

## ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY

### ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY

#### 1. Short Title, Definitions, and Application

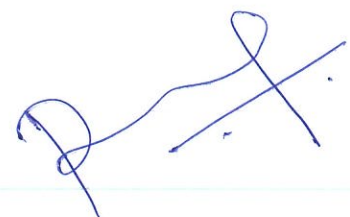
This Policy may be called the Shinawatra Anti-Discrimination and Anti-Harassment Policy, 2022.

##### 1.1 Definitions

Discrimination refers to any distinction, exclusion, limitation, or preference which has the purpose or effect of nullifying or impairing equality of treatment in education and, in particular, of depriving a student, group of students, or any other stakeholder on the basis of caste, creed, religion, language, ethnicity, gender, and disability of access to education of any type at any level.

Discrimination is the adverse treatment of an individual based on a protected characteristic rather than on individual merit. Examples of conduct that can constitute discrimination, if based on an individual's protected characteristic, include but are not limited to:

- Singling out or targeting an individual for different or less favorable treatment (e.g., more severe discipline, lower salary increase) because of their protected characteristic.
- Failing or refusing to hire or admit an individual because of their protected characteristic.





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- Terminating an individual from employment or an educational program based on their protected characteristic.

Harassment is unwelcome verbal or physical behavior directed at a person based on a protected characteristic when these behaviors are sufficiently severe and/or pervasive to have the effect of unreasonably interfering with an individual's educational experience, working conditions, or living conditions by creating an intimidating, hostile, or offensive environment. Examples of conduct that can constitute harassment, if based on an individual's protected characteristic, include but are not limited to:

- Unwelcome jokes or comments about a legally protected characteristic (e.g., racial or ethnic jokes).
- Disparaging remarks to a person about a legally protected characteristic (e.g., negative or offensive remarks or jokes about a person's religion or religious garments).
- Displaying negative or offensive posters or pictures about a legally protected characteristic.
- All communications, including those conveyed electronically such as by e-mail, telephone or voicemail, text messaging, or social media, or other internet use that violate this Policy.



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## 1.2 Application

Shinawatra University's Policy prohibits such discrimination and harassment, applying to everyone within the University community.

On behalf of the University, the Office of Institutional Equity and Diversity responds to all allegations of discrimination and harassment and takes steps to ensure that each is handled according to applicable policies and legal requirements. These may include experiences of bias based on race, creed, color, sex, pregnancy/childbirth, gender identity or expression, age, national origin, ancestry, religion, physical or mental disability, veteran status, marital or domestic partnership status, affectional or sexual orientation, and/or other legally protected characteristics.

When the University becomes aware of a complaint that a member of the University community may have been subjected to or affected by discriminatory and/or harassing behavior, the University will take prompt action, including a review of the matter and, if necessary, an investigation and appropriate action to stop the discrimination and/or harassment. The course of action taken by the University, including any disciplinary penalty, will depend on the particular facts and circumstances involved.

## 2. Objective

- Safeguard the interests of the students and staff members impartially, irrespective of their caste, creed, religion, language, ethnicity, gender, and disability.
- Eliminate discrimination against or harassment of any student, staff members, applicants, service providers in all forms by prohibiting it and by providing for



preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.

- Promote equality among students of all sections of society.

### 3. Actions That May Attribute to Harassment or Discrimination

- Verbally announcing in class/meetings the castes, tribes, religions, or regions of students/employees, thereby singling them out;
- Labeling students/employees as reserved category in the class/meetings;
- By keeping any student idle in the laboratory and not allowing him/her to work even if he/she is allowed to enter;
- By earmarking separate seats for any student or a group of students in the reading hall;
- By delaying the declaration of results of any student or section of students;
- By not giving full information about fellowships related matters;
- By withholding or stopping the fellowships meant for students;
- By not allowing such students to participate in cultural programs or sports events.

### 4. Process of Complaint and Appeal

Any complaint of discrimination by any stakeholder of the University in a department shall be submitted in writing to the respective Head of Department/Director.

The Head of Department/Director will inquire into the matter and, if found genuine, take appropriate action. If the complaint is satisfactorily resolved, the Head of Department shall



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prepare an action taken report and submit the same to the Anti-discrimination Officer.

This shall be completed within a period of 15 days from the date of receipt of the complaint by the Head of Department/Director.

If the complainant is not satisfied with the action taken by the Head of Department/Director, or in the event of no action within 15 days, he/she will forward the complaint to the Anti-discrimination officer. This shall be completed within the period of 15 days.

If the complaint is against an act of the Head of Department/Director, it will be directly submitted to the Anti-discrimination officer.

The Anti-discrimination officer shall then make a detailed review/investigation of the matter and recommend appropriate action to the Vice Chancellor within the period of 30 days from the date of receipt of the complaint.

Any person aggrieved by the order made by the Anti-discrimination officer may prefer an appeal against such order within a period of 90 days from the date of such order to the Vice-Chancellor of the university.

## 5. Consequences for Violations

Disciplinary actions will be taken against individuals found guilty of discrimination, as defined by the University's Rules & Regulations. The severity of consequences will be commensurate with the gravity of the offense.



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## 6. Awareness and Training

All students and staff shall be made aware of the provisions of the Anti-discrimination Regulation during the orientation program conducted for newly admitted students and staff by the University.

The university will conduct regular awareness programs, workshops, and training sessions to educate the community about this Policy and its importance.

Specialized training for key personnel involved in handling complaints will also be provided.

## 7. Resources and Responsibilities

Allocate adequate resources, including financial, technological, and human resources, to support the implementation of this Policy and strategy.

Designate a committee responsible for overseeing the implementation, monitoring, and reporting of anti-discrimination and anti-harassment initiatives. The committee constitution for the Policy is as follows:

Nominated by the Vice Chancellor Shinawatra- University	Chairperson
Two Deans	- Member
Two Head of Institutions	- Member
Two Professors	- Member
Two Asst. Professors	- Member



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## 8. Legal Force

Notwithstanding anything stated above, should these Guidelines conflict with any provisions of statutory authorities in the country or established law of the land, the latter shall prevail, and these Guidelines shall automatically be superseded.

## 9. Approving Authority

The Vice Chancellor of Shinawatra University shall be the approving authority for implementing actions related to EDI (the Office of Institutional Equity and Diversity) issues on campus.

## 10. Review of Policy

The Policy shall be reviewed periodically to ascertain the effectiveness of the implementation of anti-discrimination and anti-harassment practices. By implementing this Policy, Shinawatra University aims to play an active role in reducing anti-discrimination and anti-harassment, contributing to a wholesome and sound campus and society. The University recognizes that collective action is essential and it will actively collaborate with stakeholders to achieve its anti-discrimination and anti-harassment goals. Through continuous improvement and innovation, the University will strive to reverse the negative trend concerning anti-discrimination and anti-harassment problems and relay a positive message to the community.

Signature

(Dr. Fuangfa Ampornstira)



On behalf of the President of Shinawatra University

Date: August 1, 2022