SDG 5
GENDER EQUALITY



5

SDG 5 Content Overview

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01 Policy for Women Applications and Entry

Universiti Malaya (UM) demonstrates a clear institutional commitment to ensuring equitable access, entry and participation of women throughout their academic journey. This commitment is explicitly established under the **Universiti Malaya Sustainability Policy 2021–2030 (Second Edition),** Pillar 5: Social, Initiative 3 – "Promote Gender Equality". The policy aims to guide and promote gender equality initiatives across the University while eliminating discrimination against women.

Most importantly, **Key Implementation Mechanism No. 2** explicitly commits UM "to support female students in academic progression including applications, acceptance, entry, and study completion at the University." This provision establishes a clear policy framework covering the full student pathway, from women's applications and admission to their continued participation, academic progression and successful completion of studies.

The commitment is further supported by **Mechanism No. 1**, which seeks to support disadvantaged female students and eliminate discrimination against women, and **Mechanism No. 3,** which promotes women's participation and equal opportunities for leadership at all levels of decision-making. Together, these provisions demonstrate UM's systematic commitment to equitable access, participation, retention and advancement of women within the University.





Source: Universiti Malaya Sustainability Policy 2021–2030 (Second Edition)

02 Women's Access & Mentoring Schemes

Universiti Malaya advances women's access through scholarships, educational awards, mentorship, professional development, menstrual and maternal health support, welfare assistance, and gender-responsive capacity building. While many initiatives are open to both female (prioritise) and male students, women account for more than 10% of participants, reflecting inclusive opportunities that strengthen educational access, wellbeing, confidence, resilience, and professional advancement.

Examples include:

- **BLOOM 2025: Strengthening Women's Empowerment Through Mentorship, Confidence and Resilience (Page 4)**
- **Empowering Women in Law Enforcement through Expert Mentoring and Knowledge Sharing (Page 5)**
- **Provision of Scholarship Support for Female Students through the Jardine Cycle & Carriage Scholarship 2025 (Page 6)**
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- **Professional Development through Grooming Workshop for Women (Page 8)**
- **Capacity Building on Gender-Responsive Policy and Knowledge Development (Page 9)**
- **Strengthening Women's Mentorship and Leadership Networks through ASEAN Gender Outlook Forum 2025 (Page 10)**
- **Inclusive Health Research and Support for Pregnant Women (Page 11)**
- **Advancing Women's Participation in Peacebuilding and Security (Page 12)**
- **Strengthening Women's Access through Gender-Focused Knowledge Sharing (Page 13)**
- **Advancing Women's Visibility and Excellence in STEM through Regional Recognition (Page 14)**

BLOOM 2025: Strengthening Women's Empowerment Through Mentorship, Confidence and Resilience

Category: Mentoring

BLOOM 2025 (Building Ladies Outlook, Optimism and Mental Strength) demonstrates Universiti Malaya's commitment to empowering women through mentorship, personal development and supportive learning opportunities. Organised by Kesatuan Mahasiswa Universiti Malaya (KMUM), Faculty of Medicine, the initiative provides a dedicated platform for women to strengthen their confidence, cultivate positive mindsets and enhance emotional resilience.

Through structured mentoring, peer engagement and knowledge sharing, BLOOM facilitates access to guidance, meaningful networks and valuable perspectives that support women in navigating academic, personal and professional challenges. The programme encourages leadership development, interpersonal competencies and mutual support while nurturing a sense of belonging and empowerment among participants.

Beyond individual growth, BLOOM 2025 reflects the University's broader commitment to fostering an inclusive and supportive learning environment, strengthening women's access to mentorship opportunities and enabling them to realise their potential as confident, resilient and empowered future leaders.











Empowering Women in Law Enforcement through Expert Mentoring and Knowledge Sharing

Category: Mentoring & Other Provision - Knowledge Sharing





Universiti Malaya (UM), through its Faculty of Law, contributed to the Forum Khas Keselamatan dan Kesejahteraan Komuniti, held under Program Pemerkasaan MADANI 2025, themed “Beauty, Strength and Excellence.”

Invited by the Royal Malaysia Police (PDRM), Dr. Haezreena Begum Abdul Hamid shared criminological insights on women’s empowerment, professional agency, and challenges surrounding the abuse of women and children.

Through expert-led mentoring, knowledge exchange, and professional guidance, the forum provided women law enforcement personnel with opportunities to strengthen legal awareness, leadership confidence, and decision-making capabilities. UM’s involvement supported women's professional development, institutional inclusivity, and safer, more responsive community protection practices.





Provision of Scholarship Support for Female Students through the Jardine Cycle & Carriage Scholarship 2025

Category: Scholarship

UM welcomed representatives from Jardine Cycle & Carriage (JC&C) for the presentation of the Jardine Cycle & Carriage Scholarship 2025 on 19 June 2025. Although the scholarship is open to all eligible students, this year's awards were received by two UM students, Nur Allysa and Mareffa Olevia, demonstrating continued access and support for female scholars. This initiative reflects UM's commitment to providing opportunities and provision that empower women in their academic pursuits.



