

Faculty: Faculty of Mathematics and Natural Sciences

University: University of Indonesia

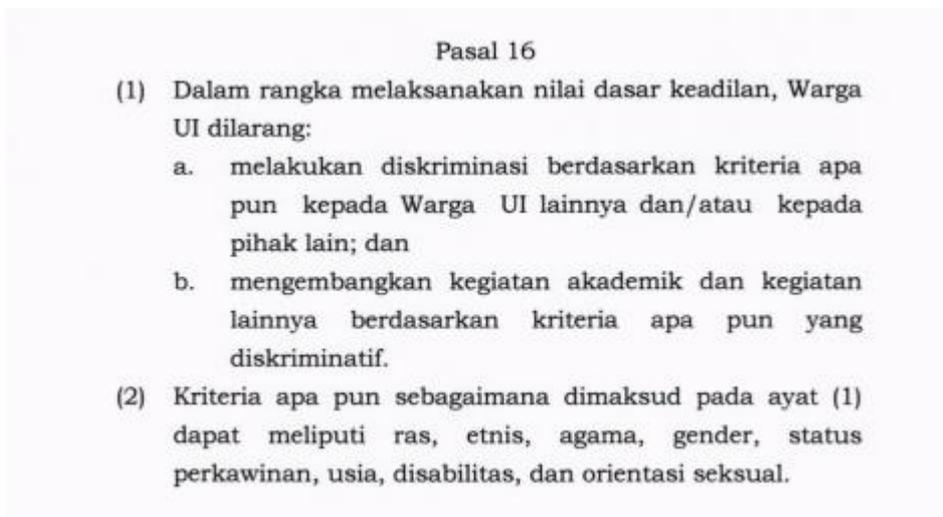
[5] Gender Equality

[5.6] Women's progress measures

[5.6.1] Policy of non-discrimination against women

In accordance with the policies of the University of Indonesia, the Faculty of Mathematics and Natural Sciences (FMIPA) ensures that access to learning activities is available to everyone, regardless of ethnicity, religion, disability, or gender. This policy is based on the vision and mission of the University of Indonesia and aligns with the Rector's Regulation No. 4 of 2024 concerning the Code of Ethics and Code of Conduct of the University of Indonesia, Article 16. FMIPA also implements a non-discrimination policy in employment.

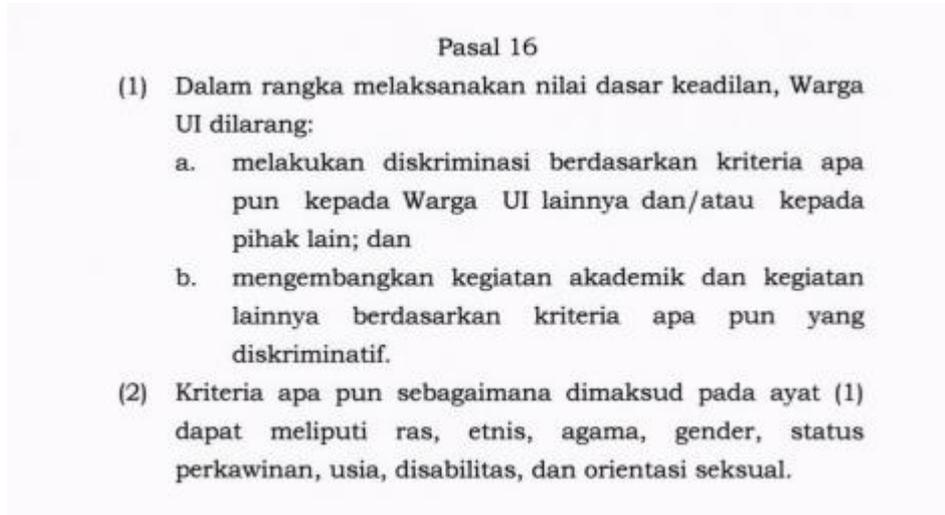
Evidence: <https://trem.ui.ac.id/wp-content/uploads/2024/03/UI-Rector-Decree-No.-4-on-Code-of-Ethics-and-Code-of-Conduct.pdf>



[5.6.2] Non-discrimination policies for transgender

In accordance with the policies of the University of Indonesia, the Faculty of Mathematics and Natural Sciences (FMIPA) ensures that access to learning activities is available to everyone, regardless of ethnicity, religion, disability, or gender. This policy is based on the vision and mission of the University of Indonesia and aligns with the Rector's Regulation No. 4 of 2024 concerning the Code of Ethics and Code of Conduct of the University of Indonesia, Article 16. FMIPA also implements a non-discrimination policy in employment.

