

Universiti Tunku Abdul Rahman			
Policy Title: NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY			
Form No.: POL-RGO-002	Rev No: 2	Effective Date: 11/03/2025	Page No: 1 of 1

Objective

UTAR, as a not-for-profit private educational institution, is committed to a work and study environment that promotes professionalism and seeks to attract staff and students in support of diversity. This policy shall govern the University in dealing with programme admissions, employment and University operations, and in accordance with the relevant Laws and Regulations of the country.

Policy

This policy is put in place to prevent prejudice, discrimination or harassment against individuals on the basis of race, religion, gender, disability, marital status, pregnancy and maternity. Any person violating this policy will be subject to corrective action as per University rules and regulations.

UTAR is committed to the following principles:

1. Equality
 - All individuals are treated fairly and without discrimination under this policy, and a formal complaint mechanism is available through the University.
2. Diversity
 - A diverse staff and students that aligns with fostering a multi-cultural and inclusive environment.
3. Inclusion
 - Investigation, corrective action, and counseling support will be conducted accordingly to create and maintain a safe and welcoming environment.

Any feedback or report on harassment or discrimination (regardless of verbal, physical or via electronic means), will be attended to and investigations will be conducted. Appropriate actions will be taken accordingly, following the University policies, rules and regulations, and where necessary, in accordance with the relevant Laws and Regulations of the country. The University will take corrective actions to prevent recurrences and will provide counselling support to those affected, if required.

Staff and students of the University shall undertake to comply with the University policies, rules and regulations, and also in accordance with the relevant Laws and Regulations of the country at all times.

For enquiries or feedback related to this policy, please refer to the Director of the Division of Human Resource or the Head of the Department of Student Affairs.