

ព្រះរាជាណាចក្រកម្ពុជា

KINGDOM OF CAMBODIA

ជាតិសាសនា ព្រះមហាក្សត្រ

NATION RELIGION KING

ពុទ្ធិកសាគរវិទ្យាល័យព្រះសីហមុនីរាជា

Date: 01<sup>st</sup> September 2025

PSB  
UNIVERSITY  
CAMBODIA



## PSBU SDG 5 Policy: Gender Identity and Inclusion Policy

### Purpose

Preah Sihamoniraja Buddhist University (PSBU) is committed to creating a safe, inclusive, and respectful environment for all members of its community, including transgender and gender-diverse individuals. This policy sets out the university's principles, commitments, and actions to ensure equal access, non-discrimination, and full participation for people of all gender identities.

### Scope

This policy applies to all students, staff, faculty, and affiliates of PSBU, as well as external partners engaged in teaching, research, or community activities under the university's auspices. It covers admissions, recruitment, progression, employment, leadership opportunities, and participation in all university programmes and services.

### Policy Commitments

#### Non-Discrimination and Equal Access

- PSBU ensures that transgender and gender-diverse individuals are afforded the same rights and opportunities as all other members of the university community.
- All university policies, procedures, and practices are implemented without bias on the basis of gender identity or expression.

#### Inclusive Campus Culture

- The university fosters a campus culture that respects diversity, promotes understanding, and challenges stereotypes or discriminatory behaviour.
- Awareness, training, and advocacy initiatives are provided to staff, faculty, and students to support inclusive practices.

#### Support and Accommodation

- Reasonable accommodations will be made to support the participation and wellbeing of transgender individuals, including access to facilities, learning resources, and mentorship programmes.
- Confidential support services are available for students and staff to address concerns related to discrimination, harassment, or gender identity issues.





កុដិកសាកលវិទ្យាល័យព្រះសីហមុនីរាជា

Date: .....

**Integration into Teaching and Research**

- PSBU encourages the inclusion of gender-diverse perspectives in curricula, research, and community engagement projects.
- Academic and professional activities are designed to reflect the principles of equality, diversity, and inclusion.

**Collaboration and Best Practice**

- PSBU will engage with national and international organisations, higher education networks, and NGOs to strengthen knowledge, policy development, and advocacy for transgender and gender-diverse inclusion.

**Responsibilities**

- **University Leadership / Rectorate:** Ensure institutional commitment to gender identity inclusion; allocate resources and support policy implementation.
- **Quality Assurance / Institutional Research Office:** Monitor policy adherence, collect relevant data, and report annually on outcomes.
- **Human Resources Department:** Embed inclusive recruitment, retention, and promotion practices that respect gender identity.
- **Academic Departments / Faculty:** Implement inclusive teaching and learning practices; actively support transgender and gender-diverse students.
- **Gender Equality Committee:** Oversee policy application, provide guidance, and recommend improvements where necessary.

**Measurement and Accountability**

Key performance indicators include:

- Number of transgender and gender-diverse students and staff supported through university programmes.
- Participation rates in awareness, inclusion, and training initiatives.
- Incidents of discrimination or harassment addressed effectively and promptly.
- Evidence of gender-diverse perspectives included in curricula, research, and community engagement.
- Annual reporting by the Gender Equality Committee on progress and recommendations.

**Related Policies and Strategies**

- PSBU Gender Equality and Access Policy
- PSBU Non-Discrimination Policy
- Staff and Student Code of Conduct
- SDG 5 Framework: Gender Equality and Women's Empowerment





កុម្មិតសាកលវិទ្យាល័យព្រះសីហមុនីរាជា

Date: .....

- PSBU Anti-Harassment and Anti-Bullying Policies

Review Cycle

This policy will be reviewed every three years, or sooner if:

- Legislative or regulatory requirements change;
- Feedback from stakeholders indicates a need for revision;
- Institutional priorities or partnerships evolve;
- Monitoring and evaluation suggest adjustments are needed to improve effectiveness.

External Best Practice Benchmarks

| Institution / Initiative                                      | Key Features                                                                                                            | Relevance to PSBU                                                                        |
|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| University of Melbourne – Gender Diversity & Inclusion Policy | Explicit inclusion of transgender and gender-diverse staff and students, with support programmes and training.          | Provides a model for monitoring, training, and inclusive practices at PSBU.              |
| University of Sydney – Equity and Diversity Framework         | Promotes inclusion for all gender identities; embeds awareness and support structures throughout university operations. | Offers guidance for embedding gender diversity into policies, curricula, and governance. |
| Universities Australia – Equity and Inclusion Guidelines      | Recommends inclusive practices, monitoring, and accountability for gender-diverse individuals.                          | Aligns PSBU policy with national higher education standards.                             |
| UNESCO – Inclusive Education Guidance                         | Supports access and equity for all learners, including gender-diverse individuals.                                      | Provides international context for best practices in gender identity inclusion.          |



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