

POLICY ON GENDER EQUITY, DISABILITY AND SOCIAL INCLUSION (GEDSI)

1. Intent

The Policy intends to promote and facilitate an inclusive and equitable learning and working environment for all students, staff, and stakeholders.

Furthermore, to integrate and maintain GEDSI practices in the University's Academic and Administrative Service Delivery, Management System, and Infrastructures.

The policy is aligned to **National Public Service GEDSI Policy**, the National Higher and Technical Education Plan, 2021 to 2030 and the PNGUoT Strategic Plan 2020-2024, the Vision, Mission, Core Values, and Graduate Attributes.

The PNGUoT Core Values and Students Attributes embrace Gender Equality, Disability and Social Inclusion.

The Core Values are;

- a) High Ethical Standards
- b) Professionalism
- c) Diversity and Inclusivity
- d) Innovation and Initiative
- e) Pride and Passion

The Student Graduate Attributes are;

- a) Lifelong Learner
- b) Critical Thinker
- c) Effective Communicator
- d) Cultural Modernist
- e) Moral Uprightness
- f) Technological Savvy

2. Scope

The policy covers;

1. Staff, students, dependents, contractors, visitors and stakeholders of the University.
2. All the different academic and administrative operations and services of the University.
3. All dimensions of GEDSI.

The policy embraces and promotes existing GEDSI related policies of the University. The policies are listed below in Clause 5.

3. Definitions

	Bullying	seek to harm, intimidate, or coerce (someone perceived as vulnerable)
3.1	Discrimination	the unjust or prejudicial treatment of different categories of people, especially on the grounds of ethnicity, age, sex, or disability.
	GEDSI	Gender Equity, Disability and Social Inclusion.
3.2	GEDSI Action Plan	Refers to the GEDSI Action Plan attached as Appendix 1 of this Policy. The Action Plan identifies the key interventions to be integrated into the three main nerve centers of the University. They are; Services, Infrastructure and Students.
3.3	GEDSI Dimensions	cover the different GEDSI agendas that are acceptable and recognized by the laws and regulations of PNG. They include but not limited to sex, age, caste, clan, descent, disability, ethnic background, HIV or other health status, migrant status, religion, sexual orientation, social status.
	Harassment	aggressive pressure or intimidation.
3.4	PWSD	People with Special Needs.
	Retaliation	the action of harming someone because they have harmed oneself; revenge.
3.5	Social Inclusion	covers the recognition, appreciation, advocating, embracing, and fostering the equal participation of the different dimensions of GEDSI in all the activities and operations of the university.
	Victimisation	the action of singling someone out for cruel or unjust treatment.

4. Policy

4.1 Commitment to GEDSI:

- a) The University is committed to creating an inclusive environment where everyone is valued and respected, regardless of their gender, race, ethnicity, religion or disability.
- b) To maintain a responsive organisational culture.
- c) Build an inclusive workplace and study environment.
- d) Advance women and under representative employees and students.
- e) Strengthening safe, secure and healthy working environment
- f) Cater for people with special needs. (Disability, old age, injuries, emotional and psychological needs, low performers, pregnancy)
- g) Promote, implement, monitor and evaluate GEDSI programs, projects and initiatives.
- h) The University will create a GEDSI Office and a University GEDSI Committee to assist the University Management in planning and (move to action plan)
- i) Include GEDSI in contract agreements / terms of reference - contractor's tool kit

4.2 GEDSI Action Plan:

The University is committed to implement its GEDSI Action Plans outlined in Appendix 1, as the specific goals, targets, and measures to promote diversity, inclusion, and equity in all areas of university operations.

4.3 Prevention of Discrimination and Harassment:

- a) The University prohibits discrimination and harassment, including bullying, victimisation, or retaliation.

- b) All incidents of GEDSI related discrimination and harassment must be reported to the Executive Director – Human Resources and or the Registrar.

4.4 Communication and Education:

The GEDSI Office will undertake a monthly advocacy program for GEDSI across various forums of staff, students and stakeholders. This should include staff and student training, awareness / raising campaigns, and management of feedback and grievances.

4.5 Accommodation of Needs: (including; Disability, Pregnancy, injury, sickness etc)

The University will maintain accessibility and support for students and staff with accessibility needs or personal and religious objections that require reasonable adjustments to the general campus environment, curriculum, or policies.

4.6 Monitoring and Review:

It is important to understand that the social and cultural climate and context continue to evolve and require updating.

The GEDSI Office and the GEDSI Committee will provide quarterly monitoring and review of GEDSI performance to enable the university to measure its progress in achieving the targets and goals outlined in the GEDSI Action Plan.

4.7 Non - Compliance to GEDSI

Disciplinary measures of the University will be taken on staff, students and stakeholders who fail to comply with GEDSI Policy.

