



**Rajaprak University Announcement
On Gender Equality and Equity for University Personnel and Students
B.E. 2566 (A.D. 2023)**

Pursuant to Section 27 of Chapter 3 of the Constitution of the Kingdom of Thailand B.E. 2560, which pertains to the Rights and Liberties of the Thai People, and which stipulates that "All persons are equal before the law and shall have equal rights and liberties and shall receive equal protection of the law. Men and women shall have equal rights...", and by virtue of the authority vested in the University Council under Section 34 (2) of the Private Higher Education Institutions Act B.E. 2546, as amended by the Amendment (No. 2) B.E. 2550, the University hereby promulgates this Announcement on Gender Equality and Equity for University Personnel and Students of Rajaprak University, B.E. 2566, as follows:

Section 1: This announcement is called "Gender Equality and Equity for University Personnel and Students of Rajaprak University B.E. 2566."

Section 2: This announcement shall be effective from the academic year B.E. 2566 onwards.

Section 3: All university announcements or orders that conflict with or contradict this regulation shall be superseded by this announcement.

Section 4: In this announcement

"University" means Rajaprak University.

"University personnel" means administrators, faculty, staff, and employees of the university.

"Student" means a student of Rajaprak University.

"Sex assigned at birth" means the sex that is assigned to a person at birth based on their physical characteristics, including their genitals.

"Gender expression" means how a person publicly presents their gender identity, through clothing, behavior, or mannerisms, which may or may not conform to traditional gender stereotypes.

"Gender identity" means a person's deeply felt, inherent sense of being a man, a woman, a combination of both, or neither, regardless of the sex assigned at birth.

Section 5: University personnel and students shall treat individuals with differences in origin, race, language, age, disability, physical condition, sex, gender identity, sexual orientation, socioeconomic status, or religious belief with respect for human dignity, rights, freedoms, and equality. They shall not discriminate, harass, insult, deride, oppress, or diminish the value of any individual due to such differences.

Section 6: Students whose gender identity or gender expression does not align with their sex assigned at birth may dress in accordance with their gender expression, provided it complies with Rajapruk University's regulations on student attire. However, students engaged in practical training must wear the uniform specified by their respective training institutions.

Section 7: Graduates who are to participate in the graduation ceremony and whose gender identity or gender expression does not align with their sex assigned at birth may dress in accordance with their gender expression and wear the appropriate academic gown for the graduation ceremony.

Section 8: University personnel and students whose gender identity or gender expression does not align with their sex assigned at birth may use a photograph of themselves dressed in accordance with their gender expression for their identification card or other documents.

Section 9: Announcements for job vacancies and the establishment of qualifications and prohibited characteristics for applicants to become university personnel shall not include sex or gender identity as a specific qualification or prohibited characteristic. Exceptions may be made only for positions that involve gender-specific safety concerns or that require the employment of a specific sex.

Section 10: The announcement for recruitment and the setting of qualifications and prohibited characteristics for student applicants shall not include sex or gender identity as a specific qualification or prohibited characteristic, except where the nature of the faculty or program is related to gender safety or specifically requires a particular sex.

Section 11: The President shall be responsible for the enforcement of this announcement and shall have the authority to issue orders to facilitate compliance with this announcement.

In the event of any dispute regarding the implementation of this announcement, the President shall have the authority to interpret and adjudicate, and such adjudication shall be final.

Announcement dated: June 4, B.E. 2566 (A.D. 2023)

Dr. Anawut Choosup
President, Rajapruk University