

Announcement of Walailak University

Subject: Policy on Equality and Non-Discrimination for Transgender Persons, B.E. 2569 (2026)

Walailak University recognizes that every person has the right to equality, dignity, respect, and freedom from discrimination. The University is committed to providing an inclusive, safe, and supportive environment in which all students, academic and non-academic personnel, and other members of the University community can participate fully in education, employment, research, and University activities without discrimination based on gender identity or gender expression.

In accordance with these principles, Walailak University establishes the Policy on Equality and Non-Discrimination for Transgender Persons, B.E. 2569 (2026) to promote equal treatment and opportunities for transgender persons and to prevent discrimination, harassment, exclusion, or unfair treatment within the University. This Policy reflects the University's commitment to respect individual identity, protect human dignity, and foster a diverse and inclusive University community.

The Policy provides a framework for preventing and addressing discriminatory practices against transgender persons in areas including admission, education, employment, participation in university activities, access to facilities and services, and other aspects of university life. Walailak University encourages all members of the University community to uphold the principles of equality, respect, inclusion, and non-discrimination and to contribute to an environment where transgender persons can study, work, and participate in university life with dignity and equal opportunity.

By virtue of Section 24 of the Walailak University Act, B.E. 2535 (1992), Walailak University hereby establishes the Policy on Equality and Non-Discrimination for Transgender Persons, B.E. 2569 (2026) as follows:

1. This Announcement shall be called "Walailak University Announcement on Policy on Equality and Non-Discrimination for Transgender Persons, B.E. 2569 (2026)."

2. This Announcement shall take effect on the day following the date of its publication.

3. Key definitions in this Announcement are listed below:

(1) “Transgender Persons” refers an individual whose gender identity or gender expression differs from the sex assigned to them at birth.

(2) “Gender Identity” refers an individual's deeply felt, internal sense of their own gender, which may or may not correspond to their sex assigned at birth.

(3) “Gender Expression” refers the way an individual communicates or presents their gender through appearance, clothing, behavior, mannerisms, name, or other forms of expression.

(4) “Discrimination” refers any distinction, exclusion, restriction, or unequal treatment that has the purpose or effect of impairing or preventing a person or group from enjoying equal rights, opportunities, or treatment, including on the basis of sex, gender, gender identity, gender expression, sexual orientation, race, nationality, disability, or other protected characteristics.

(5) “Harassment” refers unwanted conduct, behavior, communication, or treatment related to a person's gender identity or gender expression that violates their dignity or creates an intimidating, hostile, humiliating, or offensive environment.

(6) "Human Rights Violations" refers to acts or omissions that unlawfully deprive or infringe upon the fundamental rights and freedoms of individuals or groups recognized under applicable laws and human rights principles.

(7) "Sexual Harassment" refers to any unwelcome conduct of a sexual nature, whether verbal, physical, written, visual, or online, that causes discomfort, humiliation, intimidation, or distress, or creates a hostile, intimidating, degrading, or offensive environment.

(8) "Verbal Sexual Harassment" refers to unwelcome verbal conduct of a sexual nature, including sexual comments, jokes, propositions, requests, remarks about a person's body or sexuality, unwanted sexual advances, or other sexually offensive statements that cause discomfort, humiliation, intimidation, or distress, or contribute to a hostile, intimidating, degrading, or offensive environment

4. The University shall ensure that transgender students and personnel are treated fairly and equally in admission, recruitment, education, employment, promotion, professional development, assessment, and participation in university activities.

5. No transgender person shall be denied admission, employment, educational opportunities, services, benefits, or participation in university activities on the basis of their gender identity or gender expression.

6. The University shall not discriminate against transgender persons in academic programs, scholarships, student activities, research opportunities, internships, training, or other educational and professional opportunities.

7. Transgender students and personnel shall have the right to express and present their gender identity in a manner consistent with their identity, subject to generally applicable university rules that are applied fairly and without discrimination.

8. The University shall take reasonable measures to prevent bullying, harassment, intimidation, humiliation, exclusion, or other inappropriate conduct directed toward transgender persons.

9. Sexual harassment and other forms of harassment against transgender persons are prohibited, including verbal, physical, written, visual, online, or other forms of unwanted conduct.

10. Members of the university community shall not use derogatory, insulting, threatening, or discriminatory language, names, labels, jokes, or comments concerning a person's gender identity or gender expression.

11. Reports or complaints concerning discrimination or harassment shall be handled fairly, respectfully, confidentially, and in accordance with applicable University regulations and procedures.

12. No person shall be subjected to retaliation, intimidation, threats, disadvantage, or adverse treatment for making a good-faith report, filing a complaint, providing information, supporting a complainant, or participating in an investigation under this Policy.

13. The University shall take appropriate corrective or disciplinary measures against persons who engage in discrimination, harassment, retaliation, or other prohibited conduct, in accordance with applicable laws, regulations, and University rules.

14. The University shall promote awareness and understanding of transgender equality, gender identity, gender expression, and non-discrimination among students, academic personnel, non-academic personnel, and administrators.

15. All members of the university community shall respect the dignity, rights, identities, and personal boundaries of transgender persons and contribute to a safe, inclusive, and supportive environment.

16. The President shall oversee the execution and enforcement of this Announcement. In the event of any dispute, operational challenge, or ambiguity regarding interpretation or implementation, the ruling of the President shall be final.

Announced on 5 November 2026



(Prof.Dr.Sombat Thamrongthanyawong)

President of Walailak University

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