5. Related policy instruments

- 5.1 University's Core Values
- 5.2 Staff Code of Conduct
- 5.3 Graduate Attributes
- 5.4 Staff Workplace Harassment Policy
- 5.5 Student Harassment Policy
- 5.6 Student Pregnancy Policy
- 5.7 Occupational Health and Safety Policy
- 5.8 HIV/AIDS Policy
- 5.9 Critical Incident Policy
- 5.10 Security Operations Manual
- 5.11 Grievance Policy and Procedures

6. Schedules/Appendices

- 6.1 Appendix 1 – PNGUoT GEDSI Action Plan

7. Related documents and legislation

- 7.1 PNGUoT Act 1986 (as amended)
- 7.2 Student Representative Senate (SRS) Constitution (as amended)
- 7.3 PNGUoT Strategic Plan, 2020-2024 (as amended)

8. Approval Details

Policy Sponsor	Registrar
Approval Authority	

	 Mr. Sam Koim Chancellor	 Signature	 Date
Date for next Major Review	April 2026		

9. Revision History

Version	Approval date	Implementation date	Details	Author
R_GEDSI_001	04/07/2023	04/04/2023	Policy established;	• Incentive Fund • PNGUoT GEDSI Working Committee • Governance & Policy Unit

Keywords	GEDSI, Gender, Equality, Disability, Inclusivity,
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Appendix 1: GEDSI Action Plans

SYSTEMS				
OBJECTIVES	ACTIVITIES	PERFORMANCE/TARGET /INDICATORS	PERSON RESPONSIBLE	TIMEFRAME
1. Integrate GEDSI into the PNGUoT Act, 1986	1.1 Review of the PNGUoT Act to integrate GEDSI.	a) GEDSI is integrated into the reviewed PNGUoT Act	SEMT and Council	2023
2. Integrate GEDSI into the PNGUoT Strategic Plan, 2020-2024	2.1 Review Strategic Plan to integrate GEDSI. 2.2 Review Departmental Plan	a) GEDSI is integrated into Strategic Plan b) GEDSI is integrated into Departmental Plan	SEMT and Strategic Plan Committee	2025
3. Review Policies and SOPs to integrate GEDSI	3.1 Review all Academic, Administrative, Staff and Student policies.	a) GEDSI is integrated into all the University Policies i. Academic Policies ii. Administrative Policies iii. Staff Policies iv. Student Policies v. Infrastructure Policies	Registrar, GPU and Working Committees	2024
4. Review of Terms of Reference for Academic Board Committee and Council Committee to integrate GEDSI	4.1 Review of Terms of Reference for Academic Board Committee 4.2 Review of Terms of Reference for Council Committee	a) GEDSI is integrated into Terms of Reference for Academic Board Committee b) GEDSI is integrated into Terms of Reference for Council Committee	Registrar, GPU and Working Committees	2023
5. Mainstream GEDSI into the operations of the University.	5.1 GEDSI Survey on Services • Satisfaction Survey 5.2 All Academic Department 5.3 ICTS 5.4 Human Resources • Recruitment • Personnel • OCDO	• GEDSI is integrated into all the Policies and Standard Operating Procedures of the Support Services of the University • GEDSI training is provided to staff of all the Support Services Sections and Departments of the University.	• Pro Vice Chancellor – Administration • Executive Director – Human Resources • Registrar	

	- Employee Relations - OHSE	- GEDSI Monitoring Framework is included in the overall GEDSI Monitoring and Evaluation Framework. - Support Service Departments are included in the GEDSI Committee.	- Vice Chancellor - Heads of non-academic Departments and Sections.	
	1.1 Bursary - Bookshop 1.2 Academic and Student Administration 1.3 Student Support and Facilities - Induction for SRS - Induction for Sub-Wardens - Awareness of Student Policies - Counselling Services database and awareness - Counselling Mobile Hotline 1.4 Medical Services - Student Medical Records Database 1.5 Projects Office 1.6 Security & Fire Services 1.7 Public Relations - Printing Service 1.8 Catering Services 1.9 Union Board Services - Sporting & Recreation Facilities - Cafeteria 1.10 Estates and Services - Transport & Stores - Mechanical Services - Fuel Supply - Central Stores - Customs & Pest Control - Housing - Grounds & Landscaping - Maintenance - Plumbing - Electrical - Carpentry & Joinery - Welding and Fabrication			

