



Prince of Songkla University Announcement
Subject: Guidelines on gender equality for staff and students of
Prince of Songkla University B.E. 2567

Whereas it is expedient to issue the Prince of Songkla University announcement, Subject: Guidelines on gender equality for staff and students of Prince of Songkla University, according to the Constitution of the Kingdom of Thailand, B.E. 2560, and the Gender Equality Act, B.E. 2558.

By virtue of Section 34 and Section 39 of the Prince of Songkla University Act B.E. 2559 and by the resolution of the Prince of Songkla University Administrative Committee at the meeting No.10/2567 on 1 October 2567, the Prince of Songkla University announcement, Subject: Guidelines on gender equality for staff and students of Prince of Songkla University B.E. 2567 is hereby issued as follows:

Clause 1. This announcement is called the “Prince of Songkla University announcement, Subject: Guidelines on gender equality for staff and students of Prince of Songkla University B.E. 2567”.

Clause 2. This announcement takes effect from the day following the issue date of announcement onwards.

Clause 3 In this Announcement:

“University” means Prince of Songkla University;

“President” means the President of Prince of Songkla University;

“Unit” means the University Council Office, Office of the President, Campus Office, faculty, college, institution, office, or department with other names that have the same status as a faculty, college, institution, and office;

“Staff” means University staff, government officers, employees of the public sector who work at the university, and employees of Prince of Songkla University;

“Student” means students of Prince of Songkla University;

“Gender” means behavioral conduct or gender roles of the person – may or may not correspond to biological sex;

“Biological sex” means sex that is specified at birth, assigned based on physiological sex characteristics or genital gender characteristics.

Clause 4. All staff and students, male, female, or persons whose gender does not match their biological sex, shall treat one another with human dignity and gender equality. Bullying, discrimination, insulting, abusing, oppressing, persecuting, or any action diminishing the value of a person based on their sex or gender, or exhibiting direct or indirect gender bias that disregards the rights and liberties of individuals, is prohibited.

Clause 5. Staff whose gender does not align with their biological sex may dress in official uniforms or attire consistent with their gender when participating in university ceremonies or carrying out duties.

Clause 6. Students whose gender does not align with their biological sex can wear student uniforms consistent with their gender, including university ceremonies, except for practical courses, where attire must comply with the specific requirements of the respective unit. For internships or cooperative education, attire shall follow the dress code set by the workplace.

Students whose gender does not match their biological sex can wear academic gowns that match their gender, while participating in the commencement ceremony.

Clause 7. Staff and students whose gender does not match their biological sex may use photos reflecting attire consistent with their gender identity on identification cards or other official documents.

Clause 8. The university’s recruitment and admission processes for staff and students must not impose gender-based eligibility criteria in announcements, qualification evaluation and disqualifications.

Clause 9. Units are prohibited from issuing regulations, guidelines, or practices that result in unfair discrimination against staff or students whose gender does not align with their biological sex.

Clause 10. The university or its units shall provide channels for reporting or filing complaint incidents or actions of violations of this announcement, ensuring the confidentiality of all personal information associated with such reports and complaints.

Clause 11. In case of an incident or complaint alleging a breach of the practices outlined in this announcement, the university or relevant unit shall promptly initiate follow-up procedures, ascertain the facts, conduct an investigation, and implement measures to ensure justice for the individual(s) affected by the alleged violation.

Clause 12. The President is in charge of this Announcement and is authorized to issue announcements on regulations or methods for implementing this Announcement. In case any issues or ambiguities arise regarding the implementation of this Announcement, or should exemptions be required, the President is authorized to predicate. The President's decision is considered final.

Announced on 6 November B.E. 2567

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(Asst. Prof. Dr. Niwat Keawpradub)

President