learn to celebrate diversity and the contributions of all members of society by creating a welcoming and accepting atmosphere.

Furthermore, to celebrate and embrace diversity, the course helps advance equity and gender equality, paving the way for a society where everyone's rights and viewpoints are respected. It also talks about stress management, which is crucial to preserving a healthy work-life balance and general wellbeing in Pakistan's challenging academic and professional environments. Lastly, it enables Pakistani youth to understand how their civic activity can influence social ideals and bring positive change. Students are inspired to participate actively in community service, civic involvement, and advocacy for social problems they are passionate about through developing a sense of responsibility and leadership.





## Director's Message

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**Dr. Shabbir Ahmad Khan**

Civility is currently impacting various institutions, including education, government, professional sports and workplaces. Student's success, both academically and professionally, can be enhanced by sensitizing our youth towards being courteous and honest. Following are the key advantages for fostering a culture of civility and integrity at workplaces.

Any talk for reformation of society without integrity would be treated as mere humbug or nonsense. Without sincerity and honesty, no great goal can be achieved. Hence "integrity" is the sine qua non, a virtue without which no true success can be attained. This is the first cardinal principle, the first armor with which a graduate or a post-graduate should leave the University portals before he enters his practical life.

The main objective of the Center will include enabling the students to develop a better understanding about the world in which they live. They should learn to act according to the core ethical values such as honesty, integrity, respect, justice, civic virtues and responsibility for themselves and for others as a responsible good citizen.

Our courses of curriculum and syllabi are nearly the same as those of other universities, but the quality of the product of our universities lag behind others in having better civic responsibility, moral and ethical core values to do a job, and a strong character to pursue their objectives with dogged determination and a clear vision to attain their fixed objectives. The focus will be on promoting civility & integrity in the classrooms and in work environment.

## Why Civility and Integrity is Important for Student Success?

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### i. Civility and Academic Success

An educational environment that promotes mutual respect can facilitate student in their academic success.

### ii. Civility and Employment Opportunities

The rise of inappropriate behavior in society and the workplace has helped employers to recognize the need for civility. At the same time, a changing economy requires that university graduates learn skills on how to be more socially sensitive.

### iii. Civility Promotes Career Success

In today's work environment, effective interpersonal skills are a necessity. The era of people learning to behave as machines has ended. Civic education can provide students with the social skills necessary for career success.

## How civility can promote career success?

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- I. **Problem-solving:** creative problem-solving can be enhanced by civility. The ability to effectively interact with people who think differently and/or have different approaches to problem-solving can be facilitated using civility.
- II. **Leadership:** Many students assume leadership roles during their careers. An effective leader is one who has people-oriented skills to inspire others to perform at their highest level. Treating employees with civility is a prerequisite for effective leadership.
- III. **Teamwork:** Effective teamwork requires communication skills, including the ability to coordinate activities and work together toward a common purpose.
- IV. **Workforce composition:** Diversity and inclusion require civility in order for people to get along with each other and have equal career opportunities. Being treated in a respectful manner is a fundamental expectation of all employees.
- V. **Laws and Policies against Inappropriate Behavior**  
Recognizing the adverse impact which abusive conduct can have on victims, emotionally, physically and financially, laws have been proposed to outlaw such conduct. Student success requires an awareness of the laws and policies that may affect their academic and professional achievements.

## Components of Civility & Integrity

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- i. **Social intelligence** - The ability to adapt your behavior appropriately to the social group or environment you may find yourself in.
- ii. **Cultural competence** – having an understanding and awareness of different cultures

and basis of diversity i.e. gender, age, ethnicity, social class etc. and a true respect for diversity.