6. Improve and Integrate GEDSI in the Academic and Research services of the University.	2.1 GEDSI Survey on Academic and Research Services - Survey on Citizen and non-citizen staff. 2.2 Review curriculum to integrate GEDSI. 2.3 Integrate GEDSI in the delivery mode of education. - Visually impaired (braille) - Hearing Impaired - Physical Disability (accidents) - Pregnancy - Natural disasters - Pandemics - Medical Conditions 2.4 Integrate GEDSI in Research	- GEDSI Survey Report in Academic and Research Services is furnished. - GEDSI is integrated into University Courses and Programs. - GEDSI is integrated into the various education delivery modes. - GEDSI is integrated into Research.	- Pro Vice Chancellor – Academic - Deputy Vice Chancellor	2023 and onwards
7. Improve and integrate GEDSI into the Admissions Policy and Procedures	1.1 Enrolment quotas should be equal for all genders and, persons living with disability, special needs, and social inclusion. a) Integrate GEDSI in the Admissions Policy 1.2 Lobby Government support to include quotas for scholarships for persons with disability and special needs. a) Integrate GEDSI into room allocation. b) Awareness on GEDSI and STEM	Number of enrolled students reflects mixed genders	- Admissions Committee - Registrar Academic Board	On-going
8. Improve SRS Constitution to integrate GEDSI	2.1 Equal representation and participation in the SRS and student decision making bodies. 2.2 Facilitate Student Voice and representation at the University Management and Governing Council levels	Even distribution of gender participation	SRS	On-going

9. Female students, minority groupings, disable and persons with special needs are allowed / provided the opportunity to participate in academic and extra curricula activities.	3.1 Provide opportunity for persons under various GEDSI categories to participate in university programs and activities. • Cultural Events • International and National Events • Debates • Panel Discussions • Sports • Quest • Student Discipline • Academic Appeals • Assessments (Attending Class) • Research • Field Trips • Online and Face to Face (Blended) Learning • Industrial Liaison, attachment, employment • Clinic • Tutoring of slow learners • Counselling Services	Increase participation in the number of persons under various GEDSI categories in university programs and events.	• Registrar • Pro Vice Chancellor Academic	On-going
10. Improve awareness on GEDSI to Students	4.1 Conduct baseline survey on student awareness of GEDSI related Policies. 4.2 Improve Awareness on GEDSI Related Policies • Students' harassment • Student Pregnancy • Gender balance • Minority groups • Disability • Student with underlying medical conditions • STEM	• Baseline survey is conducted, and report furnished. • Awareness on GEDSI related policies is conducted.	• Registrar • SRS	On-going

11. Improve the Terms of Reference for University infrastructure governing bodies / Committees and enabling Policies to integrate GEDSI.	a. Conduct GEDSI survey on the existing University Infrastructure. b. Integrate GEDSI in the TOR of various Committees that govern the University infrastructure. a. Building Codes to capture / adhere to GEDSI principles to construct: - Carparks - Pedestrian walkways, crossings c. Integrate GEDSI into the Policies and Standard Operating Procedures for all infrastructure.	- GEDSI Survey Report is furnished. - GEDSI is integrated into the respective Committee Terms of Reference. - GEDSI is integrated into building Codes. GEDSI is integrated into Policies and Standard Operating Procedures for all infrastructure	- Pro Vice Chancellor – Administration - Director Projects - HOD Estates and Services	2023 onwards
12. Improve physical infrastructure to integrate GEDSI.	2.1 Integrate GEDSI into Academic Buildings, Residential Housing, Dormitories, Rest Rooms, Clinic, Mess, Administration Buildings, Services support buildings. a. Provision of unisex restrooms and restrooms for PLWD b. Provision of wider walkways and spaces – retrofit existing buildings if necessary. Include lifts etc. c. Session rooms to include space for PLWD and or those subject to temporary disabilities. Lighting, markings, pa systems and or camera monitoring systems for safety monitoring.	- Availability of accessible restroom facilities promoting inclusion - Availability of wider walkways promoting inclusion are in the buildings. - Availability of lighting, markings, pa systems and or camera monitoring systems for safety monitoring. - Increase in the number of staff and students who are living with disability. - Increase in the number of admissions with GEDSI characteristics. - Space is created for PLWD. - Lighting, signage, and markings are installed. Camera monitoring systems are installed.	- Bursary - Pro Vice Chancellor – Administration - nominated contractor (if any) - HOD - Academic Departments - Nominated contractor (if any)	2023 onwards

Improve carparks to integrate GEDSI	1.3 Construct designated car parks. - o Easy access to ramp - o Handrails - o Signage	• Designated carparks, easy access to ramps, and handrails are constructed.	• Bursary • Pro Vice Chancellor – Administration nominated contractor (if any)	2023 onwards
Improve pedestrian walkways and crossings to integrate GEDSI	a. Construct walkways, footpaths, crossings that can be accessed by PLWD and special needs. a) Install lighting and beep device. b. increase of existing pedestrian civil works to cater for PLWD and special needs.	• Walkways and footpaths are easily accessible to PLWD and other persons of GEDSI character. • Lighting and beep devices are installed.	• Bursary • Pro Vice Chancellor – Administration nominated contractor (if any)	2023 onwards
Improve Recreational Areas to integrate GEDSI.	• Redevelopment of recreation areas to cater for PLWD. • Encourage PLWD to engage in sporting activities.	• Recreational areas are improved to cater for GEDSI. Sporting activities for GEDSI are implemented.	• Bursary • Pro Vice Chancellor – Administration nominated contractor (if any)	2023 onwards