Menstrual Health Support Initiatives

Category: Provision - health support

Throughout 2025, UM conducted menstrual health support initiatives in collaboration with Blood Malaysia to improve access to essential hygiene products for students. Earlier efforts by UMSU CARE, UMSU Engineering, UMSU FOCA, and UMSU Central included free sanitary pad distribution campaigns at key student locations such as UM Central, the Main Library, and study areas, promoting menstrual health awareness, dignity, and student welfare.



Building on these initiatives, Center for Integral Learning and Teaching (CITrA UM) and Blood Malaysia later organised the "Free Pads Giveaway – Let's Break the Stigma!" campaign during the UM Internship Fair 2025 in November 2025, distributing nearly 3,000 menstrual hygiene product samples worth RM50,000 free of charge to UM students. The continued collaboration reflected ongoing efforts to support student well-being and improve access to menstrual hygiene products on campus.

Educational Awards by Malay Girl College/Tunku Kurshiah College

Category: Other Provision - Awards

UM hosted a ceremony to present the Malay Girl College/Tunku Kurshiah College Old Girls' Association (MGC/TKC OGA) Education Awards to seven female students from the Centre for Foundation Studies in Science. The event provided recognition and support as a form of provision for their educational development. Alumni and university leaders shared messages of inspiration, encouraging the recipients to pursue their goals with confidence.







Educational Support through Tunku Kurshiah College Alumni Awards

Category: Provision - Awards

On 15 December 2025, UM hosted the Tunku Kurshiah College (TKC) Old Girls' Association Education Awards at Rimba Ilmu, attended by TKC OGA members from UM's academic community. Five first-year undergraduate students each received a financial award of RM2,000, providing encouragement and support for their academic journey. This initiative reflects continued provision to empower female students and promote their educational development, with gratitude extended to the TKC alumni for their ongoing support.

Inclusive Welfare Support through Home Visits

Category: Other Provision - Outreach

The Student Welfare Division, Student Affairs Department (HEP), UM provides financial and welfare assistance to support students in gaining access to university education, particularly those facing economic difficulties. Through outreach efforts and home visits, the division engages directly with families to better understand students' circumstances and provide appropriate support. In one such visit, two female students were among the recipients of this assistance at their respective hometowns, reflecting UM's commitment to ensuring equitable access to education. The same support is also extended to male students, ensuring that assistance is provided based on need regardless of gender.











Professional Development through Grooming Workshop for Women

Category: Mentoring

AKRAB UM organised the Grooming Workshop (Women and Styles) at the Faculty of Education in collaboration with CRICE and Persatuan Wanita Universiti. Led by Puan Faraliza Alias, a Certified Professional Image Consultant, the workshop provided guidance on style, appearance, and self-confidence for women staff and students. This initiative offered informal mentoring and capacity-building support, empowering participants to enhance their professional presence and personal development.

Capacity Building on Gender-Responsive Policy and Knowledge Development

Category: Other Provision - Knowledge Sharing



Universiti Malaya (UM), through the International Institute of Public Policy and Management (INPUMA), provides knowledge-sharing and capacity-building opportunities that strengthen women's participation and advancement in public policy.

In 2025, the INPUMA Lecture Series featured Professor Jennifer Curtin, Director of the Public Policy Institute at the University of Auckland, in a session titled **"Gender Responsive Analysis and Budgeting for Inclusive Public Policy."**

The lecture explored gender mainstreaming and gender-responsive budgeting as important mechanisms for supporting women's economic and social wellbeing, while examining how research, teaching and bureaucratic linkages can sustain gender expertise within institutions.

By connecting researchers, students and public-sector practitioners, the initiative provides access to expert knowledge, professional networks and intergenerational knowledge transfer on gender-responsive policymaking. Such academic and professional development platforms complement mentoring and other institutional provisions by equipping women and the wider university community with knowledge and competencies to promote inclusive leadership, policy development and meaningful participation in public decision-making.





Proceeding Report of Gender Outlook Forum 2025

Strengthening Women's Mentorship and Leadership Networks through ASEAN Gender Outlook Forum 2025

Category: Other Provision - Knowledge Sharing

5

Universiti Malaya (UM), through its Gender Studies Programme, Faculty of Arts and Social Sciences, contributed as a strategic supporting partner to the ASEAN Gender Outlook Forum (GOF) 2025, themed **"Advancing Gender Equality in ASEAN."**

Convening 250 participants across diverse sectors, the two-day forum fostered mentorship opportunities, professional networking, and knowledge exchange to support women's leadership, career development, and empowerment. Through interdisciplinary discussions, expert engagement, and 10 research poster presentations, the initiative facilitated connections between emerging researchers, established academics, policymakers, and practitioners.

Dr. Farhana Abdul Fatah, Senior Lecturer, Gender Studies Programme, UM chaired the Session 5 on Embedding Gender-Inclusive Framework in TechDriven Sustainability.

UM's involvement further demonstrated its commitment to broadening women's access to meaningful mentorship opportunities, strengthening professional and academic networks, and fostering inclusive pathways for leadership development, knowledge exchange, and career advancement across ASEAN.