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[5.6.3] Maternity and paternity policies

FMIPA UI implements the Rector's Decree No. 033 of 2018 regarding Human Resource Management, which includes employment policies such as fair wages for staff, recognition of labor unions, anti-exploitation policies, grievance procedures, and regulations on outsourcing. These policies are based on the principles of professionalism, justice, and equality of rights, without discrimination based on ethnicity, religion, race, or gender, and provide equal rights for persons with disabilities. At FMIPA, employees also have the right to maternity leave, supporting the participation of women in the workplace.

Evidence : <https://trem.ui.ac.id/wp-content/uploads/2022/12/8.-Rector-Decree-of-the-University-of-Indonesia-Number-33-of-2018-concerning-Human-Resource-Management-at-the-University-of-Indonesia.pdf>

**Bagian Ketujuh
Cuti Melahirkan**

Pasal 73

- (1) Untuk kelahiran anak pertama sampai dengan kelahiran anak ketiga, Pegawai UI berhak atas cuti melahirkan.
- (2) Cuti melahirkan diberikan maksimal selama 3 (tiga) bulan kalender.
- (3) Untuk kelahiran anak keempat dan seterusnya kepada Pegawai UI diberikan cuti besar.
- (4) Pegawai UI wajib melampirkan surat keterangan dokter atau bidan saat mengajukan cuti bersalin.

[5.6.4] Childcare facilities for students

[5.6.5] Childcare facilities for staff and faculty

[5.6.6] Women's mentoring schemes

[5.6.7] Track women's graduation rate

[5.6.8] Policies protecting those reporting discrimination

FMIPA UI adheres to the Rector's Regulation regarding the reporting system for alleged violations at the University of Indonesia, protecting the faculty members and students who report discrimination from educational or employment disadvantages. Anyone can report through the University of Indonesia's Violation Reporting System (WBS UI) or the Alleged Violation Reporting System (SIPDUGA UI) when there are suspicions of violations.

Additionally, students through the FMIPA Student Executive Board (BEM FMIPA UI) have also created a reporting form for incidents of discrimination or sexual harassment affecting students or members of the FMIPA community.

Evidence : <https://ppid.ui.ac.id/sipduga-ui/> dan https://www.instagram.com/p/C-hvIGDyJ3g/?img_index=8

BEM FMIPA UI Departemen Advokasi dan Kesejahteraan Mahasiswa

BADAN KONSELING MAHASISWA FMIPA UI

Badan Konseling Mahasiswa (BKM) adalah wadah bagi mahasiswa FMIPA UI untuk berkonsultasi terkait permasalahan kesehatan mental.

Klik link di bawah untuk registrasi konsultasi bersama BKM FMIPA UI:

bit.ly/RegistrasiBKMFMIPAUI

@adkesmb.bemfmipaui
bit.ly/MIPAKITA atau @zyf1733g

#SatuRasaBiruHitam
BEM FMIPA UI 2024

UNIVERSITAS INDONESIA Sinergi, Prestasi, Semesta

Kampus Merdeka

PENGUMUMAN PENCEGAHAN DAN PENANGANAN KEKERASAN SEKSUAL (PPKS) DI LINGKUNGAN UI

Pada saat ini Universitas Indonesia sedang melakukan penataan penyelenggaraan program **Pencegahan dan Penanganan Kekerasan Seksual (PPKS)**. Selama dalam masa penataan ini:

Pelayanan pengaduan terkait KS dilakukan melalui saluran **SIPDUGA UI** (sistem pengaduan dugaan pelanggaran) Hotline **WhatsApp 0859 0420 2000** atau datang langsung ke Sentra Informasi dan Pelayanan Publik (SIPP) UI di gedung PPMT UI.

Kebutuhan **pelayanan khusus** yang berkaitan dengan **korban** dapat disampaikan melalui layanan **Konseling Klinik Satelit Makara dan Direktorat Kemahasiswaan**.

Layanan Darurat UPT PLK UI di **0217875602**.

www.ui.ac.id