



## Equality, Diversity and Inclusion (EDI) policy

Universitas Padjadjaran has some policies related to equality, diversity, and inclusion and those policies protect some characteristics such as **age, gender, race, religion, disability, sexual orientation, marriage and civil partnership, Refugee and asylum seekers, pregnancy, and maternity.**

### 1. Policy related to Age, Gender, Race, Religion

Link	<a href="https://sdgs.unpad.ac.id/wp-content/uploads/2023/10/Regulation-of-Academic-Senate-Number-1-of-2023.pdf">https://sdgs.unpad.ac.id/wp-content/uploads/2023/10/Regulation-of-Academic-Senate-Number-1-of-2023.pdf</a>
Policy Name	Regulation of the Academic Senate of Universitas Padjadjaran Number 1 of 2023 concerning Code of Ethics for Universitas Padjadjaran
Year of created/reviewed	2023
Brief description	In this policy, Unpad lecturers are obliged to be impartial, adhere to the truth, not be arbitrary, and not to discriminate based on any criteria such as <b>race, ethnicity, religion, gender, marital status, age, and disability as well as other relevant criteria.</b>

### 2. Policy related to Disability

Link	<a href="https://sdgs.unpad.ac.id/wp-content/uploads/2022/11/Policy-of-Services-for-Students-with-Disabilities.pdf">https://sdgs.unpad.ac.id/wp-content/uploads/2022/11/Policy-of-Services-for-Students-with-Disabilities.pdf</a>
Policy Name	Rector Regulation of Universitas Padjadjaran Number 23 of 2021 concerning services for students with disabilities at Universitas Padjadjaran.
Year created/reviewed	2021
Brief description	In this policy, students with disabilities at Unpad have the right to: a) get qualifies and equal education services in all types, pathways, and levels of education in an inclusive and special



	way; b) have equality of opportunities to become members and/or leader of student activities; c) get proper accommodation services as students; d) get accessibility to take advantage of public facilities owned by Universitas Padjadjaran; e) get proper accommodation services as a form of Accessibility for individuals; f) get proper accommodation in the public service at Universitas Padjadjaran in an optimal, reasonable, dignified manner without discrimination, and g) get assistance, translation, and provision of facilities at Universitas Padjadjaran that are easily accessible at public service places at no additional cost
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### 3. Policy related to Gender

Link	<a href="https://sdgs.unpad.ac.id/wp-content/uploads/2021/11/Prevention-and-Handling-of-Sexual.pdf">https://sdgs.unpad.ac.id/wp-content/uploads/2021/11/Prevention-and-Handling-of-Sexual.pdf</a>
Policy Name	Rector Regulation of Universitas Padjadjaran Number 16 of 2020 Concerning prevention and handling of sexual harassment at Universitas Padjadjaran
Year created/reviewed	2020
Brief description	In this policy, prevention of sexual harassment in Universitas Padjadjaran are in the forms of: a) disseminating anti-sexual harassment programs and policies within Universitas Padjadjaran either conventionally or by utilizing information technology; b) conducting studies involving various disciplines; c) organizing safe and comfortable campus facilities and infrastructure; and d) increasing the awareness of Unpad denizens. In this policy there is some mechanism such as reporting or complaining sexual harassment, protection of witnesses and victims of sexual harassment, follow up on the handling of sexual harassment, and others.



#### 4. Policy related to marriage and civil partnership, pregnancy, and maternity

Link	<a href="https://drive.google.com/file/d/18WZz554PH9OXwWNMTd2SK-Zw6wanNyUP/view">https://drive.google.com/file/d/18WZz554PH9OXwWNMTd2SK-Zw6wanNyUP/view</a>
Policy Name	Rector Regulation of Universitas Padjadjaran Number 27 of 2022 Concerning Management of Non Civil Servant Education Staff Within Universitas Padjadjaran
Year created/reviewed	2022
Brief description	In this policy, Maternity and paternity are considered to all staffs including non civil servant. They have right to maternity leave. Maternity leave can also be granted to husbands whose wives are in the process of giving birth. The length of maternity leave as referred is three months.

#### 5. MOU related to for helping refugee and asylum seekers

Link	<a href="https://drive.google.com/file/d/1_dSkDxPWapA9fLv0BY1CNraDIsF1A-LG/view?usp=sharing">https://drive.google.com/file/d/1_dSkDxPWapA9fLv0BY1CNraDIsF1A-LG/view?usp=sharing</a>
Policy Name	Memorandum of Understanding Between Universitas Padjadjaran & Embassy of The State of Palestine on Academic and Research Collaboration
Year created/reviewed	2024
Brief description	In this document, Universitas Padjadjaran collaborates with the Palestinian government in academic fields such as student exchanges and research collaborations.