



Announcement from Rajamangala University of Technology Srivijaya  
On Non-Discrimination and Anti-Harassment Policy  
A.D. 2023

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Rajamangala University of Technology Srivijaya (RUTS) recognizes and values difference and diversity to encourages building a “respect for people” working environment and ability to live together on individual differences. RUTS believes in upholding the principles of human rights in treating others with equality and without discrimination and harassment against other in the university or any other place related to the operation. Therefore, it is appropriate to determines Non-Discrimination and Anti-Harassment Policy for operations to progress smoothly.

Non-Discrimination and Anti-Harassment Policy applies broadly to the university community including all administrators, faculty, staff, and students and sets out clear intention and guidelines as follows:

1. RUTS manages and operates on the principle of equality, honor each other, and respects for human dignity by considering equality and accepting fundamental differences and individual characteristics. RUTS does not accept any type of discrimination and harassment against others, whether it be sexual harassment or non-sexual harassment in the university.
2. RUTS creates a corporate culture, cultivates values, and encourages all administrators, faculty, staff, and students of RUTS to treat each other with respect and respect human dignity.
3. RUTS ensures that all areas have a favorable environment and atmosphere, are safe and suitable to work and study, and does not support any type of harassment as well as to maintain a healthy campus, RUTS strongly prohibits harassment such as intimidating, insulting, or threatening others, whether verbally, in writing, physically, and/or using social media and similar channels.
4. RUTS communicates, educates, and develops an understanding with its administrators, faculty, staff, and students about discrimination and harassment against others in the university by incorporating it as part of the orientation, training sessions, and development programs, including public relations to raise awareness and ensure that everyone adheres to the Policy.
5. RUTS establishes mechanisms and processes for receiving complaints from people who are treated unfairly and/or harassed in the university to prevent and resolve issues related to any type of discrimination and harassment in the university, including communicating to whistleblowers about solutions.

Announced on November 8, 2023

(Prof. Dr. Suwat Tanyaros)

President of Rajamangala University of Technology Srivijaya