

10.6.11 Does your university as a body have anti-harassment policy?

Yes, this is stated in **Circular Letter Number : 24799/ITS/KP/2021 Concerning Creating A Gender-Responsive and Socially Inclusive Campus (page 2)**. IPB University is fully committed to creating a safe, respectful, and inclusive environment for the entire academic community, as part of its comprehensive anti-harassment policy. The university's anti-harassment stance is embedded in an institutional ethic that emphasizes dignity, mutual respect, and equality. This policy covers various forms of harassment, including sexual harassment, verbal and physical abuse, and discrimination based on gender, race, disability, or other personal characteristics. This policy has been actively enforced through various programs, including awareness campaigns, formal reporting mechanisms, and a supportive and encouraging environment that fosters open dialogue.

In line with the Indonesian Ministry of Education's regulations on the prevention and handling of sexual violence in higher education, IPB University has implemented strict guidelines for addressing and mitigating harassment. As part of this initiative, IPB hosts workshops, webinars, and training sessions to educate the campus community on recognizing, preventing, and responding to harassment.

IPB University has also established a confidential reporting and support system to protect victims and witnesses of harassment. This system allows individuals to report incidents safely and without fear of retaliation, ensuring their cases are handled with confidentiality and respect. Through IPB University's Counseling and Psychology Services Center, students can access counseling support, helping them address harassment-related issues in a safe and supportive environment. The center not only provides psychological assistance but also plays a vital role in raising mental health awareness on campus, which in turn helps prevent the negative impact of harassment on students' academic and personal lives (ipb.ac.id).

Supporting its anti-harassment efforts, IPB University is one of the leading universities in Indonesia that collaborates with NGOs and government agencies to build a safe academic culture. In addition to these initiatives, IPB University has been recognized for its leadership role in promoting ethical practices and inclusivity, earning awards at national and regional forums. This recognition underscores the university's commitment to fostering respectful behavior and maintaining a zero-tolerance policy toward harassment. IPB's ongoing educational outreach campaigns and initiatives aim to ensure that all community members are aware of their rights and responsibilities, contributing to an environment where harassment is not tolerated in any form.

The university's focus on transparency and accessibility in its anti-harassment measures is further strengthened by its online portal, which provides information on reporting procedures, available support services, and policy details. This portal has become a vital tool for students and staff, enabling them to understand and access resources related to preventing and reporting harassment. Furthermore, IPB has implemented a structured response framework, ensuring that complaints are handled promptly and impartially.

Through these well-defined policies, partnerships, educational efforts, and support services, IPB University not only enforces its anti-harassment policy but also cultivates a campus culture founded on safety and respect. This approach reflects the university's commitment to maintaining a harassment-free learning and working environment for all members of its community.



SURAT EDARAN
NOMOR: 24799/IT3/KP/2021
TENTANG
MENCIPTAKAN KAMPUS YANG RESPONSIF GENDER DAN INKLUSIF SOSIAL

Yth.

1. Para Wakil Rektor
 2. Sekretaris Institut
 3. Para Dekan Fakultas/Sekolah
 4. Para Kepala Lembaga
 5. Para Direktur dan Kepala Kantor/Kepala Biro/Kepala Badan
 6. Para Kepala Unit
 7. Para Ketua Departemen
 8. Para Kepala Pusat Studi
 9. Seluruh Pegawai (Dosen dan Tenaga Kependidikan)
- Institut Pertanian Bogor

Mengingat:

- a. Inpres No. 9 Tahun 2000 tentang Pengarusutamaan Gender dalam Pembangunan Nasional, dan merujuk;
- b. Peraturan Menteri Pendidikan Nasional Nomor 84 Tahun 2008 tentang Pedoman Pelaksanaan Pengarusutamaan Gender Bidang Pendidikan;
- c. Komitmen IPB University untuk mencapai Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals/SDGs*);
- d. Peraturan Senat Akademik No. 36/IT3.SA/P/2020 tentang Norma dan Kebijakan Institut Pertanian Bogor dalam Pencapaian Tujuan Pembangunan Berkelanjutan.

