Announcement of Walailak University

Subject: Policy on Non-Discrimination and Prevention of Harassment Against Women, B.E. 2569 (2026)

Walailak University is committed to promoting gender equality, equal opportunities, and respect for the dignity and rights of all members of the University community. The University recognizes that women have the right to study, work, participate, and access educational and professional opportunities in an environment free from discrimination, harassment, intimidation, and other forms of unequal treatment.

The Policy on Non-Discrimination and Prevention of Harassment Against Women, B.E. 2569 (2026) establishes the University's commitment to preventing and addressing discrimination and harassment against women in all areas of university life, including education, employment, recruitment, admission, academic activities, research, professional development, and participation in university activities. The Policy seeks to ensure that women are treated fairly and respectfully and are able to exercise their rights and opportunities without barriers based on their gender or sex.

The University will promote awareness, preventive measures, appropriate support mechanisms, and fair procedures for addressing concerns and complaints related to discrimination and harassment. Through this Policy, Walailak University aims to foster an inclusive, safe, respectful, and equitable environment in which women can fully participate and contribute to the University's educational, research, professional, and social missions.

By virtue of Section 24 of the Walailak University Act, B.E. 2535 (1992), Walailak University issues the Policy on Non-Discrimination and Prevention of Harassment Against Women, B.E. 2569 (2026), as follows:

1. This Announcement shall be called "Walailak University Announcement on Policy on Non-Discrimination and Prevention of Harassment Against Women, 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) "Women" refers to individuals assigned female at birth or who self-identify as women.

(2) "Gender Equality" refers to ensuring that all individuals, regardless of gender, have equal rights, opportunities, responsibilities, and treatment, and are free from discrimination or bias based on sex, gender identity, or gender expression.

(3) "Discrimination" refers to 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.

(4) "Harassment" refers to unwelcome conduct, whether verbal, physical, written, visual, or online, that intimidates, humiliates, threatens, offends, or causes distress to another person, or creates a hostile, intimidating, degrading, or offensive environment.

(5) "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.

(6) "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.

(7) "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 women are not subjected to discrimination in admission, education, employment, recruitment, promotion, compensation, professional development, research, participation, access to services, or any other University activity.

5. The University shall provide women with equal opportunities to access education, employment, leadership positions, training, scholarships, research opportunities, career advancement, and other University resources and activities.

6. The University shall establish measures to prevent, identify, and address practices, procedures, or conditions that may directly or indirectly disadvantage women.

7. The University shall prohibit harassment against women, including verbal, physical, written, visual, online, or other forms of unwelcome conduct that causes intimidation, humiliation, distress, or creates a hostile, degrading, or offensive environment.

8. Unwelcome sexual comments, jokes, propositions, advances, requests, remarks concerning a person's body or sexuality, or other sexually offensive verbal conduct shall be prohibited.

9. The University shall promote a safe, inclusive, respectful, and supportive environment in which women can study, work, conduct research, participate in activities, and contribute to the University without fear of discrimination or harassment.

10. The University shall promote awareness and understanding of gender equality, women's rights, non-discrimination, and the prevention of harassment through training, educational activities, communication campaigns, and other appropriate measures.

11. The University shall protect, to the extent permitted by applicable laws and regulations, the confidentiality and privacy of persons who report or participate in complaints concerning discrimination or harassment.

12. No person shall be subjected to retaliation, intimidation, threats, discrimination, or adverse treatment for making a good-faith report, filing a complaint, providing information, or participating in an investigation concerning discrimination or harassment.

13. Complaints concerning discrimination or harassment shall be handled through fair, impartial, timely, and appropriate procedures in accordance with university regulations and applicable laws.

14. The University shall provide or facilitate appropriate support for persons affected by discrimination or harassment, which may include counselling, academic support, workplace support, referrals, and other appropriate assistance.

15. University administrators, faculty members, staff, and other responsible personnel shall contribute to preventing discrimination and harassment, respond appropriately to reported concerns, and support the implementation of this Policy.

16. The University shall monitor the implementation and effectiveness of this Policy and may conduct assessments and develop measures to strengthen gender equality and prevent discrimination and harassment against women.

17. The implementation of this Policy shall comply with applicable Thai laws, regulations, University rules, and relevant human rights principles.

18. Any women students or staff of Walailak University who experience discrimination or harassment are encouraged to report their concerns to their faculty advisors, supervisors, or the Walailak University Student Council.

19. 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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