



RECTOR  
UNIVERSITAS PADJADJARAN

CIRCULAR LETTER  
NUMBER: 295/UN6.RKT/TU.00/2024

CONCERNING

INCLUSIVE AND ANTI-DISCRIMINATION CAMPUS  
WITHIN UNIVERSITAS PADJADJARAN

Dear

1. Chair of the Board of Trustees Majelis Wali Amanat
2. Chair of the Academic Senate
3. Vice Rectors
4. Deans of Faculties/Schools
5. Directors
6. Head of Internal Audit Unit
7. Head of Quality Assurance Unit
8. Office Staff

within Universitas Padjadjaran

Basis:

1. The 1945 Constitution of the Republic of Indonesia;
2. Law Number 29 of 1999 on Ratification of the International Convention on the Elimination of All Forms of Racial Discrimination 1965;
3. Law Number 39 of 1999 on Human Rights;
4. Law Number 40 of 2008 on the Elimination of Racial and Ethnic Discrimination;
5. Law Number 1 of 2024 on the Second Amendment to Law Number 11 of 2008 on Electronic Information and Transactions;
6. Government Regulation Number 56 of 2010 concerning Procedures for Supervision of Efforts to Eliminate Racial and Ethnic Discrimination;
7. Presidential Instruction Number 9 of 2000 concerning Gender Mainstreaming in National Development;
8. Regulation of the Minister of National Education Number 84 of 2008 concerning Guidelines for the Implementation of Gender Mainstreaming in the Field of Education;
9. Regulation of the Minister of Education and Culture No. 82 of 2015 concerning Prevention and Handling of Acts of Violence in Educational Units;
10. Regulation of the Minister of Education, Culture, Research, and Technology of the Republic of Indonesia Number 30 of 2021 concerning Prevention and Handling of Sexual Violence in Universities;
11. Rector Regulation of Universitas Padjadjaran Number 41 of 2021 concerning Prevention and Handling of Sexual Violence in Universitas Padjadjaran as amended by Rector Regulation of Universitas Padjadjaran Number 8 of 2022 concerning Amendments to Rector Regulation of Universitas Padjadjaran Number 41 of 2021 concerning Prevention and Handling of Sexual Violence in Unpad;
12. Rector Regulation Number 2 of 2024 concerning Prevention and Handling of Violence and Bullying in Universitas Padjadjaran.

With this letter, Universitas Padjadjaran is committed to upholding humanitarian values by strictly prohibiting all acts of discrimination against gender and minority groups in any form. In connection with this, we inform the entire society of academicians of Universitas Padjadjaran to:

1. ensure all admission and graduate activities of the entire society of academicians of Universitas Padjadjaran, both women, underprivileged groups, people with disabilities, from the Disadvantaged, Frontier, and Outermost (3T) regions, from developing countries, as well as ethnicities, races, religions, cultures, and other minority groups;
2. provide potential development programs and activities, mentoring, scholarships, and all forms of support for the society of academicians of Universitas Padjadjaran, both women, underprivileged groups, people with disabilities, from the 3T regions, from developing countries, as well as ethnicities, races, religions, cultures, and other minority groups;
3. take firm actions against perpetrators of discrimination against women, underprivileged groups, people with disabilities, from the 3T regions, from developing countries, as well as ethnicities, races, religions, cultures, and other minority groups in any form;
4. give firm sanctions to perpetrators of discrimination against women, underprivileged groups, people with disabilities, from the 3T regions, from developing countries, as well as ethnicities, races, religions, cultures, and other minority groups in any form;
5. guarantee the fulfillment of the rights of the entire society of academicians of Universitas Padjadjaran, both women, underprivileged groups, people with disabilities, from 3T areas, from developing countries, or ethnicities, races, religions, cultures, and other minority groups;
6. support career paths for women throughout Universitas Padjadjaran;
7. support policies on maternity and paternity for the Society of Academicians of Universitas Padjadjaran, including policies regarding maternity leave for women, leave that can be taken to care for wives and babies during childbirth, or menstrual leave in accordance with applicable laws and regulations;
8. provide lactation facilities in several buildings and work units within Universitas Padjadjaran;
9. provide facilities that can be used by people with disabilities within Universitas Padjadjaran;
10. provide protection to those who report discrimination against women, underprivileged groups, people with disabilities, from 3T areas, from developing countries, or ethnicities, races, religions, cultures, and other minority groups in any form who suffer losses either in the field of education or employment at Universitas Padjadjaran.

Therefore, this Circular Letter is made to be disseminated and implemented as well as possible and with full responsibility.

Bandung, Januari 25, 2024

RECTOR



RINA INDIASTUTI