



**Mahidol University Announcement**  
**On Gender Equality Policy B.E. 2567 (A.D. 2024)**

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Mahidol University is committed to fostering an inclusive and equitable environment for all members of its community. This Gender Equality Policy aims to promote fairness and equal opportunities irrespective of genders and to address any disparities that may exist within the university setting. The university is dedicated to ensuring that all individuals, regardless of genders, have equal access to educational and professional opportunities. Additionally, Mahidol University is committed to eliminating gender-based discrimination and promoting gender equality in all aspects of university life.

By virtue of section 34 of the Mahidol University Act B.C. 2550 (A.D. 2007), the President hereby issues the following announcement:

Clause 1. Objectives

- 1.1 To ensure equal opportunities for all employees, students, and stakeholders regardless of genders;
- 1.2 To promote an inclusive environment free from gender-based discrimination and harassment;
- 1.3 To support and implement strategies that address gender disparities and promote equity; and
- 1.4 To educate and raise awareness about gender issues and rights within the university community.

Clause 2 Scope

This announcement applies to all faculties, staff, students and any other individuals associated with Mahidol University, including visitors and stakeholders.

Clause 3. Responsibilities

- 3.1 University Leadership: Ensure the policy is enforced, allocate resources for its implementation, and monitor progress.

3.2 Human Resources Division: Implement training programs, address complaints, and provide support for gender equality initiatives.

3.3 Student Affairs Division: Incorporate gender equality principles into its operations and decision-making processes.

3.4 All Members of the University Community: Uphold the principles of gender equality and report any instances of discrimination or harassment.

#### Clause 4. Gender Equality Measures

4.1 Recruitment and Employment: Ensure fair recruitment, promotion, and compensation practices. Provide equal access to professional development and career advancement opportunities.

4.2 Education and Research: Support gender-balanced representation in academic programs, research opportunities, and leadership roles.

4.3 Work-Life Balance: Support policies and practices that accommodate the diverse needs of all genders, including parental leave and flexible working arrangements.

4.4 Harassment and Discrimination: Implement procedures for reporting and addressing gender-based harassment and discrimination. Ensure a safe and respectful environment for all members.

#### Clause 5. Monitoring and Evaluation

The university will regularly review and assess the effectiveness of this policy through surveys, feedback mechanisms, and other evaluative measures. Progress reports will be made available to the university community.

#### Clause 6. Contact Information

For further information or to report concerns related to gender equality, please contact:

##### 6.1 For personnel

- Thai personnel can report their complaints to the Legal Affairs Division, Office of the President or visit at <https://op.mahidol.ac.th/la/ombudsman-cc/> (Referenced from the Announcement of Mahidol University regarding Mahidol University's Human Resource Management for Sustainable Development)

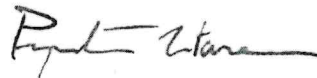
- Foreign personnel, including visitors, stakeholders, and partners engaged in activities with Mahidol University, can file their complaints to the Global Partnerships Division via email at [muiao@mahidol.ac.th](mailto:muiao@mahidol.ac.th)

6.2 For students

- Advisors
- The faculty/institute's Division of Student Affairs
- Student Discipline Unit, Division of Student Affairs, Mahidol University  
Telephone: 02 849 4504
- Student Council, Mahidol University

The Announcement shall come into force as of now.

Announced on the **2** of October B.E. 2567 (A.D. 2024)



(Prof. Piyamitr Sritara, MD, FRCP)  
President of Mahidol University