

ព្រះរាជាណាចក្រកម្ពុជា

KINGDOM OF CAMBODIA

ជាតិសាសនា ព្រះមហាក្សត្រ

NATION RELIGION KING

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Date: 01st September 2025

PSB
UNIVERSITY
CAMBODIA



PSBU SDG 5 Policy: Protected Reporting and Anti-Retaliation Policy

Purpose

Preah Sihamoniraja Buddhist University (PSBU) is committed to maintaining a safe, respectful, and equitable environment for all students, staff, and faculty. This policy ensures that individuals who report discrimination, harassment, or misconduct can do so without fear of retaliation or disadvantage in their education, employment, or professional development. It aligns with PSBU's broader commitment to gender equality, diversity, and inclusive practices under Sustainable Development Goal 5.

Scope

This policy applies to all students, staff, faculty, and affiliates of PSBU, as well as any external partners or contractors engaged in university-related activities. It covers reports related to discrimination, harassment, bullying, unethical behaviour, or any other conduct that contravenes PSBU's policies or values.

Policy Commitments

Protected Reporting

- PSBU encourages all community members to report concerns regarding discrimination, harassment, or unethical behaviour.
- Reports may be submitted confidentially and in good faith through established channels, including the Human Resources Department, Quality Assurance Office, or designated Protected Reporting Officers.
- The university ensures prompt acknowledgement of all reports and provides information on the process and anticipated timelines.

Anti-Retaliation Measures

- Retaliation, intimidation, or any form of disadvantage against an individual for reporting in good faith is strictly prohibited.
- PSBU will take all reasonable steps to protect reporters from adverse consequences in their educational or professional engagement with the university.
- Any individual found to be engaging in retaliation will face disciplinary action in accordance with university policies.

Confidentiality and Support

- All reports are treated with strict confidentiality, shared only on a need-to-know basis to conduct a thorough and fair investigation.



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- PSBU provides access to counselling, mentorship, and academic or professional support to ensure the wellbeing of reporters throughout the process.
- Special measures may be taken to protect anonymity if requested, while still allowing for appropriate investigation and resolution.

Investigation and Resolution

- All reports are investigated promptly, fairly, and objectively by trained personnel.
- Outcomes and recommended actions are communicated transparently to the reporter, while maintaining confidentiality of other parties involved.
- Corrective actions may include mediation, policy enforcement, training, or disciplinary measures as appropriate.

Training and Awareness

- PSBU provides regular training to students, staff, and faculty on the rights and responsibilities under this policy, including recognising discrimination, reporting procedures, and understanding protections against retaliation.
- Awareness campaigns are conducted to ensure the university community understands the importance of safe and protected reporting.

Responsibilities

- **University Leadership / Rectorate:** Endorse and champion a culture of safe reporting, allocate resources, and ensure compliance with policy.
- **Human Resources / Quality Assurance Office:** Manage reporting channels, ensure proper investigation of reports, and monitor outcomes.
- **Protected Reporting Officers:** Serve as independent contacts for reporting, provide guidance, and safeguard confidentiality.
- **Academic Departments / Supervisors:** Support employees and students in understanding reporting options and reinforce non-retaliation practices.

Measurement and Accountability

Key performance indicators (KPIs) include:

- Number of reports received and resolved annually.
- Evidence of protection from retaliation for all reporters.
- Participation rates in training and awareness initiatives.
- Follow-up surveys to assess confidence in reporting processes and policy effectiveness.
- Annual reporting by the Quality Assurance Office to the Rectorate on policy outcomes and recommended improvements.



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Related Policies and Strategies

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

Review Cycle

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

- Legislative or regulatory changes occur;
- Feedback from stakeholders indicates a need for revision;
- Monitoring and evaluation suggest adjustments are needed to improve policy effectiveness.

External Best Practice Benchmarks

Institution / Initiative	Key Features	Relevance to PSBU
Australian Public Service – Whistleblower Protection Guidelines	Ensures safe reporting, confidentiality, and protection from retaliation; includes formal investigative procedures.	Provides a template for robust, transparent reporting and protection measures.
University of Melbourne – Protected Disclosure Policy	Provides clear channels, independent oversight, and protection from disadvantage for reporters of misconduct or discrimination.	PSBU can model its protected reporting procedures and training programmes on this approach.
Universities Australia – Governance and Accountability Framework	Recommends institutions maintain anti-retaliation policies for all forms of reporting.	Supports integration of PSBU's SDG 5 commitments with national best practice standards.
UNESCO – Policy on Safe Learning Environments	Emphasises protection and support for individuals reporting harassment or discrimination in educational settings.	Aligns PSBU's approach with international guidance on safe and inclusive campuses.

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