Inclusive Health Research and Support for Pregnant Women

Category: Other Provision - Knowledge Sharing

5

Universiti Malaya (UM) advances women's access and inclusion through knowledge-sharing and capacity-building initiatives that address the specific needs and experiences of women. In 2025, UM's Medical Humanities and Ethics Unit (MedHEU) collaborated with the Institute for Clinical Research (ICR), Ministry of Health Malaysia, to organise the Health Research Ethics in Focus webinar on **"Conducting Ethical Research with Pregnant Women."**

Held on 10 September 2025, the webinar featured Dr. Malini Shanmuganathan, Member of the National Medical Research Ethics Committee, and was moderated by Prof. Dr. Julia Patrick Engkasan of Universiti Malaya - MedHEU.

The session promoted the responsible inclusion of pregnant women in clinical research rather than their routine exclusion due to perceived vulnerability, while emphasising appropriate ethical safeguards and balancing protection with scientific progress.

Offered free of charge via Zoom, the initiative provided accessible professional education and awareness on equitable participation of pregnant women in health research, strengthening institutional and sector-wide understanding of women-centred research ethics and inclusive healthcare practices.

Advancing Women's Participation in Peacebuilding and Security

Category: Other Provision - Knowledge Sharing

Universiti Malaya (UM) strengthens women's access to knowledge, professional development and regional dialogue through inclusive learning opportunities that elevate women's perspectives in peacebuilding and security. As an Academic Partner of the Kuala Lumpur Peace Conference 2025, through the Faculty of Business and Economics, UM supported the online public lecture **"Human-Centred Peacebuilding in Southeast Asia: Lessons from Patani & the Women, Peace & Security Agenda"** on 6 October 2025.



Delivered by Dr. Akiko Horiba, the lecture provided an accessible platform for participants to deepen their understanding of women's roles, experiences and contributions to peace and security in Southeast Asia.

Through partnerships with the Nippon Foundation, Iman Research and the Institute of International and ASEAN Studies (IIAS), IIUM, this initiative demonstrates UM's commitment to expanding access to capacity-building, expert knowledge and regional networks that support women's participation and leadership in peacebuilding, conflict resolution and the broader Women, Peace and Security agenda.

Strengthening Women's Access through Gender-Focused Knowledge Sharing

Category: Other Provision - Knowledge Sharing

In August 2025, the Gender Studies Programme, Faculty of Arts and Social Sciences, organised its Seminar Series featuring Aishah Ibrahim, a PhD researcher in Public Health at the University of Warwick, United Kingdom. The seminar, **"COVID-19 and Beyond: Exploring the Health and Wellbeing Experiences of Women in the Informal Economy and Perspectives on Future Crises,"** highlighted the often-overlooked experiences of women informal workers in Malaysia and explored approaches towards more equitable crisis preparedness.



By connecting students and the wider academic community with a woman researcher specialising in global women's health and health equity, the initiative provides valuable exposure to female expertise, research pathways and role models while strengthening knowledge and dialogue on issues affecting women's participation, wellbeing and resilience.

Advancing Women's Visibility and Excellence in STEM through Regional Recognition

Category: Other Provision - Award & Recognition

Universiti Malaya strengthens the visibility and professional advancement of women in STEM by supporting an academic environment in which women researchers can achieve excellence and regional recognition.





Associate Prof. Dr. Rozalina Zakaria of the Photonics Research Centre received an **Honorary Mention as Malaysia's Regional Finalist in the U.S.-ASEAN Science Prize for Women 2025.** Her recognition for innovative research integrating generative AI and plasmonic optical-fibre sensing for water-quality monitoring highlights women's leadership in advanced scientific fields and provides a visible role model for future generations of women pursuing careers in science, technology and innovation.

Source: UL Research Institutes' ASEAN-U.S. Science Prize for Women



03 Women's Application in Underrepresented Subjects

Universiti Malaya actively encourages women's applications and participation in underrepresented disciplines, particularly STEM, through scholarships, mentorship, professional development and university outreach. Collaborations with other universities, community groups, government agencies and NGOs through regional and national campaigns further strengthen opportunities, overcome barriers, build confidence and empower women to pursue academic and professional advancement.

Examples include:

University Outreach & Collaborations:

- **Encouraging Women's Applications in Underrepresented STEM Fields through National Media Outreach** **(Page 16)**
- **STEM ConnectHER Seminar: Confidence and Overcoming Imposter Syndrome** **(Page 17)**
- **Empowering Women through Alumni Mentorship: AEI Alumni Seminar #2** **(Page 18)**
- **Advancing Women's Professional Development Through Industry Mentorship: Haliza Hashim's Appointment as Adjunct Professor at Universiti Malaya** **(Page 19)**

Scholarships:

- **Empowering Women Researchers through MRUN Knowledge Transfer Grants and Community Mentorship** **(Page 20)**
- **Prestigious scholarships** **(Page 21)**

Encouraging Women's Applications in Underrepresented STEM Fields through National Media Outreach

Category: University Outreach & Collaboration (National)

Universiti Malaya (UM) actively promotes women's participation in traditionally underrepresented STEM fields through public outreach and collaboration with national agencies.

In 2025, UM women academics and researchers participated in programmes broadcast by Radio Televisyen Malaysia (RTM), Malaysia's national public broadcaster, to increase the visibility of women pursuing careers in science, chemistry, engineering and related STEM disciplines.

