

**CIRCULAR LETTER  
NUMBER 175 YEAR 2022  
REGARDING  
INCLUSIVE AND ANTI-DISCRIMINATION CAMPUS AT UNIVERSITAS AIRLANGGA**

To:

Heads of Units  
Universitas Airlangga

In response to Presidential Decree Number 9 of 2000 on Gender Mainstreaming in National Development and Minister of National Education Regulation Number 84 of 2008 on Guidelines for Implementing Gender Mainstreaming in the Education Sector, we hereby inform all members of the academic community at Universitas Airlangga that, in carrying out and developing the three pillars of higher education (Tri Dharma Perguruan Tinggi), it is essential to uphold humanitarian values by strictly prohibiting gender-based discrimination within the university. This effort aims to achieve the Sustainable Development Goals (SDGs).

In relation to this matter, we inform all members of the Universitas Airlangga academic community to:

- a. Assess the acceptance and graduation of all members of the academic community, including women, underprivileged groups, persons with disabilities, individuals from disadvantaged, frontier, and outermost regions (3T), individuals from developing countries, as well as those from minority ethnic, religious, racial, and cultural backgrounds.
- b. Provide programs, mentoring, scholarships, and other forms of support to all members of the academic community, including women, underprivileged groups, persons with disabilities, individuals from disadvantaged, frontier, and outermost regions (3T), individuals from developing countries, as well as those from minority ethnic, religious, racial, and cultural backgrounds.
- c. Support all activities of the academic community in accordance with their potential, including women, underprivileged groups, persons with disabilities, individuals from disadvantaged, frontier, and outermost regions (3T), individuals from developing countries, as well as those from minority ethnic, religious, racial, and cultural backgrounds.
- d. Strictly prohibit any form of discrimination against all members of the academic community, particularly women, underprivileged groups, persons with disabilities, individuals from disadvantaged, frontier, and outermost regions (3T), individuals from developing countries, as well as those from minority ethnic, religious, racial, and cultural backgrounds.
- e. Take firm action against perpetrators of discrimination towards women, underprivileged groups, persons with disabilities, individuals from disadvantaged, frontier, and outermost regions (3T), individuals from developing countries, as well as those from minority ethnic, religious, racial, and cultural backgrounds in any form.
- f. Impose sanctions on perpetrators of discrimination against women, underprivileged groups, persons with disabilities, individuals from disadvantaged, frontier, and outermost regions (3T), individuals from developing countries, as well as those from minority ethnic, religious, racial, and cultural backgrounds in any form.
- g. Guarantee the rights of all members of the academic community, including women, underprivileged groups, persons with disabilities, individuals from disadvantaged, frontier, and outermost regions (3T), individuals from developing countries, as well as those from minority ethnic, religious, racial, and cultural backgrounds in any form.

- h. Support women's career advancement throughout the university environment.
- i. Support maternity and paternity policies at the university, including maternity leave policies for women and leave that can be taken to care for spouses and newborns during childbirth.
- j. Provide lactation facilities in several faculty buildings and work units.
- k. Provide facilities accessible to persons with disabilities in faculty buildings and work units.
- l. Offer protection schemes for individuals reporting discrimination against women, underprivileged groups, persons with disabilities, individuals from disadvantaged, frontier, and outermost regions (3T), individuals from developing countries, as well as those from minority ethnic, religious, racial, and cultural backgrounds in any form, ensuring that they do not suffer losses in the fields of education or employment at the university.

This circular letter is hereby issued for your attention and to be disseminated within your respective units.

12 January 2022

Rector,

Signed

Muhammad Nasih

NIP 196508061992031002



SURAT EDARAN  
NOMOR 175 TAHUN 2022  
TENTANG  
KAMPUS INKLUSIF DAN ANTI DISKRIMINASI  
DI LINGKUNGAN UNIVERSITAS AIRLANGGA