Oleh karena itu, melalui surat ini kami sampaikan imbauan bagi civitas IPB dalam pelaksanaan dan pengembangan tridharma perguruan tinggi dengan menerapkan prinsip-prinsip keadilan, keberagaman, dan kesetaraan dalam kehidupan sehari-hari sebagai berikut:

- a. Melakukan pelacakan dan monitoring terhadap data terpilah kelompok inklusi sosial seperti perempuan, penyandang disabilitas, miskin, dan berasal dari daerah Terdepan, Terluar, dan Tertinggal (3T) pada berbagai data dan aktivitas meliputi penerimaan mahasiswa baru, mahasiswa fakultas dan departemen, kegiatan kemahasiswaan, lulusan, alumni, dan kepegawaian untuk mendorong keadilan, keberagaman, dan kesetaraan;
- b. Memberikan afirmasi kepada civitas akademika pada kelompok inklusi sosial seperti perempuan, penyandang disabilitas, miskin, dan berasal dari daerah Terdepan, Terluar, Tertinggal (3T) untuk mendapatkan akses dan berpartisipasi dalam program-program pendidikan, penelitian, dan pengabdian masyarakat;
- c. Memberikan skema afirmasi akses dan menyediakan program pendampingan (*mentoring*), beasiswa (*scholarship*), dan bentuk dukungan lainnya kepada civitas akademika pada kelompok inklusi sosial seperti perempuan, penyandang disabilitas, miskin, dan berasal dari daerah Terdepan, Terluar, Tertinggal (3T);
- d. Mendorong partisipasi civitas akademika pada kelompok inklusi sosial seperti perempuan, penyandang disabilitas, miskin, dan berasal dari daerah 3T pada ruang-ruang dimana mereka tidak terwakili;



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- e. Menjamin tidak adanya praktek diskriminasi terhadap sivitas pada kelompok inklusi sosial seperti perempuan, penyandang disabilitas, miskin, dan berasal dari daerah Terdepan, Terluar, Tertinggal (3T) dalam bentuk apapun di lingkungan kampus;
- f. Memberikan dan menjamin hak-hak sivitas akademika perempuan yang hamil, menyusui, dan memiliki anak balita sesuai dengan aturan yang berlaku dan melakukan penyesuaian sesuai dengan kondisi fisiknya;
- g. Meningkatkan skema-skema kegiatan akademik dan non akademik yang diprioritaskan pada kelompok inklusi sosial seperti perempuan, penyandang disabilitas, miskin, dan berasal dari daerah Terdepan, Terluar, Tertinggal (3T);
- h. Memonitor pelaksanaan tata tertib kampus, menerapkan pencegahan dan penanganan diskriminasi terhadap kelompok inklusi sosial di kampus, dan mengefektifkan sistem pelaporan dari sivitas akademika;
- i. Memonitor pelaksanaan tata tertib kampus, menerapkan pencegahan dan penanganan tindakan kekerasan seksual di kampus, dan mengefektifkan sistem pelaporan dari sivitas akademika;
- j. Menjamin perlindungan pribadi terhadap pelaporan mengenai diskriminasi dan tindak kekerasan seksual di lingkungan kampus;
- k. Menyediakan dan/atau memelihara ruang laktasi di setiap gedung fakultas, dan kluster gedung unit non fakultas;
- l. Menyediakan dan/atau memelihara ruang fasilitas disabilitas di setiap gedung, dan kluster gedung unit non fakultas.

Demikian surat edaran dibuat untuk dilaksanakan dengan sebaik-baiknya. Atas perhatian dan kerjasamanya diucapkan terima kasih.

Bogor, 23 Desember 2021
Wakil Rektor Bidang
Sumberdaya, Perencanaan, dan Keuangan,

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Tembusan:
Rektor IPB