- iii. **Systems Thinking** - Instead of looking at a situation or a workplace or other environment from a selfish perspective, Systems thinking is the practice of considering the big picture, how things blend together and how people can interact positively.
- iv. **Continuous Learning**- also known as constant learning, is the concept of always expanding your knowledge to gain new skills and expertise. It not only enhances social inclusion, active citizenship, and personal development, but also promotes self-sustainability, competitiveness and employability.
- v. **Honesty** – A facet of moral character that connotes positive and virtuous attributes such as integrity, truthfulness, straightforwardness, including straightforwardness of conduct, along with the absence of lying, cheating, theft, etc. Honesty also involves being trustworthy, loyal, fair, and sincere.
- vi. **Fairness** - Impartial and just treatment or behavior without favoritism or discrimination is considered as fairness.
- vii. **Courtesy** - The showing of politeness in one's attitude and behavior towards others (en.oxforddictionaries.com).

## Services and Activities of the Center

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The center will provide services to all the teaching departments of the University of the Punjab by arranging the relevant talks/sessions and resource persons for weekly/fortnightly departmental lectures/seminars.

### i. **Weekly Class Lecture/One credit hour**

The weekly class lecture/seminar is the hallmark of the whole idea behind the establishment of this Centre.

### ii. **Quarterly Faculty Seminar**

Each faculty shall organize one quarterly seminar for the entire faculty on the topics related to the concepts of civility and integrity.

### iii. **Annual National Conference**

An annual national conference is suggested in each spring at University of the Punjab, Lahore.

### iv. **Quadrennial International Conference**

An international conference is also recommended in each leap year. National and international leaders and celebrities shall also be invited to address the august audience. Distinguish guests, men of letters and renowned personage in various field of life shall be requested to grace the conference by their inspirational and encouraging response to the youth.

## Pedagogy/Methodology

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The course of Civility and Integrity should include following methodologies to make it an effective learning opportunity for all participants.

- Lectures
- Simulations
- Case studies
- Social Action Projects

## Functions of the Center

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- i. Coordination-** one of the major functions of the Center will be to coordinate and cooperate with other Institute/departments/ centers at University of the Punjab to ensure a uniform policy.
- ii. Mentoring-** providing all types of assistance to the participants/students for mentoring and guidance.
- iii. Training-** As a long term project, the Center will be providing short courses/training to officials, bureaucrats, technocrats, Judges, Parliamentarian, and business entrepreneurs etc.
- iv. Networking-** providing networking opportunities with departments at University of the Punjab, government organizations, community development, civil society organizations & other stakeholders.
- v. Funding-** finding funding opportunities from Federal and Provincial Governments, HEC, International linkages and University alumni body.



