



Thammasat University Notification  
of  
Policy on Gender Equality and Non-discrimination Against Women,  
LGBTIQA+ Individuals, and People with Disabilities

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Thammasat University hereby establishes the following policy on Gender Equality and Non-discrimination Against Women, LGBTIQA+ Individuals, and People with Disabilities. This policy aims to ensure the protection of students and all staff from any form of discrimination or disadvantage in education or employment. It is consistent with the University's vision and mission and adheres to relevant standards, regulations, and guidelines. The policy also seeks to raise public awareness and comply with international standards to empower students, staff, surrounding communities, and visitors, highlighting the importance of gender equality for the benefit of individuals and the nation.

Thammasat University hereby issues the following policy on Gender Equality and Non-discrimination Against Women, LGBTQA+ Individuals, and People with Disabilities:

1. Definitions

"University" refers to Thammasat University.

"Students" refers to students enrolled at Thammasat University.

"University employees" refers to the employees of Thammasat University, including staff funded by revenue and temporary workers who are not permanent employees of government agencies.

"Women" refers to individuals assigned female at birth across all age ranges.

"Gender identity" refers to an individual's internal sense of their gender, which may include psychological and behavioral expressions related to their gender identity.

“Gender expression” refers to the external presentation of an individual's gender identity through behavior, clothing, and mannerisms, which may or may not align with their assigned sex at birth.

“People with disabilities” refers to individuals who have limitations in performing daily activities or participating in social functions due to physical, intellectual, learning, or other impairments, requiring special assistance.

“Discrimination” refers to the unjust or prejudicial treatment of individuals or groups based on characteristics such as age, gender, language, religion, disability, social status, political beliefs, marital status, sexual orientation, or any other status protected by law. This treatment results in the limitation or denial of equal opportunities, rights, or access to services and benefits, thereby undermining the principles of equality and justice

“Harassment” refers to any unwelcome conduct, whether physical or verbal (including implied conduct), that creates a reasonable perception of discomfort, humiliation, or psychological distress in an individual.

## 2. Scope of Application

This policy applies to students, employees, and individuals engaging with the University to ensure that Thammasat University is a place of mutual respect and free from discrimination and any form of harassment.

## 3. Guidelines to Non-discrimination and Gender Equality Promotion

(1) All internal administration within each unit shall actively promote equality, mutual respect and inclusion, ensuring that no individual is discriminated against based on their race, ethnicity, religion, gender, sexual orientation, gender identity, disability, or age.

(2) In the recruitment and selection of students for enrollment, admission and scholarship provision, a strong commitment across all disciplines to equality shall be upheld, with a particular focus on encouraging and supporting the application, entry, and recruitment of women. Transparent and equitable opportunities will be ensured for all, especially for women, LGBTIQ+ individuals, persons with disabilities, and underrepresented populations.

(3) The Human Resource Division shall embody the principles of equality and non-discrimination, ensuring that women are not subject to any form of bias or unequal treatment in recruitment, participation, retention, or advancement. A supportive and inclusive environment will be cultivated for all, including women, individuals of diverse sexual orientations (LGBTIQ+), and

persons with disabilities. Recruitment and promotion decisions shall be based exclusively on qualifications and merit.

(4) The University shall actively promote and facilitate the employment of persons with disabilities. Job posting and applicant qualification requirements shall specify educational qualifications or skills that correspond with the job description regardless of the gender, age, ethnicity or social class.

(5) The University shall be a safe and supportive environment for the expression of gender identity. The following guidelines will be observed:

(5.1) Students and employees may dress according to their gender identity, provided such attire is appropriate and respectful.

(5.2) There shall be no mandatory use of honorific titles unless legally required, promoting self-identification and preventing discrimination.

(5.3) Any form of bullying, harassment, or derogatory remarks against students based on their gender identity or sexual orientation shall be treated as a serious disciplinary offense.

#### 4. Anti-Harassment Guideline

The following behaviors undermine the dignity of individuals and contribute to an unsafe and hostile environment:

a. Verbal Harassment: This includes threatening speech, ridicule, insinuations, insults, contemptuous remarks, incitement to slander, gossiping behind someone's back, spreading rumors, prying into personal matters, making lewd comments, sexual advances, and using sexually suggestive language.

b. Nonverbal Harassment: This encompasses actions such as staring, leering, whistling, or any behavior that causes discomfort or distress to the victim.

c. Physical Harassment: This includes acts of physical violence, such as hitting or punching, displaying inappropriate objects, images, or sounds, publicly humiliating someone, sending threatening messages, or engaging in exclusionary practices.

These behaviors are unacceptable and will not be tolerated in any form within the University community. To promote a safe and respectful environment, the University will:

(1) Promote knowledge and understanding regarding actions that constitute sexual abuse or sexual harassment, emphasizing mutual respect and dignity in schools and workplaces.

(2) Establish an environment that fosters a positive and safe atmosphere to reduce the risk of harassment and abuse.

(3) Create mechanisms for the prevention and resolution of harassment, including clear channels for complaints and fair investigation procedures.

(4) Support and cooperate with external organizations to implement initiatives aimed at preventing discrimination, harassment, and abuse in all forms.

#### 5. Reporting Mechanisms

Complaints or allegations against any University students, staff member and visitors for acts of discrimination or harassment may be filed in accordance with the University regulations regarding discipline and disciplinary procedures for University staff and employees, B.E. 2566, as follows:

(1) A written complaint or allegation submitted to the University, the relevant department, or the supervisor of the staff member in question.

(2) An oral complaint or allegation made to the supervisor of the staff member in question.

Complaints and investigations related to such complaints shall be conducted transparently, fairly, and expeditiously. If any supervisor receives a complaint or becomes aware of the conduct of their subordinates that may constitute a disciplinary violation under these regulations and fails to take disciplinary action or to report it to the appropriate authorities for disciplinary action, that supervisor shall be considered to have committed an offense.

The University shall establish and implement policies to protect individuals who report discrimination or witness harassment, ensuring they are safeguarded from retaliation. Clear and accessible mechanisms for reporting harassment and discrimination will be promoted, emphasizing the University's commitment to addressing these issues and fostering a safe and supportive environment for all.

Complainants and witnesses will be protected through strict confidentiality measures and guarantees that filing a complaint will not negatively impact their education, employment, or livelihood.

#### 6. Support Services

The University shall provide comprehensive support services for victims of harassment and discrimination, including counseling, legal assistance, and advocacy resources specifically tailored for the individuals facing gender and disability discrimination.

7. Review and Compliance

This policy will undergo regular reviews to ensure its effectiveness and relevance, reflecting changes in laws and societal norms, particularly regarding gender and disability rights.

This notification shall take effect immediately.

Issued on October, 18 2024

A handwritten signature in black ink, appearing to read 'Supasawad Chardchawarn', written in a cursive style.

(Professor Supasawad Chardchawarn)

Rector of Thammasat University