



Announcement of Walailak University

Subject: Policy on Gender Equality, Non-discrimination, and Anti-harassment, B.E. 2567 (2024)

Walailak University is committed to fostering an inclusive environment that champions gender equality (SDG 5) and upholds human dignity. The university strives to maintain a safe, respectful, and healthy educational and work setting that supports equal opportunities for all (SDG 8). To this end, Walailak University is dedicated to eradicating discrimination and harassment, ensuring that students, staff, and all members of the university community are protected from any forms of inequality based on race, nationality, ethnicity, skin color, family background, belief, religion, social status, sexual orientation, gender, age, physical stature, disability, spoken language, political belief, or marital and parental status, in alignment with SDG 10: Reduced Inequalities.

By virtue of the provision of Section 24 of the Walailak University Act, B.E. 2535 (1992), Walailak University issues the Policy on Gender Equality, Non-discrimination, and Anti-harassment, B.E. 2567 (2024), as follows:

1. This Announcement shall be called "Walailak University's Policy on Gender Equality, Non-discrimination, and Anti-harassment, B.E. 2567 (2024)."
2. This Announcement shall take effect the day following its publication date.
3. Key Definitions in this Announcement are as follows:
 - (1) "Gender Equality" refers to ensuring that all individuals, regardless of gender, have equal rights, opportunities, and treatment, free from bias based on gender identity or expression.
 - (2) "Women" includes individuals assigned female at birth or who identify as female.
 - (3) "LGBT" refers to individuals who identify as Lesbian, Gay, Bisexual, or Transgender.
 - (4) "People with Disabilities" includes individuals with long-term physical, mental, intellectual, or sensory impairments that, in interaction with various barriers, hinder their full participation in society.
 - (5) "Underrepresented Groups" refers to people who are marginalized or inadequately represented due to historical, systemic exclusion, including women, LGBT individuals, people with disabilities, indigenous peoples, and minorities.
 - (6) "Discrimination" refers to unfair treatment based on characteristics such as race, nationality, gender, sexual orientation, disability, and more.

(7) "Harassment" includes behavior causing emotional or mental distress, such as threats, insults, unwanted contact, or offensive language.

(8) "Human Rights Violations" refers to depriving individuals or groups of their basic rights and freedoms.

(9) "Sexual Harassment" involves any unwelcome sexual behavior that creates a hostile, intimidating, or offensive environment, including verbal, physical, or visual conduct of a sexual nature.

(10) "Verbal Sexual Harassment" includes unwanted sexual advances, comments or behavior that create a hostile, intimidating, or offensive environment.

4. All schools, colleges, and offices at Walailak University shall not discriminate on the basis of race, nationality, ethnicity, skin color, family background, belief, religion, social status, sexual orientation, gender, age, disability, or any other protected characteristic in admissions, scholarships, educational programs, or employment opportunities.

6. All students and staff at Walailak University are allowed to wear attire and uniforms that reflect their gender identity, including graduation gowns, ensuring freedom of gender expression.

7. Job advertisements and qualifications shall be based solely on relevant education, skills, and experience, without regard to personal characteristics such as race, gender, sexual orientation, or disability.

8. Walailak University shall prohibit all forms of discrimination and harassment, including sexual harassment and human rights violations, across all campus locations and in all work-related communications and interactions.

9. Any Walailak University students experiencing discrimination or harassment are encouraged to report their concerns to faculty advisors, supervisors, or the Student Council of Walailak University.

10. Walailak University staff who experience discrimination, harassment, or human rights violations may file complaints in accordance with the Walailak University Regulation on Appeals, Complaints, and Consideration of Complaints and Appeals, B.E.2558 (2015).

11. Walailak University will encourage the formation of support networks and advocacy groups for women and LGBT individuals, providing platforms for dialogue, mentorship, and collective action toward achieving gender equality.

12. The university will conduct regular assessments to evaluate the effectiveness of gender equality initiatives and policies, ensuring accountability and continuous improvement in promoting gender equity throughout the institution.

13. This Policy shall apply to all students, staff, applicants, and members of the Walailak University community, ensuring equal protection and fair treatment for all.

14. The President shall oversee the policy implementation in line with this Announcement. In case of any dispute or ambiguity in interpretation, the decision of the President shall be final.

Announced on 4 October 2024

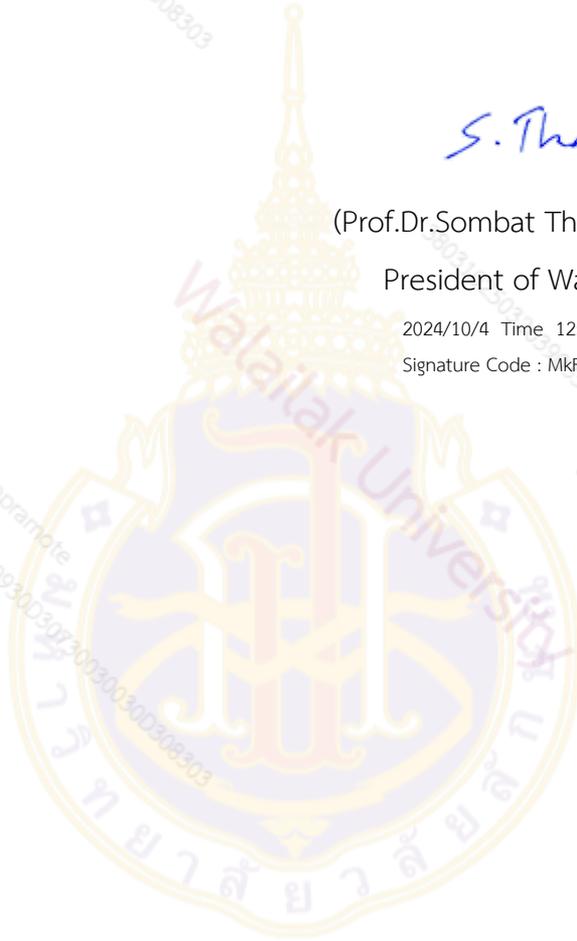


(Prof.Dr.Sombat Thamrongthanyawong)

President of Walailak University

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