



Chulalongkorn University's Equality Policy in Human Resources Management

Chulalongkorn University is an academic and professional establishment with its obligation to excel in academic fields, produce high-quality graduates, promote arts and culture, and provide academic services.

The university recognizes the importance of human rights, equality, and diversity in all dimensions. Its policy and guidelines are as follows:

1. Administration Policy

The university is driving determinedly towards its obligation with respect for human rights, equality, and diversity in all dimensions. It includes non-discriminatory treatment of people from all backgrounds without any restrictions of benefits either directly or indirectly, based on race, nationality, colour, religion, gender, (including sexuality), age, marital status, disability, and other individual differences. The establishment raises awareness for equality and non-discrimination at all levels of the community, including management, lecturers, faculty members, and staff.

2. Operation Guidelines

The university operates on principles of equality, supporting and promoting all faculty members and staff to treat each other with mutual respect. All are provided with equal opportunities. Non-discriminatory and non-restrictive treatments are adopted. The university supports political neutrality. There are no restrictions on benefits, as stated in the No. 3 Practice Guidelines for Staff.

3. Practice Guidelines for Staff

(1) Recognise and treat each other with respect, without discrimination or restriction of benefits, either directly or indirectly based on race, nationality, colour, religion, gender, sexuality, marital status, physical condition, disability, or any other individual differences.



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(2) Treat all staff equally in employment, including recruitment, selection, payment based on qualification and capability, working days and hours, holidays, performance appraisal, salary increases, bonuses, development and training, progress plan, benefits and welfare, disciplinary actions, appeals and complaints, resignations, and other related matters.

(3) Provide faculty members and staff with proper benefits and welfare as well as services without discrimination and restrictions, for example, health insurance, and health insurance coverage for staff's parents, children, and spouses. Provide annual health check-ups and vaccinations, if necessary. Provide maternity leave and childcare rights, child education subsidies, and housing benefits so that staff and their families can live in the university's dormitories.

(4) Recognize the importance of staff families. Pregnancy and childcare are not considered a negative reason in job appraisal or regarded as a discriminatory or restrictive factor in staff recruitment, selection, employment, wage or salary payment, job assignment, and others.

(5) Monitor and promote lawful and fair employment, which staff are made aware of. There is no forced labour, slave labour, labour from human trafficking, and unlawful child labour. There is no physical or mental abuse on staff by means of coercion, threatening, intimidation, detention, violation, or any form of violence.

(6) Support and monitor outsourced staff. They are also treated with equality and fairness. They receive fair wages without discrimination. Criteria used in recruitment and selection are lawfully endorsed. The university would fix or terminate the contracts if unfair treatment occurred during employment.

(7) Arrange protection and prevention measures against sexual harassment in the workplace. Staff are provided with a safe and decent working environment. This enables them to treat each other with mutual respect. The university prioritises the prevention of these problems and quick solutions, as well as changing attitudes about sexual behaviours.



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(8) Provide a unit where staff can consult with respect to discriminatory treatments. For complaints and assistance, staff can contact the 'Benefits and Human Resources Management Affair, Office of Human Resources Management.'

The university recognizes equality and non-discrimination. It does not support any actions that lead to divisiveness. It promotes being an establishment where all people live and work in harmony and happiness.

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