Through the Selamat Pagi Malaysia segment *"Kerjaya: Wanita Ceburi Bidang Sains, Kejuruteraan"* and Apa Khabar Malaysia feature "Dari Kimia ke Komuniti: Inspirasi Wanita dalam STEM", Associate Professor ChM Dr. Noraini Ahmad of UM's Department of Chemistry, Faculty of Science, together with fourth year female student representative Ms. Amila Ilyana Adienuar from Mechanical Engineering, shared their academic and professional experiences with a national audience.

Such outreach provides visible female role models in chemistry, chemical engineering and biomedical engineering, encouraging girls and women to consider applications, education and career pathways in STEM fields where women have historically been underrepresented.





STEM ConnectHER Seminar: Confidence and Overcoming Imposter Syndrome

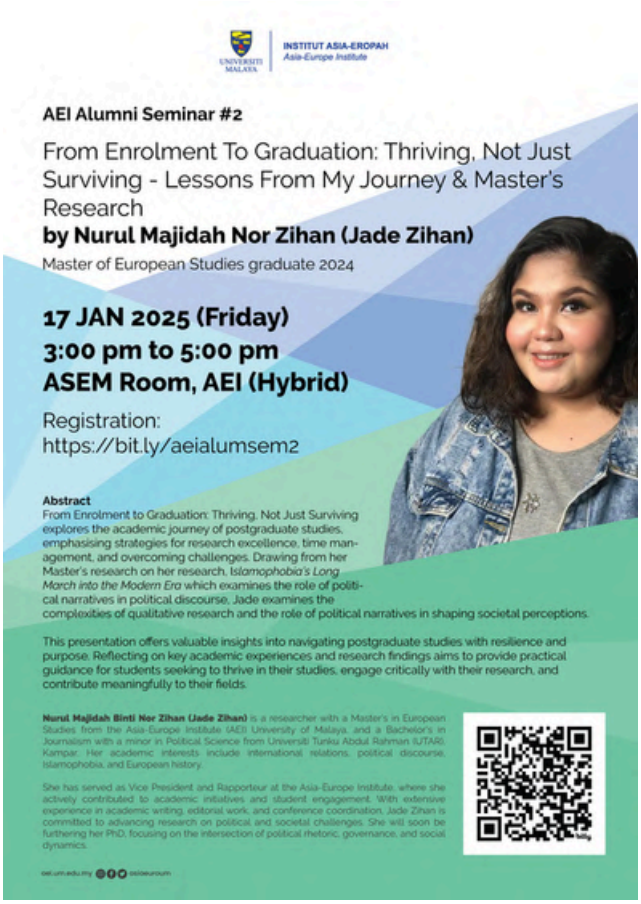
Category: University Outreach and Collaboration - Mentoring (Regional)



Universiti Malaya (UM) supports women's access to STEM education and career pathways through the STEM ConnectHER Seminar: Confidence and Overcoming Imposter Syndrome, organised in collaboration with **The Asia Foundation** and its corporate partners.

The STEM ConnectHER initiative is designed to support female students as they transition from higher education into STEM industries by providing mentoring, tailored seminars, professional development opportunities and industry exposure. Hosted on the UM campus, the seminar provides female students with direct opportunities to engage with corporate mentors and industry professionals, strengthen their confidence, address imposter syndrome, and gain practical insights into navigating STEM careers.

Through structured mentoring and meaningful interaction with professionals, participants can expand their networks, develop career readiness and gain greater confidence in pursuing opportunities within traditionally male-dominated STEM fields. The initiative demonstrates UM's commitment to providing targeted support that strengthens women's participation, progression and professional development in STEM.



Empowering Women through Alumni Mentorship: AEI Alumni Seminar #2

Category: University Outreach and Collaboration - Mentoring

5

Universiti Malaya's Asia-Europe Institute (AEI) strengthens women's academic empowerment through its Alumni Seminar Series, featuring **"From Enrolment to Graduation: Thriving, Not Just Surviving – Lessons from My Journey & Master's Research"** by Nurul Majidah Nor Zihan (Jade Zihan).

Held in January 2025, the seminar provided a valuable platform for alumni-led mentoring, enabling female students and aspiring researchers to gain practical insights into postgraduate education, research development, and academic resilience.

Through personal experiences and peer-to-peer knowledge sharing, the initiative fosters confidence, professional growth, and supportive academic networks, encouraging women to navigate educational challenges, pursue research aspirations, and successfully complete their postgraduate journeys.

Advancing Women's Professional Development Through Industry Mentorship: Haliza Hashim's Appointment as Adjunct Professor at Universiti Malaya

Category: University Outreach and Collaboration - Mentoring

Universiti Malaya (UM) strengthens women's access to professional mentorship and career development through the appointment of Haliza Hashim, an accomplished journalist with three decades of experience, as Adjunct Professor.

Her appointment represents an important bridge between academic learning and industry expertise, creating opportunities for female students and aspiring media professionals to benefit from practical insights, professional guidance, and real-world experiences.

As an established woman in journalism, Haliza brings valuable perspectives on leadership, resilience, communication, and navigating professional challenges in a competitive industry. Her involvement provides a platform for intergenerational knowledge exchange, encouraging women to build confidence, develop professional networks, and pursue leadership opportunities in media and communications.

By engaging accomplished female industry practitioners in academic mentorship, UM reinforces its commitment to inclusive talent development, empowering women through access to experienced role models, industry connections, and career-oriented learning opportunities that support their long-term professional growth and advancement.











