SDG 10: Reduced Inequalities

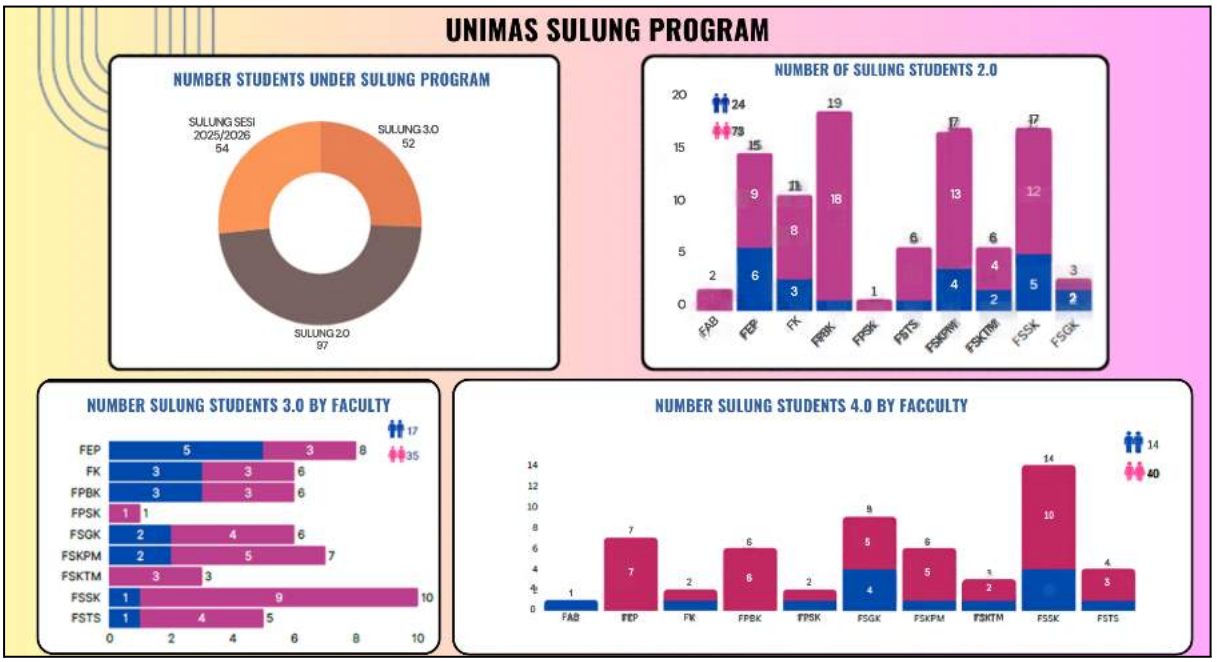
SDG 10 aims to "Reduce Inequality Within and Among Countries" by focusing on overcoming poverty, improving inclusivity, and ensuring fair access. It focuses on uplifting marginalized communities by providing fair opportunities, resources, and needed services.

10.2 First-generation students

10.2.1: Proportion of first-generation students

UNIMAS demonstrates its First-Generation Students through the SULUNG Programme, which promotes inclusive access to higher education and supports students from underrepresented backgrounds and first in their family to attend university. This highlights efforts to promote equal access to higher education for individuals from families with limited or no previous university experience. For the 2025/2026 academic session(SULUNG 4.0) , data recorded as much as 54 students enrolled under the SULUNG programme , another 52 students under SULUNG 3.0 and the highest number was at SULUNG 2.0 with 97 students making up the total to 203 students. These initiatives reflect UNIMAS's efforts to widen educational opportunities, promote social inclusion, and support students in achieving academic success regardless of their socioeconomic background.

Keywords: First-generation students, Inclusive higher education, Equal educational opportunities, Student support programme, Widening access to education



