
Anti-Discrimination & Anti-Harassment Policy	Effective Date: 24/03/2022
	Reviewed: 09/4/2024

1. PREAMBLE

- 1.1. Sunway University is dedicated to fostering an inclusive and welcoming environment for all its community members, including students, staff, and visitors.
- 1.2. Discrimination and harassment based on protected characteristics such as age, gender, disability, race, religion, belief, cultural background, sexual orientation, marriage and civil partnership, refugee and asylum seeker status, language, pregnancy and maternity/paternity, or any other protected attribute are strictly prohibited.
- 1.3. By upholding this Anti-Discrimination & Anti-Harassment Policy, the University reaffirms its commitment to nurturing a diverse, inclusive, and respectful community where all individuals are valued and treated with dignity and respect.

2. SCOPE

- 2.1 This policy applies to all University community members, including but not limited to students, faculty, staff, administrators, vendors, contractors, and visitors.

3. DEFINITIONS

3.1 **Discrimination:**

Unfair or unequal treatment of an individual or group based on a protected characteristic.

3.2 **Harassment:**

Unwelcome conduct, whether verbal, physical, or visual, that is based on a protected characteristic and creates an intimidating, hostile, or offensive environment.

- 3.3 **Prohibited Conduct** includes, but is not limited to:

- Making derogatory or offensive remarks, jokes, or gestures about a person's protected characteristics.
- Creating a hostile environment through verbal or physical conduct.
- Engaging in unwelcome sexual advances, requests for sexual favours, or other verbal, physical, or visual conduct of a sexual nature.
- Making decisions affecting an individual's employment, academic standing, or participation in university activities based on protected characteristics.

4. REPORTING PROCEDURES

- 4.1 Any member of the University community who believes they have experienced or witnessed discrimination or harassment should report the incident promptly to the:

Head of Human Resources

+603 – 5629 8487

hr@sunway.edu.my

- 4.2 Reports may be made in person, by phone, or in writing. Individuals making reports are assured that their concerns will be taken seriously and handled with sensitivity and confidentiality.

5. INVESTIGATION AND RESOLUTION

- 5.1 Upon receiving a report of discrimination or harassment, the University will promptly investigate the allegations fairly and impartially. Investigations will be conducted with the sensitivity and confidentiality of all parties involved.
- 5.2 If discrimination or harassment is found valid and proven, appropriate disciplinary action will be taken, up to and including termination of employment, academic sanctions, and/or legal action, as required.
- 5.3 The University prohibits retaliation against any individual who reports discrimination or harassment participates in an investigation or opposes discriminatory or harassing conduct.

6. ROLES, RESPONSIBILITIES, AND DELEGATIONS

Policy owner: Human Resources Department
Approving Committee: SEG EXCO
Frequency of review: 3 years
Related policy: none

7. LOG OF CHANGES AND REVIEWS

Date	Clause	Brief description of changes
24/3/2022		Policy adoption
09/4/2024		Inclusion of responsibility and frequency for policy review