Empowering Women Researchers through MRUN Knowledge Transfer Grants and Community Mentorship

Category: Collaboration - Research (National)

5

Universiti Malaya (UM) advances women's research leadership and community empowerment through the 2025 **Malaysian Research University Network (MRUN) Knowledge Transfer Programme (KTP) Grants**.

Two female researchers received grants: Dr. Zuliana Razali (Faculty of Science) for *"Pemerkasaan Wanita melalui Inovasi Bioteknologi: Penghasilan Produk Biosurfaktan daripada Sisa Pertanian untuk Ekonomi Kitaran"*, and Dr. Dalilawati Zainal (Faculty of Business and Economics) for "*Pemerkasaan Usahawan Mikro B40 melalui Integrasi Digital: Kelestarian, Pemasaran, Kewangan dan Perakaunan (DIGI4B40)*".

Both initiatives demonstrate UM's commitment to providing women researchers with funding opportunities while extending knowledge transfer, practical mentoring, and capacity-building support to women and underserved communities.

Through biotechnology innovation, entrepreneurship development, and digital literacy, these projects strengthen women's economic participation, professional capabilities, and access to sustainable livelihood opportunities, fostering inclusive research excellence and community resilience.







Prestigious Scholarships

Category: Collaboration - Scholarships (National)

5

Universiti Malaya (UM) demonstrates its commitment to advancing women's participation in specialised and traditionally underrepresented fields by recognising and supporting outstanding female scholars across diverse disciplines.

Through the prestigious **Biasiswa Yang di-Pertuan Agong (BYDPA) 2025,** female UM recipients have pursued doctoral studies in highly specialised fields, including Data Management, Genetic and Heredity, and Commercial Law. The recognition of Teoh Shu Jou (PhD in Data Management), Nurul Angelyn binti Zulhairy Liong (PhD in Genetic & Heredity), and Sarah Dania binti Mohd Kahar (PhD in Commercial Law) demonstrates the pathways available for women to advance into high-level research and professional expertise, particularly in data and technology-oriented, scientific, and specialised legal disciplines.

By celebrating these achievements through university-wide communications, UM increases the visibility of female role models and signals to prospective women applicants that they are encouraged to pursue advanced study, research and leadership opportunities across a broad range of academic fields, including areas where women may remain underrepresented.

04 Women's Progress Measures: Policies of Non-Discrimination

Women's Progress Measures

Under Pillar 5 Social: Initiative 3 - Promote Gender Equality of Universiti Malaya Sustainability Policy 2021-2023 (Reviewed September 2023), UM is committed to promote gender equality aligned with the efforts in eliminating all forms of discrimination and violence against women and marginalised or underrepresented group including but not limited to transgender in the campus. Universiti Malaya remained committed to improve organisational awareness and implement initiatives to address any identified gaps in gender equality.

Policy of Non-Discrimination Against Women

Based on the **UM Sustainability Policy 2021-2030 on Initiative 3 - Promote Gender Equality**

Key implementation mechanism:

- To support disadvantaged female students and staff in the University and eliminate all forms of discrimination against women.
- To support female students in academic progression including applications, acceptance, entry, and study completion at the university.
- To encourage women's participation and ensure equal opportunities for leadership at all levels of decisionmaking.
- To ensure access to the childcare facilities for students and staffs in the university.
- To champion culture, community, and inclusive practices regardless of gender.





Source: Universiti Malaya Sustainability Policy 2021–2030 (Second Edition)

Code of Free From Exploitation, Abuse and Harassment at Universiti Malaya

Universiti Malaya reinforces its commitment to gender equality and non-discrimination through the **Code of Free from Sexual Exploitation, Abuse and Harassment at Universiti Malaya.**

The Code establishes a comprehensive institutional framework to ensure a safe, respectful and inclusive learning and working environment, free from sexual exploitation, abuse, harassment and gender-based discrimination.

Applicable to students, academic and administrative staff, and external parties engaging with the University, it explicitly prohibits sexual misconduct, including abuse of authority and harassment affecting educational opportunities, academic performance or employment progression.

Under Section 2.2 (Statement of Policy), such misconduct is strictly prohibited and subject to appropriate action, while complaints must be handled confidentially, with protection against inappropriate treatment of complainants.

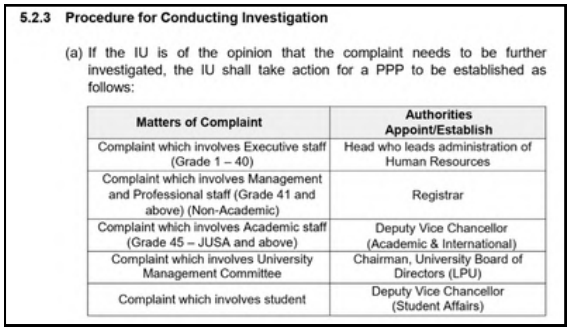
The Code further establishes reporting and investigation procedures, preventive measures, awareness programmes and educational initiatives, strengthening institutional accountability and safeguarding women's dignity, wellbeing and equal participation across the University.