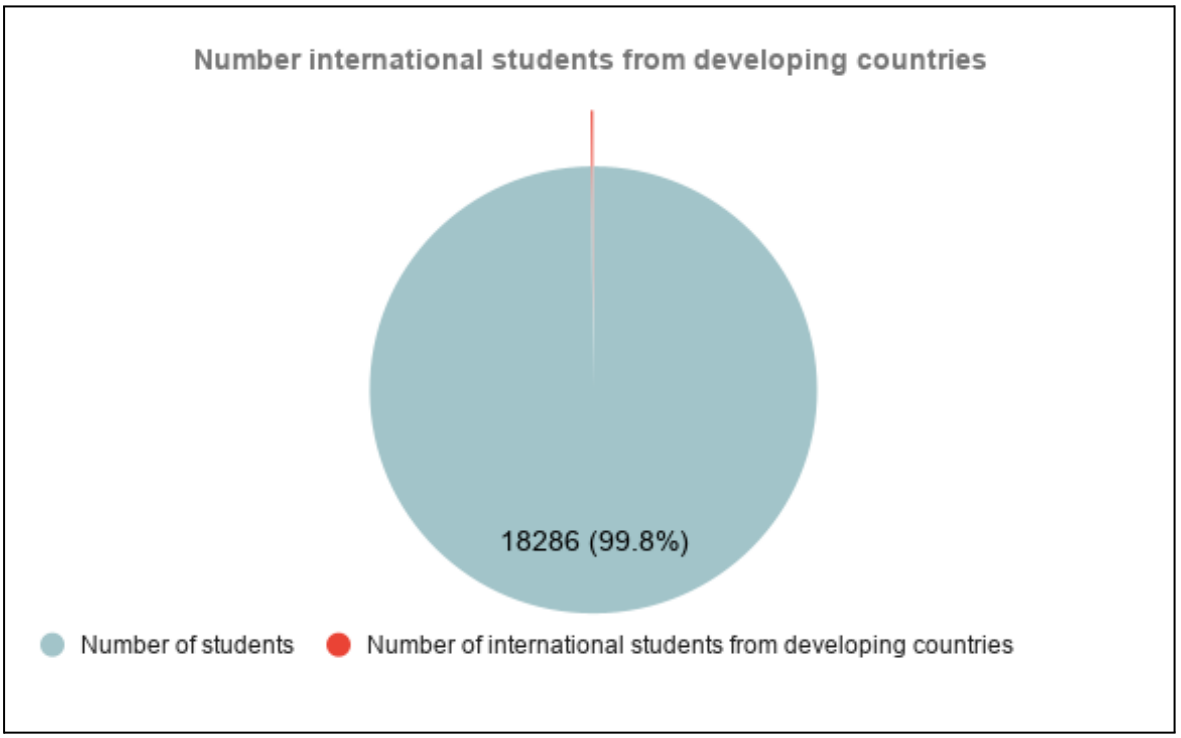
10.3 International students from developing countries

10.3.1: Proportion of international students from developing countries

1. Number of international students from developing countries

The number of international students from developing countries such as Bangladesh, China, Indonesia and so on was recorded to be 0.2% from the total number of students in which most of them were from China. The participation of international students contributes to cultural diversity, cross-cultural understanding, knowledge exchange and international collaboration within the university community. By providing opportunities for students from different economic and geographical backgrounds to pursue higher education, UNIMAS contributes towards a more inclusive and internationally connected learning environment.

Keywords: International Student, Study in Malaysia, Developing Countries, Study overseas, Higher education



Reference Table:

Number of students	**18,286**
Number of international students from developing countries	30
Breakdown of countries	
Bangladesh	4
China	14
India	1
Indonesia	6
Nigeria	2
Pakistan	1
Yemen	2
Total	**30**

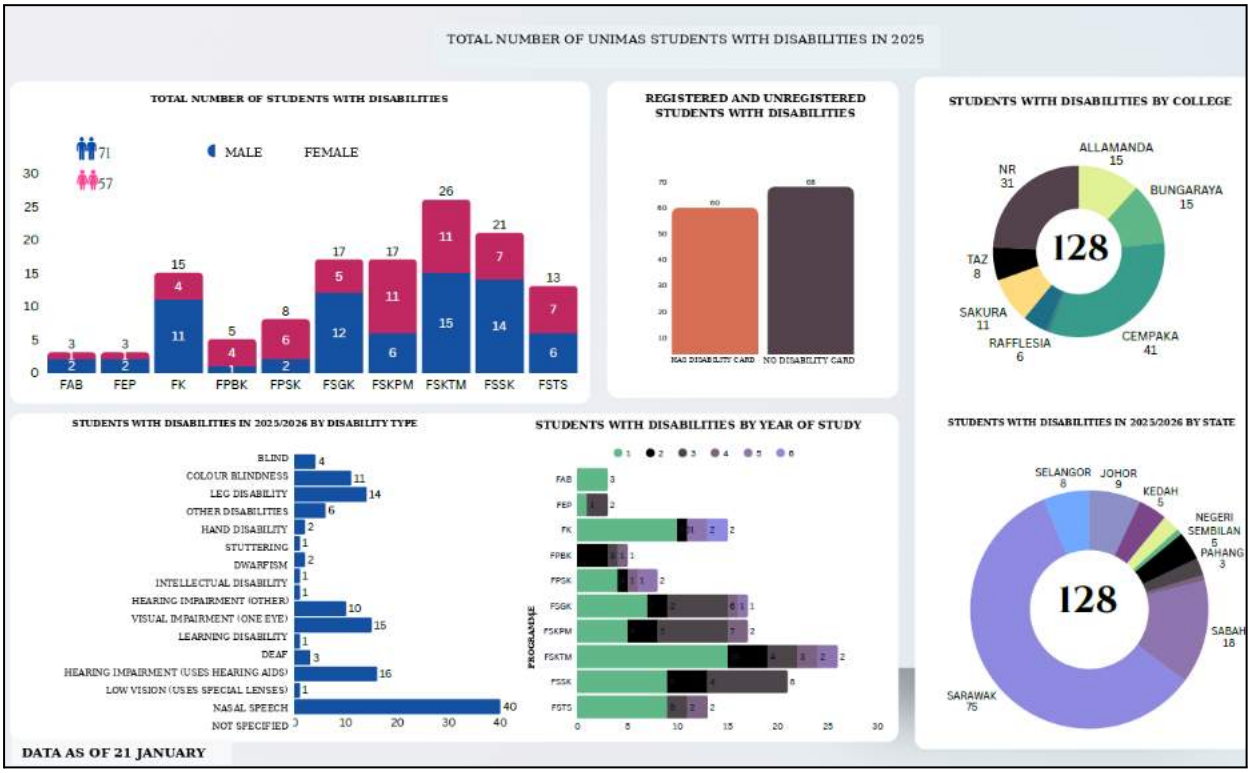
10.4 Proportion of students with disabilities

