



LINCOLN UNIVERSITY COLLEGE

MALAYSIA

REPORT ON SUSTAINABILITY GENDER EQUALITY



Achieve gender equality and empower all women and girls

2022-2023

Lincoln University College (LUC) ensures to stop discriminate between different genders. The University has a policy of zero tolerance of harassment

and discrimination. LUC is committed to achieving equal opportunity and diversity in education and employment. All members of the University are entitled to a work and study environment free from unlawful discrimination, harassment, vilification, bullying or other adverse and inappropriate behaviors.

Gender Equality Leads to More Productivity

Closing the gender gap in management and governance positions correlates to stronger productivity on both corporate and national levels. All of them will get the same benefits as well as advantages. Their promotion will depend on equally as per their performances.

Policy Objective:

- ✦ To prevent gender-based discrimination and promote equality between different genders.
- ✦ To improve the status of the women in working life.
- ✦ To prevent discrimination based on gender identity or the expression of life.
- ✦ To shield legitimacy, impartiality, freedom of opinion, regard for the equivalent estimation of every individual, proficiency and administration just as fair standards and human rights and opportunities.
- ✦ To institute concrete mechanisms to address gender based violence against students and staff.

Responsibility:

- ✦ All levels shall work proactively to achieve an even gender distribution in all decision-making bodies and in leading positions. Continuing professional development
- ✦ Faculty managements and heads of departments have direct responsibility for implementing the action plan for equal pay and terms of employment.
- ✦ Higher management shall review the criteria for accessing staff development opportunities in order to accommodate the various gender roles and needs of members of staff.
- ✦ Develop and disseminate guidelines on engendering outreach programmes at the national, regional and international levels.
- ✦ Faculty will encourage productive partnerships among all genders.

- ✚ The faculties shall monitor the integration of gender perspectives and a gender-conscious pedagogy in all education programmes at LUC.
- ✚ The University will adopt proactive measures to increase the participation of female staff in basic leadership through enrollment, advancement and maintenance so as to dispose of the current sex awkward nature inside the frameworks, structures and all center exercises of the University.

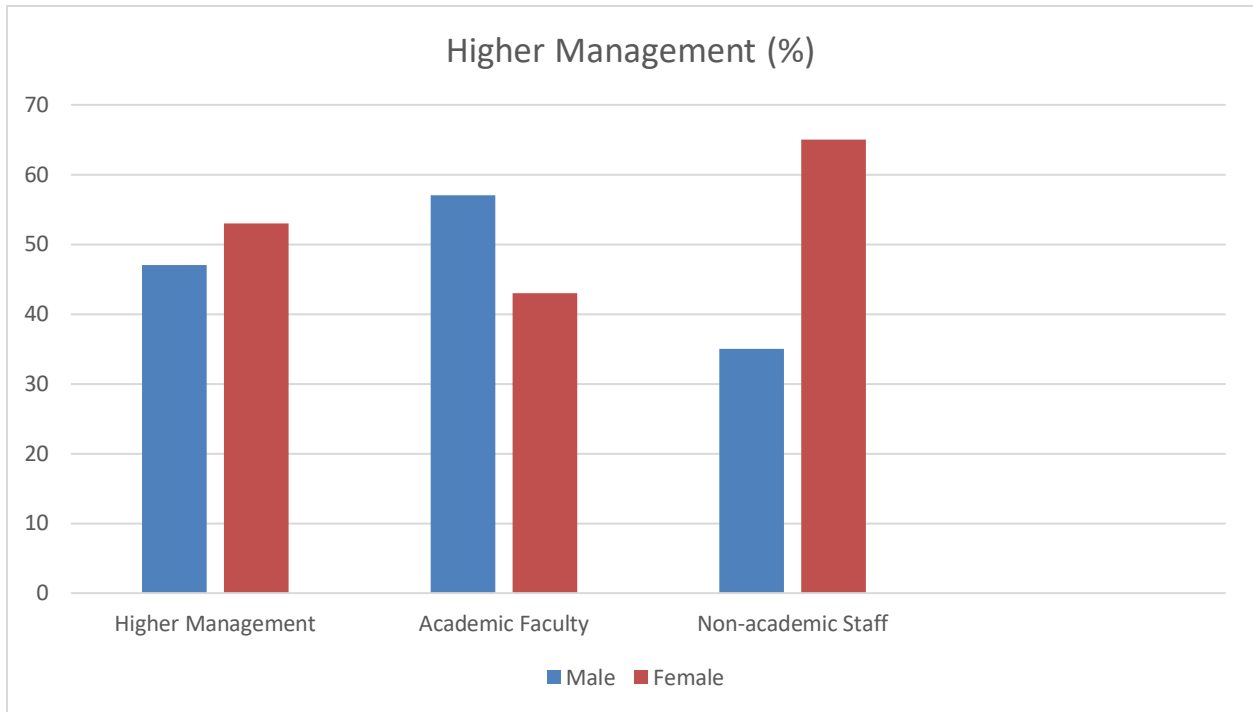
Maternity & Paternity privilege

Leave- Maternity-3months
Paternity-3days

For Maternity purpose:

1. Creche facility at workspace up to 5yrs. of child
2. Work from Home
3. Leave for adoption
4. Less work pressure during pregnancy
5. Medical support (Working hour) during pregnancy.
6. The University supports a parent's need to breastfeed while working and studying at, and visiting, the University's premises.





Endorsed by
Department of Human Resource
Lincoln University College, Malaysia