1. CODE OF FREE FROM SEXUAL EXPLOITATION, ABUSE AND HARASSMENT AT UNIVERSITI MALAYA (UM)

According to the Occupational Safety and Health Act 1994, employers are responsible for providing a healthy and safe environment for their employees to carry out their daily tasks. This includes matters relating to physical and mental health and safety. Although the official complaints related to sexual harassment cases received at Universiti Malaya so far is low (a total of 18 complaints received by the Integrity Unit for the period of 2017 to 2021), this number shows that there are indeed incidents of sexual harassment at Universiti Malaya. Based on a study conducted by Universiti Sains Malaysia (USM), it was reported that 75.1% of the 369 undergraduate students (respondents of the study) had experienced sexual harassment on campus at least once[1]. Of these, 62.5% (173 respondents) were female students while 37.5% (104 respondents) were male students. The higher percentage among female students is due to their larger population in Public Universities which was at a rate of 60% in 2009[2].

Based on a study of 455 female nurses working in a government hospital in the state of Melaka, it was found that 51.2% of them had experienced sexual harassment[3]. The perpetrators of this act of sexual harassment are on average men whether they are patients, friends of patients, relatives of patients, colleagues or medical officers. Meanwhile, in a study among lawyers in Kuala Lumpur and Selangor conducted in 2013, it was said that about 10% of 198 lawyers had experienced sexual harassment[4]. Of the 20 people who admitted to having been sexually harassed, 17 of them were women, while the rest were men. Thus, the percentage of female lawyers compared to male lawyers being sexually harassed is much higher in view of the fact that the percentage of female lawyers (52%) is more or less balanced with the percentage of male lawyers (48%). However, there is a tendency for sexual harassment cases not to be reported for various reasons. The study also showed that about 55% of them were unaware of the existence of the Code of Practice on the Prevention and Eradication of Sexual Harassment which was adopted by the Bar Council in 2007.



5.2.3 Procedure for Conducting Investigation

(a) If the IU is of the opinion that the complaint needs to be further investigated, the IU shall take action for a PPP to be established as follows:

Matters of Complaint	Authorities Appoint/Establish
Complaint which involves Executive staff (Grade 1 – 40)	Head who leads administration of Human Resources
Complaint which involves Management and Professional staff (Grade 41 and above) (Non-Academic)	Registrar
Complaint which involves Academic staff (Grade 45 – JUSA and above)	Deputy Vice Chancellor (Academic & International)
Complaint which involves University Management Committee	Chairman, University Board of Directors (LPU)
Complaint which involves student	Deputy Vice Chancellor (Student Affairs)

Source: Code of Free From Exploitation, Abuse and Harassment at Universiti Malaya

Non-discrimination Policies for Transgender

Based on the **UM Sustainability Policy 2021-2030 on Initiative 3 - Promote Gender Equality,** UM stands committed in eliminating all forms of discrimination and violence against marginalised or underrepresented group including but not limited to transgender in the campus.

Meanwhile, UM further supported non-discrimination policies to reduce inequalities via Initiative 4 - Reduce and eliminate economic and social inequalities, aligned with the efforts in tackling inequalities of underrepresented or marginalised groups (which include but not limited to the disabled, the Orang Asli, the indigenous people of Sabah and Sarawak, migrant workers, refugees and transgenders) in the campus from economic and social perspectives.

Key implementation mechanism:

- To support participation and ensure equal opportunities to underrepresented groups in the university.
- To provide mentoring, counselling or peer support programs for underrepresented groups in the university.
- To eliminate all forms of discrimination which include admission and enrolment against underrepresented groups by promoting appropriate legislation, policies and practices in the university.





Source: Universiti Malaya Sustainability Policy 2021–2030 (Second Edition)

05 Maternity Policy

As a public higher education institution in Malaysia, UM adheres to the regulations, policies and directives issued by the Public Service Department (JPA) Malaysia. Maternity and paternity leave provisions for public service employees are governed by the applicable public service regulations, including Government Circular No. 5/2017 *(Pekeliling Perkhidmatan Bil. 5 Tahun 2017).*

Under this policy, female public service employees are entitled to a maximum cumulative maternity leave of 360 days throughout their period of service.

- Where an employee has fewer than 60 days of maternity leave entitlement remaining, or has exhausted the 360-day entitlement, available options include utilising any remaining balance of Paid Maternity Leave, where applicable, followed by Leave of Absence or Unpaid Maternity Leave, subject to the relevant eligibility requirements.
- Maternity leave commences on the date of delivery or may begin at any time within 14 days before the expected date of delivery, providing flexibility for employees to manage their health and well-being during the final stage of pregnancy.

In addition to maternity leave provisions, UM recognises employment protection for pregnant female employees and those experiencing illness arising from pregnancy.

As an employer, UM is prohibited from terminating the employment of, or issuing a notice of termination to, such employees except on specified grounds, namely wilful breach of a condition of the contract of service, misconduct, or closure of UM's operations. Collectively, these provisions provide maternity-related leave and employment protection while recognising the importance of safeguarding the health, well-being and security of female employees and their babies throughout pregnancy, childbirth and the maternity period.