## Themes for Sessions/lectures on Civility & Integrity

THEMES	TOPICS
1) <b>Citizenship &amp; Public Service</b>	<ul style="list-style-type: none"> <li>▪ National Youth Policy of Pakistan</li> <li>▪ Becoming an Active and Responsible citizen</li> <li>▪ Digital Citizenship Skills</li> <li>▪ Basic Traffic Rules and Road Sense</li> <li>▪ Youth Inclusive Governance</li> </ul>
2) <b>Culture &amp; Diversity</b>	<ul style="list-style-type: none"> <li>▪ Knowing different cultures of Pakistan - Geography of Pakistan, Demographic features agriculture, industry, cultures, etc.</li> <li>▪ Gender sensitivity, equality and equity</li> <li>▪ Evolving workplaces and coping with issues of bullying and harassment</li> </ul>
3) <b>Communication, Technology &amp; Cyber Security</b>	<ul style="list-style-type: none"> <li>▪ Communication Skills &amp; Digital Literacy</li> <li>▪ Relationship building - Science of relationships, with parents, teachers, siblings, friends, spouses, and with children etc.</li> </ul>
4) <b>Self-Development &amp; exploring your potential</b>	<ul style="list-style-type: none"> <li>▪ Knowing Your Strengths and reaching your potential</li> <li>▪ Personality Development</li> <li>▪ Importance of Self-concept and self-esteem</li> <li>▪ Exploring oneself through Personality tests</li> </ul>
5) <b>Primary Care/ Health, Hygiene and Nutrition</b>	<ul style="list-style-type: none"> <li>▪ Awareness seminar on healthy eating habits</li> <li>▪ Diet and psychological well being</li> <li>▪ Public Health issues, healthy mind &amp; healthy body etc. Frequent or periodic medical checkups, use of drugs and their impact.</li> <li>▪ Mental Health Awareness &amp; wellbeing</li> <li>▪ Life Saving Cause</li> </ul>
6) <b>Ethics &amp; Integrity</b>	<ul style="list-style-type: none"> <li>▪ Ethics &amp; Integrity Education</li> <li>▪ Code of Conduct for University Students</li> <li>▪ Ethics Training Activity - Role Plays and Simulations to impart Ethics</li> </ul>
7) <b>Respect &amp; Tolerance</b>	<ul style="list-style-type: none"> <li>▪ Dealing with anger and frustration</li> <li>▪ Stress Management for students</li> <li>▪ Core Values of Transparency, Meritocracy, Honesty, and Tolerance</li> <li>▪ Bullying: A major barrier to student learning</li> </ul>
8) <b>Peace &amp; Harmony</b>	<ul style="list-style-type: none"> <li>▪ Peaceful co-existence within University Campus and beyond</li> <li>▪ Tolerating differences: A Uniqueness perspective</li> <li>▪ Promoting peace and harmony</li> </ul>
9) <b>Community Social Responsibility (CSR)/ Community Work</b>	<ul style="list-style-type: none"> <li>▪ Social Action Projects</li> <li>▪ Civic Behavior</li> <li>▪ Clean &amp; Green Campus, PU, Pakistan</li> <li>▪ Environmental Issues Sensitivity and Solutions</li> </ul>
10) <b>Towards better Communities: Sustainable Development Goals (SDGS).</b>	<ul style="list-style-type: none"> <li>▪ SDGS: Creating an awareness</li> <li>▪ Role of youth towards attainment of SDGS</li> <li>▪ Progress in this direction: Role plays, Simulations, case studies etc.</li> </ul>

## Collaboration Between Center for Civility and Integrity Development (CCID) & Center of Excellence on Countering Violant Extremism (CoE- CVE), Government of the Punjab.

**On November 28, 2025**

An important meeting held at the Center for Civility and Integrity Development (CCID), University of the Punjab, in collaboration with the Government of Punjab's Centre of Excellence on Countering Violant Extremism (CoE- CVE). The meeting was attended by faculty members of the University of the Punjab, experts from the social sciences, and representatives of the Punjab Government.

The meeting commenced with a briefing by the Director and Focal Person of CCID, who highlighted the vision, objectives and purpose of the center, emphasizing the significance of promoting civility, integrity, and ethical conduct in society. He underscored that educational institutions play a pivotal role in fostering moral development and social harmony, thereby contributing to the prevention of extremist tendencies.

Subsequently, Dr. Ahmad Khawar Shahzad, Deputy Coordinating Officer, CoE-CVE, briefed the participants on the aims and objectives of the government-established center. He elaborated on the National Policy on Countering Violant Extremism and the comprehensive and integrated strategy developed by the Government of Punjab to counter trends of violence and extremism across the province. He further explained the various stages involved in the formulation and implementation of this policy, as well as the mechanisms adopted for interdepartmental coordination.

During the meeting, participants held an in-depth discussion on the future implementation of the policy, its inclusion in academic curricula, the involvement of educational institutions, print and electronic media, public and private organizations, as well as the expected outcomes and potential social impact of the policy. The process of policy review and its various phases also came under discussion.

At the conclusion of the meeting, it was reaffirmed that the Government of Punjab will continue its mission to eliminate intolerance and counter extremist tendencies in society through a phased and sustained approach.

The participants also decided to organize a seminar on December 5, 2025, at Al-Razi Hall, University of the Punjab, titled: "Countering Violant Extremism: Strengthening Civility and Integrity in Society."

