



## A Current Equality, Diversity and Inclusion (EDI) policy

No	Characteristics	Brief Description	Evidence Link
1.	Age	<p>UNY upholds the principle of equality and provides an inclusive environment for all members of its academic community without age discrimination.</p> <p>The university ensures that students, lecturers, staff, and other stakeholders are treated fairly and given equal opportunities to participate in academic, professional, and social activities regardless of age.</p>	<p><a href="https://www.uny.ac.id/id/berita/prof-nasrulloh-dikukuhkan-sebagai-guru-besar-termuda-sepanjang-sejarah-uny">https://www.uny.ac.id/id/berita/prof-nasrulloh-dikukuhkan-sebagai-guru-besar-termuda-sepanjang-sejarah-uny</a></p>
2.	Gender or gender reassignment	<p>UNY is committed to fostering an inclusive and respectful academic environment without discrimination</p>	<p><a href="https://www.uny.ac.id/id/berita/dosen-perempuan-di-uny-terbukti-tak-terhalang-raih-kepemimpinan-akademik">https://www.uny.ac.id/id/berita/dosen-perempuan-di-uny-terbukti-tak-terhalang-raih-kepemimpinan-akademik</a></p>

		<p>based on gender or gender reassignment. The university ensures that all members of its academic community are treated fairly and provided with equal access to academic, professional, and social opportunities, regardless of their gender identity or transition status.</p>	
3.	Disability	<p>UNY is committed to providing an inclusive environment without discrimination based on disability. The university ensures that persons with disabilities are treated with dignity, respect, and fairness, and are given equal opportunities to access education, campus services, facilities, and participation in academic and social activities</p>	<p><a href="https://www.uny.ac.id/id/berita/universitas-negeri-yogyakarta-memfasilitasi-peserta-utbk-berkebutuhan-khusus">https://www.uny.ac.id/id/berita/universitas-negeri-yogyakarta-memfasilitasi-peserta-utbk-berkebutuhan-khusus</a></p>

4.	Race	<p>UNY is committed to fostering an inclusive academic environment without discrimination based on race, including isolated areas in Indonesia (ex. Papua). The university ensures that all members of its academic community are treated fairly, with dignity and respect, and are provided with equal opportunities to participate in academic, professional, and social activities regardless of racial background.</p>	<p><a href="https://uny.ac.id/id/berita/pengalaman-belajar-mahasiswa-uny-asal-papua">https://uny.ac.id/id/berita/pengalaman-belajar-mahasiswa-uny-asal-papua</a></p>
5.	Religion or belief	<p>UNY is committed to maintaining an inclusive and respectful academic environment without discrimination based on religion or belief. All members of the academic community are treated fairly and given equal</p>	<p><a href="https://dka.uny.ac.id/kmhs/uny-buka-posko-kemanusiaan-%E2%80%9Cpray-sumatra%E2%80%9D-di-student-center">https://dka.uny.ac.id/kmhs/uny-buka-posko-kemanusiaan-%E2%80%9Cpray-sumatra%E2%80%9D-di-student-center</a></p>

		<p>opportunities to study, work, and participate in campus life regardless of their faith or personal beliefs. This principle is also reflected in the recruitment of lecturers and education personnel, which is based on qualifications, competence, and institutional needs rather than religion. In addition, UNY demonstrates its commitment to humanity and inclusiveness through social engagement, including opening support and donation centers for victims of the Aceh flooding.</p>	
6.	Marriage and civil partnership	<p>Universitas Negeri Yogyakarta (UNY) upholds a merit-based and non-discriminatory human resource policy (kebijakan SDM), which ensures equal</p>	<p><a href="https://uny.id/no9Qr">https://uny.id/no9Qr</a>  <a href="https://uny.id/PXw1E">https://uny.id/PXw1E</a>  <a href="https://uny.id/WWiIv">https://uny.id/WWiIv</a>  <a href="https://uny.id/LaQ62">https://uny.id/LaQ62</a></p>

		<p>treatment regardless of personal status, including marriage. This principle supports fair access to employment, career progression, and institutional opportunities without discrimination.</p>	
7.	Refugee and asylum seekers	<p>Although not formalized in a single standalone policy, Universitas Negeri Yogyakarta (UNY) demonstrates inclusion of refugee and asylum seekers through its broader EDI commitments and international collaborations with Women Living Under Muslim Laws (WLUML) and the UNESCO Chair on Peace, Democracy and Human Rights, which advance gender equality and global human rights for vulnerable and displaced populations</p>	<p><a href="https://uny.id/4bCZD">https://uny.id/4bCZD</a>  <a href="https://uny.id/UfKM2">https://uny.id/UfKM2</a>  <a href="https://uny.id/pvteQ">https://uny.id/pvteQ</a>  <a href="https://uny.id/foRcC">https://uny.id/foRcC</a></p>

8.	Pregnancy and maternity	<p>Through its maternity leave policy, which is outlined in Rector Regulation Number 16 of 2018 article 53, UNY has deep commitment to the welfare and rights of women. This policy shows that UNY views support for women's dual roles (academic and mother) as an institutional priority. Female employees are entitled to full rest time before and after giving birth, without losing their rights to salary and benefits, and to employment protection during pregnancy and postpartum. Maternity leave provisions are found in articles 72 and 73 of these laws</p>	<p><a href="https://uny.id/9IWmZ">https://uny.id/9IWmZ</a> <a href="https://uny.id/qcj0v">https://uny.id/qcj0v</a></p>
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