Source: Government Circular No. 5/2017 – Maternity Leave



JPA.SARAAN 223/5/4-3 Jld. 3 (16) No. Siri :

KERAJAAN MALAYSIA

PEKELILING PERKHIDMATAN BILANGAN 5 TAHUN 2017

KEMUDAHAN CUTI BERSALIN
PEGAWAI PERKHIDMATAN AWAM

TUJUAN

1. Pekeliling Perkhidmatan ini bertujuan untuk melaksanakan keputusan Kerajaan berhubung kemudahan Cuti Bersalin kepada pegawai Perkhidmatan Awam.

LATAR BELAKANG

2. Pekeliling Perkhidmatan Bilangan 14 Tahun 2010 telah menetapkan bahawa seseorang pegawai yang bersalin layak mendapat cuti bersalin bergaji penuh sebanyak 300 hari sepanjang tempoh perkhidmatannya. Pegawai juga diberi fleksibiliti untuk menentukan sendiri tempoh Cuti Bersalin antara 60 hari hingga 90 hari bagi setiap kelahiran.

3. Bagi menjaga kebajikan penjawat awam wanita, Kerajaan telah bersetuju untuk menambah tempoh cuti bersalin bergaji penuh daripada 300 hari kepada 360 hari sepanjang tempoh perkhidmatan.



06 Paternity Policy

Paternity Policy

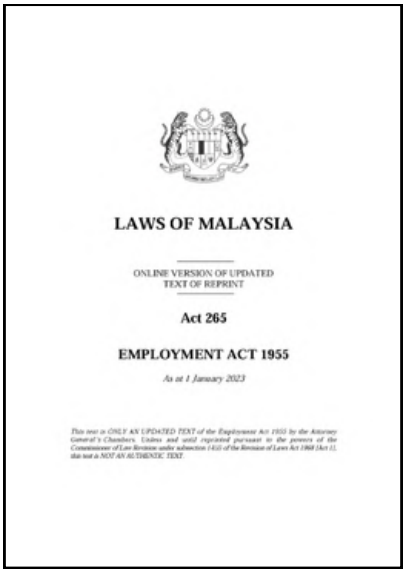
In parallel, Malaysia's Employment Act 1955 (Amendment 2022) (Act 265) provides **eligible new fathers with seven (7) consecutive days of paid paternity leave,** subject to stipulated conditions.

- The employee must be legally married to the mother of the newborn and must have been employed by the same employer for at least 12 months immediately preceding the commencement of paternity leave.
- The expectant father is also required to notify the employer of the pregnancy at least 30 days before the expected confinement or as early as possible after the birth.
- Paid paternity leave is available to eligible male employees for up to five births, irrespective of the number of marriages or spouses.

To facilitate an efficient and transparent leave application process for its staff, Universiti Malaya, through its Human Resource Department, provides established procedures and supporting documentation in accordance with applicable government regulations and institutional policies.

These resources outline the relevant eligibility requirements and application procedures and are accessible to all UM staff through the eHR Portal - one stop access on employee information and human resource services for UM personnel.

Source: Employment Act 1955 (Amendment 2022) (Act 265); relevant UM Human Resource policies and procedures.



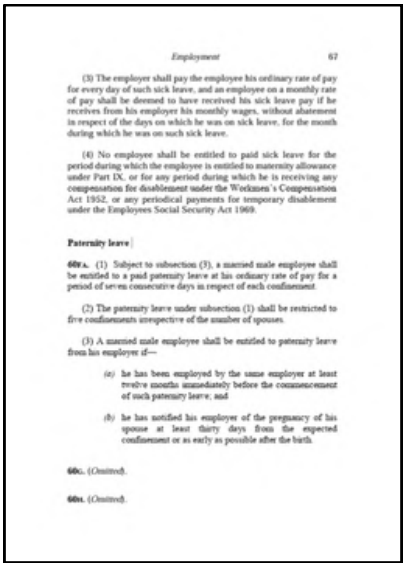
LAWS OF MALAYSIA

ONLINE VERSION OF UPDATED TEXT OF REPRINT

Act 265

EMPLOYMENT ACT 1955

As at 1 January 2023



Employment 67

(3) The employer shall pay the employee his ordinary rate of pay for every day of such sick leave, and an employee on a monthly rate of pay shall be deemed to have received his sick leave pay if he receives from his employer his monthly wages, without abatement in respect of the days on which he was on sick leave, for the month during which he was on such sick leave.

(4) No employee shall be entitled to paid sick leave for the period during which the employee is entitled to maternity allowance under Part IX, or for any period during which he is receiving any compensation for disablement under the Workmen's Compensation Act 1952, or any periodical payments for temporary disablement under the Employees Social Security Act 1969.

Paternity leave

60FA. (1) Subject to subsection (3), a married male employee shall be entitled to a paid paternity leave at his ordinary rate of pay for a period of seven consecutive days in respect of each confinement.

(2) The paternity leave under subsection (1) shall be restricted to five confinements irrespective of the number of spouses.