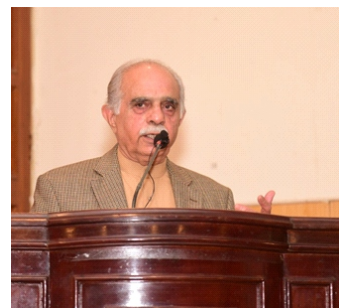




# Policy Network Seminar on "Countering Violent Extremism: Strengthening Civility and Integrity in Society."

**On Friday, December 05, 2025**

Punjab University Pro-Vice Chancellor Prof Dr Khalid Mahmood has said that universities play a key role in promoting ideological discourse. He said that while there should be no coercion, conversation should be based on reasoning and words should be polite. He was addressing a policy network seminar on "Countering Violent Extremism: Strengthening Civility and Integrity in Society", organized by PU's Center for Civility and Integrity Development (CCID) in collaboration with the Punjab Centre of Excellence on Countering Violent Extremism (CoE-CVE). On this occasion, Home Secretary Punjab Dr Ahmed Javed Qazi, Chairman Central Royat-e-Hilal Committee Maulana Syed Abdul Khabeer Azad, National Security Analyst Gen (e) Ghulam Mustafa, former Law Minister Ahmer Bilal Soofi, Director CCID Dr Shabbir Ahmad Khan, Security Advisor Dr Tahmina Aslam Ranjha, Media Consultant Mansoor Azam Qazi, faculty members, and a large number of students were present. In his address, Prof Dr Khalid Mahmood said that the university is the best place to discuss how humans should live in society and how systems should run. He said PU is working to promote tolerance, patience, truth, love, and ethics. Dr Ahmed Javed Qazi said that to promote a culture of peace, tolerance, and patience in Pakistan and to eliminate extremism, both Muslims and non-Muslims must abide by the law. He said the youth must understand that the survival of Pakistan is more important than anything else. He advised the students to read 'Paigham-e-Pakistan' and play their role in spreading positive thinking. He added that books are the best companions that help keep the learning process alive. He emphasized beginning efforts to counter violence, injustice, and extremism from one's own home. He said that despite challenges, Allah has granted Pakistan success this year in war and sports arenas. He said all of us must work together to build a civilized society and create ease for others. Maulana Syed Abdul Khabeer Azad said that to establish peace and prevent terrorism, one must follow the teachings of the Holy Prophet (PBUH). He said we should not divide into sects and hurt one another. He added that when the nation stood united like "Bunyan-unn-Marsus", it defeated the enemy decisively. Gen (r) Ghulam Mustafa said that today we listen to one another, but we fail to understand. He said there is a difference between knowledge and information, yet the current generation's mindset is being shaped by social media. He added that in the modern era, youth have become prisoners of mobile phones. Advising the youth, he said they must avoid people with negative mindsets for the sake of Pakistan's progress and peace. Ahmer Bilal Soofi said Pakistan is an Islamic state where it is necessary to follow the principles of the Holy Qur'an. He said any agreement made should be strictly honored. He further said that students sign forms at the time of admission declaring they will not participate in violent activities, and failing to abide by this commitment is wrong. Dr Shabbir Ahmad Khan said that the responsibilities of universities include not only the promotion of knowledge and research but also the training and character-building of individuals. He said universities produce professionals for every field, including doctors, engineers, IT experts, researchers, journalists, and teachers. He added that the purpose of establishing the Center for Civility and Integrity at PU is to develop graduates with high moral character, honesty, and integrity. Dr Tahmina Aslam Ranjha said that in Africa, Denmark, and Morocco, the inclusion of women played a vital role in helping eliminate terrorism. She said Pakistan has made many sacrifices in the war against terrorism, but without women's participation, the message of peace remains incomplete. She stated that women can effectively counter misinformation and disinformation. Mansoor Azam Qazi said the media has a very important role in narrative-building. He said all of us must work together to highlight Pakistan's positive image. Advising students, he urged the students not to forward any information without verification.





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Department of Press & Publications