

PSBU SDG 5 Policy: Gender Equality and Access Policy

Purpose

Preah Sihamoniraja Buddhist University (PSBU) is committed to fostering an inclusive academic environment where all individuals have equal access to education, employment, and leadership opportunities, regardless of gender. This policy sets out the university's principles, commitments, and actions to promote gender equality and to ensure that women are fully represented and supported in every aspect of university life.

Scope

This policy applies to all PSBU students, staff, faculty, and governing bodies, as well as external partners engaged in teaching, research, or outreach activities under the PSBU umbrella. It covers all academic and non-academic programmes, recruitment, promotion, student admissions, and leadership development initiatives.

Policy Commitments

Promote Equal Access and Participation

PSBU will ensure that women have fair and equitable access to study opportunities, scholarships, leadership roles, and professional development across all disciplines. Admission and recruitment processes will be transparent, inclusive, and free from bias or discrimination.

Strengthen Women's Representation and Leadership

The university will actively encourage women's participation in academic, administrative, and leadership positions. Mentorship and leadership training programmes will be offered to help build confidence, skills, and visibility of women across departments.

Monitor and Evaluate Gender Representation

PSBU systematically collects and analyses gender-disaggregated data relating to applications, admissions, and progression to identify trends and areas for improvement. These findings inform policies and programmes that promote equitable participation and outcomes.



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Foster a Safe and Respectful Campus Environment

PSBU maintains a zero-tolerance approach to gender-based discrimination, harassment, or bias. The university provides confidential support channels and clear reporting mechanisms to address any concerns promptly and fairly.

Integrate Gender Perspectives into Teaching and Research

All faculties are encouraged to embed gender perspectives in curricula, research design, and community projects. This includes promoting awareness of women's contributions to knowledge, society, and development across disciplines.

Collaborate and Share Good Practice

PSBU will collaborate with national and international partners—including NGOs, universities, and policy agencies—to exchange knowledge, support capacity-building, and promote gender equity initiatives aligned with the Sustainable Development Goals.

Responsibilities

- **University Leadership / Rectorate:** Endorse and champion gender equality at all institutional levels; allocate resources to support implementation.
- **Quality Assurance and Institutional Research Office:** Monitor compliance, collect and analyse data, and report on progress annually.
- **Human Resources Department:** Embed equitable recruitment, pay, and promotion practices; ensure equal opportunity in professional development.
- **Academic Departments and Faculty:** Promote gender balance in student intake, teaching, research, and leadership representation.
- **Gender Equality Committee:** Oversee policy implementation, conduct training, and advise on corrective actions where disparities are identified.

Measurement and Accountability

Key performance indicators (KPIs) include:

- Ratio of women's applications, admissions, and enrolments across all programmes.
- Representation of women in academic and administrative leadership roles.
- Number of initiatives, workshops, or training sessions promoting gender equity.
- Reports and recommendations issued annually by the Gender Equality Committee.
- Evidence of gender perspectives integrated into teaching, research, and outreach.



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Related Policies and Strategies

- PSBU SDG 4: Quality Education Policy
- PSBU SDG 10: Reducing Inequalities Policy
- Human Resources and Recruitment Policy
- Anti-Discrimination and Equal Opportunity Policy
- Staff and Student Code of Conduct

Review Cycle

This policy will be reviewed every three years or earlier if:

- Legislative or regulatory requirements change;
- Institutional data indicates a need for revision;
- Strategic priorities or partnerships evolve;
- Feedback from the Gender Equality Committee or other stakeholders recommends adjustment.

External Best Practice Benchmarks

Institution Initiative /	Key Features / Practice	Relevance to PSBU
University of Melbourne – Gender Equality Strategy	Establishes gender targets for leadership roles, transparent data reporting, and equity in promotions.	PSBU can model its monitoring and reporting processes on Melbourne's approach to measurable accountability.
University College London – Equality, Diversity & Inclusion Framework	Embeds gender equality within all university operations, supported by regular staff training and inclusive curriculum design.	Provides a framework for PSBU to integrate gender perspectives institution-wide.
Australian National University – Gender Equity Plan	Focuses on recruitment, retention, and advancement of women through mentorship, flexible work policies, and leadership programmes.	PSBU can adapt similar mentorship and leadership pathways to enhance women's representation.
UNESCO – Priority Gender Equality Initiative	Advocates gender equality as a cross-cutting priority in education and research.	Aligns directly with PSBU's SDG 5 commitments and supports global engagement.

Next Review Date: September 2026 (Academic Year 26/27)

