



Thammasat University Notification
of
Policy on Gender Equality and Non-Discrimination Against
Women, LGBT People, and People with Disabilities

Thammasat University undertakes gender equality and non-discrimination against women, LGBT people, and people with disabilities to ensure student protection from any discrimination or disadvantage in education or employment, including towards students with disabilities, to be consistent with the vision and the mission of the University and in accordance with the standards, rules, and related regulations, which also includes raising public awareness and tracking the result so that Thammasat University can implement gender equality in a systematic way and comply with international standards in order to empower students, staff, the community around the University and visitors and to raise awareness of 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, LGBT people and people with disabilities:

1. In this announcement “women, LGBT people, and people with disabilities” are defined as:
 - (1) Women refers to people who have been assigned female at birth in all age ranges.
 - (2) LGBT people refers to people who have gender identity that does not correspond with their assigned sex at birth, including every sexual orientation.

- (3) People with disabilities refers to people who have limitations in performing daily activities or participating in social functions due to physical, intellectual, learning, or any other impairments and require special assistance to perform daily activities or participate in social functions.
2. Relevant sectors shall strictly follow the guidelines to create equality and non-discrimination according to Thammasat University Notification on Policy on Gender Equality and Non-discrimination against Women, LGBT People, and People with Disabilities.
3. Job postings and applicant qualification requirements shall specify educational qualifications or skills that correspond with the job description, regardless of the social status of the person which includes the physical status, gender, age, maternity, ethnicity, locality, or social class.
4. Job positions in the University system shall be open for people with disabilities in accordance with the EMPOWERMENT OF PERSONS WITH DISABILITIES ACT, B.E. 2550 (2007)
5. Relevant sectors shall recognize shared responsibility within the household and the family and shall not apply maternity (or paternity) as a reason for exclusion or discrimination of female (or male) academic and non-academic staff from career opportunities and advancement.
6. Relevant sectors shall develop complete decision procedures for admission, scholarship, and educational and skill development without discrimination against gender, age, ethnicity, locality and social class.
7. Students and staff may dress according to their gender identity according to the regulations of their agency or Thammasat University.

8. Relevant sectors shall promote the knowledge and understanding of equality to students and staff, which includes gender equality to prevent stigmatization, sarcasm, or devaluation of people of all sexual orientations, as well as expressions of gender bias that disrespect human rights and freedoms.
9. Relevant sectors shall eliminate discrimination or exclusion and encourage recruitment of males, females, and LGBT people to join as directors at all levels.
10. Relevant sectors shall set up areas that are appropriate for the number of people, their limitations, and their gender identities.
11. Relevant sectors shall prevent, help and solve harassment or threat problems in schools or workplaces, as follows:
 - (1) Human rights violation refers to the action, mention, or criticism regarding appearance or social status, including physical disability, gender, age, ethnicity, locality, social class, and personal economic and social status.
 - (2) Verbal sexual harassment refers to mention of individuals in an obscene way, public sarcasm or coaxing, the use of words to stimulate sexual responses, and obscene jokes.
 - (3) Practical sexual harassment without physical contact refers to visual harassment; staring at private parts; showing sexual or obscene photos or video clips; peeping in the bathroom; showing seductive facial expressions; showing gestures or body movements to indicate intended sexual harassment, such as whistling, blowing a kiss, and winking; showing genitals; sending explicit or obscene letters, messages or pictures; publishing obscene contents on the Internet; as well as installing video surveillance in a bathroom or changing room.

- (4) Obvious practical sexual harassment refers to unwanted physical contact; touching the clothes, body, neck, hair, or arms; indecent acts towards the body of another person; hugging and kissing; kissing on the cheek; hitting the butt or hips; touching the chest; asking for sexual intercourse; forcing sexual intercourse; standing, walking or sitting unnecessarily close; touching deliberately with some parts of the body; and rape.
12. Relevant sectors shall promote knowledge and understanding about sexual abuse or sexual harassment behaviors and prepare practice guidelines to prevent and solve harassment problems in schools and workplaces.
13. Relevant sectors shall develop procedures for the protection of witnesses and informants relating to inequality, discrimination or harassment issues by concealing personal information to prevent the effects of serving as witnesses in the case.

Issued on October, 15 2019

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Rector