Yth. Para Pimpinan Unit Kerja  
Universitas Airlangga

Menindaklanjuti Instruksi Presiden Nomor 9 Tahun 2000 tentang Pengarusutamaan Gender dalam Pembangunan Nasional serta Peraturan Menteri Pendidikan Nasional Nomor 84 Tahun 2008 tentang Pedoman Pelaksanaan Pengarusutamaan Gender Bidang Pendidikan, bersama ini kami menyampaikan kepada seluruh *civitas academica* di Universitas Airlangga dalam pelaksanaan dan pengembangan tri dharma perguruan tinggi harus menjunjung tinggi nilai kemanusiaan, dengan melarang keras adanya tindak diskriminasi terhadap gender di lingkungan universitas guna mewujudkan dan mencapai Tujuan Pembangunan Berkelanjutan/*Sustainable Development Goals* (TPB/SDGs). Sehubungan dengan hal tersebut, kami informasikan kepada seluruh civitas akademika Universitas Airlangga untuk:

- a. Mengukur penerimaan dan lulusan seluruh civitas akademika, termasuk wanita, golongan kurang mampu, penyandang disabilitas, berasal dari daerah Tertinggal, Terdepan, dan Terluar (3T), berasal dari negara berkembang, maupun suku, agama, ras, budaya, dan kelompok minoritas lainnya;
- b. Menyediakan program, pendampingan, beasiswa, dan bentuk dukungan lainnya kepada civitas akademika, termasuk wanita, golongan kurang mampu, penyandang disabilitas, berasal dari daerah Tertinggal, Terdepan, dan Terluar (3T), berasal dari negara berkembang, maupun suku, agama, ras, budaya, dan kelompok minoritas lainnya;
- c. Mendukung seluruh kegiatan civitas akademika sesuai dengan potensi mereka, termasuk terhadap wanita, golongan kurang mampu, penyandang disabilitas, berasal dari daerah Tertinggal, Terdepan, dan Terluar (3T), berasal dari negara berkembang, maupun suku, agama, ras, budaya, dan kelompok minoritas lainnya;
- d. Melarang keras tindakan diskriminasi bagi seluruh civitas akademika, khususnya wanita, golongan kurang mampu, penyandang disabilitas, berasal dari daerah Tertinggal, Terdepan, dan Terluar (3T), berasal dari negara berkembang, maupun suku, agama, ras, budaya, dan kelompok minoritas lainnya dalam bentuk apapun;
- e. Bertindak tegas kepada pelaku diskriminasi terhadap wanita, golongan kurang mampu, penyandang disabilitas, berasal dari daerah Tertinggal, Terdepan, dan Terluar (3T), berasal dari negara berkembang, maupun suku, agama, ras, budaya, dan kelompok minoritas lainnya dalam bentuk apapun;


bentuk apapun;...

...bentuk apapun;...

- f. Menerapkan sanksi kepada pelaku diskriminasi terhadap wanita, golongan kurang mampu, penyandang disabilitas, berasal dari daerah Tertinggal, Terdepan, dan Terluar (3T), berasal dari negara berkembang, maupun suku, agama, ras, budaya, dan kelompok minoritas lainnya dalam bentuk apapun;
- g. Menjamin hak seluruh civitas akademika, termasuk wanita, golongan kurang mampu, penyandang disabilitas, berasal dari daerah Tertinggal, Terdepan, dan Terluar (3T), berasal dari negara berkembang, maupun suku, agama, ras, budaya, dan kelompok minoritas lainnya dalam bentuk apapun;
- h. Mendukung jenjang karir wanita di seluruh lingkungan universitas;
- i. Mendukung kebijakan mengenai maternitas dan paternitas di universitas, meliputi kebijakan cuti melahirkan bagi wanita, dan cuti yang dapat diambil untuk merawat istri dan bayi selama masa persalinan;
- j. Menyediakan fasilitas laktasi di beberapa gedung fakultas maupun unit kerja;
- k. Menyediakan fasilitas yang dapat digunakan oleh penyandang disabilitas di gedung fakultas maupun unit kerja;
- l. Memberikan skema perlindungan kepada pelapor diskriminasi terhadap wanita, golongan kurang mampu, penyandang disabilitas, berasal dari daerah Tertinggal, Terdepan, dan Terluar (3T), berasal dari negara berkembang, maupun suku, agama, ras, budaya, dan kelompok minoritas lainnya dalam bentuk apapun yang mendapatkan kerugian baik di bidang pendidikan maupun pekerjaan di universitas.

Demikian surat edaran ini disampaikan untuk menjadi perhatian dan segera disebarluaskan di lingkungan unit kerja Saudara.

12 Januari 2022  
Rektor,



Mohammad Nasih  
NIP 196508061992031002