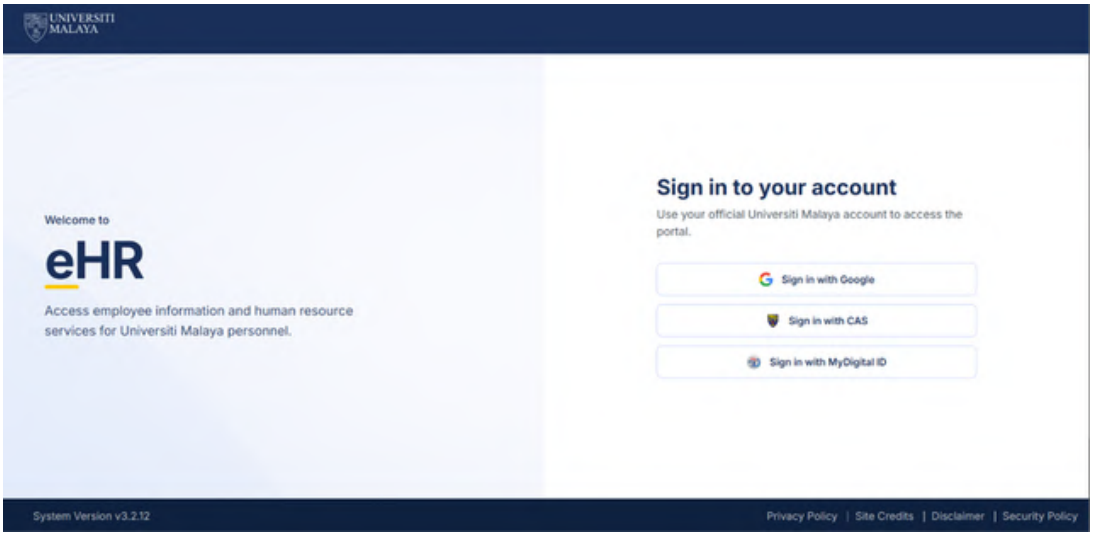
(3) A married male employee shall be entitled to paternity leave from his employer if—

(*a*) he has been employed by the same employer at least twelve months immediately before the commencement of such paternity leave; and

(*b*) he has notified his employer of the pregnancy of his spouse at least thirty days from the expected confinement or as early as possible after the birth.

60G. (*Omitted*).

60H. (*Omitted*).



07 Childcare Facilities for Students, Staff and Faculty

Universiti Malaya provides early childhood education and childcare facilities to support the needs of its students and staff with parenting responsibilities. These facilities named as **Pusat Pendidikan Awal Kanak-Kanak Universiti Malaya**, in short, **PPAKKUM** primarily serve the university community, offering accessible childcare services that enable parents to balance their academic, professional, and family commitments. Priority access is given to eligible students and staff, with particular consideration for those from lower-income households, including the B40 socioeconomic group, reflecting the university's commitment to inclusivity, equitable access, and family-friendly support.



Childcare Facilities for Students

Childcare facilities are provided to **support students with caregiving responsibilities, particularly mothers, by enabling them to attend university courses** and pursue their studies with greater flexibility and peace of mind.

Childcare Facilities for Staff and Faculty

These facilities are also available to **members of the faculty, academic and professional staff,** providing accessible childcare support that enables members of the university community to balance their work and family responsibilities while remaining actively engaged in their academic and professional commitments.





Childcare Facilities for Students, Staff and Faculty







3T Programmes: Taska, Tadika and Transit

UM offers three key services under its 3T model: Taska, Tadika and Transit:

- **Taska (0–3 years):** Provides infant and toddler care alongside personalised, non-formal learning activities tailored to individual developmental needs.
- **Tadika (4–6 years):** Offers structured early education supporting cognitive, social and emotional development, preparing children for primary and religious schooling.
- **Transit (7–12 years):** Provides supervised temporary care, including bathing, meals, prayers, rest and transportation arrangements for children attending afternoon school sessions.

Collectively, these services strengthen parental support, educational accessibility and family well-being across the UM community.

As highlighted in the Vice-Chancellor's 2025 New Year Message, Universiti Malaya is committed to enhancing childcare facilities for students, staff and faculty members. The planned upgrading and rebranding of PPAKKUM will provide modern facilities, improved spaces and landscaping, with expanded capacity for TASKA, TADIKA and transit services across the university community.



08 Policies Protecting Those Reporting Discrimination

Universiti Malaya (UM) upholds institutional policies safeguarding individuals who report discrimination, misconduct and unethical behaviour. **The UM Whistleblower Policy**, administered through the UM Integrity Unit, establishes confidential reporting channels for staff, students and stakeholders, protecting whistleblowers acting in good faith against retaliation, victimisation, discrimination and other adverse consequences. Reported concerns are addressed through appropriate and impartial investigation procedures, promoting transparency, accountability and institutional integrity.



These protections are further supported by the **UM Sustainability Policy 2021–2030 (Reviewed 2023), particularly Pillar 5: Social, Initiative 5,** which promotes peaceful, inclusive and just institutions through strategic partnerships. The policy commits to eliminating all forms of abuse, discrimination, corruption and bribery across university operations, governance, teaching and learning, research, leadership and networking. Together, these complementary frameworks strengthen institutional accountability, uphold the rights and welfare of individuals reporting discriminatory practices, and foster a safe, respectful and inclusive university environment. By integrating whistleblower protection with broader sustainability governance commitments, UM encourages responsible reporting without fear of reprisal while advancing ethical conduct, equitable treatment and a culture of trust throughout its academic community.



Sources: UM Integrity Unit – Whistleblower Policy & UM Sustainability Policy 2021–2030 (Reviewed 2023).