1. Number of Students with Disabilities

UNIMAS promotes inclusive and equitable higher education for students with disabilities (OKU) through its Disability Inclusive Policy and dedicated student welfare services. The university provides accessible facilities, including ramps, lifts, accessible toilets and parking, alongside academic accommodations, personal assistance, counselling and financial aid. These initiatives aim to reduce barriers, support student wellbeing and ensure equal opportunities for participation in university life.

UNIMAS records show a total of 128 students with disabilities, comprising 71 male students and 57 female students. Of this total, 60 students possess registered OKU (Persons with Disabilities) cards, while 68 do not. The students represent various disability categories, with the largest recorded groups The figure below demonstrates the presence of students with diverse needs within the university community and highlights the importance of promoting inclusive education, providing accessible facilities and strengthening disability support services to ensure equal educational opportunities for all students.

Keywords: Disability inclusion, Students with disabilities, Inclusive education, Accessibility, Equal opportunities, OKU support, Educational equality



2. Equality Policy in Enjoying Quality Education at UNIMAS

UNIMAS *Equality and Protection Policy* promotes equal rights, fair treatment, and protection against discrimination for all campus members. It aims to ensure equal educational opportunities, safeguard individual rights and welfare, and foster an inclusive, safe, and harmonious campus environment regardless of gender, race, religion, ethnicity, age, or background.

Keywords: Equal rights, Fair treatment, Fair education, No discrimination in education

Link: UNIMAS Equality and Protection Policy



KEMENTERIAN PENDIDIKAN MALAYSIA

UNIMAS

DASAR KESAMARATAAN MENIKMATI

PENDIDIKAN BERKUALITI DI UNIMAS

1.0 PENDAHULUAN

1.1 Universiti Malaysia Sarawak (UNIMAS) selaras dengan Pelan Pendidikan Malaysia, *Malaysia Education Blueprint* (2013-2025) di dalam Pelan Pembangunan Pendidikan Malaysia (2013-2025) mendukung rangka tindakan Kerajaan dalam menyediakan generasi muda dengan kemahiran untuk bersaing dalam pasaran tenaga kerja dan merupakan pemacu kepada perkembangan dalam ekonomi, di mana Kerajaan meletakkan ukuran untuk Negara di bawah Model Ekonomi Baru, Pelan Transformasi Ekonomi dan Pelan Transformasi Kerajaan.

1.2 Hala tuju UNIMAS adalah bertekad untuk melahirkan dan menyediakan graduan yang benar-benar bersedia bagi memenuhi keperluan masa hadapan dan berkembang maju dalam dunia yang sentiasa berubah. Dalam memenuhi tuntutan dan keperluan tersebut, pemerkasaan sistem dan amalan sedia ada di dalam UNIMAS serta pelaksanaan pelbagai inisiatif baharu telah dijalankan secara holistik untuk memastikan keberkesanan dalam menyediakan akses yang sama rata kepada masyarakat untuk menikmati Pendidikan berkualiti bertaraf antarabangsa, sejajar dengan Anjakan Transformasi 1 dalam Pelan Pembangunan Pendidikan Malaysia.

1.3 Pendidikan yang berkualiti digambarkan dengan Visi UNIMAS, iaitu menjadi sebuah universiti contoh serta diiktiraf di peringkat antarabangsa dan sebagai institusi pengajian tinggi yang menjadi pilihan utama golongan pelajar dan akademik melalui pencapaian cemerlang dalam bidang pengajaran, penyelidikan dan kesarjanaan.

1.4 Dalam mendokong Visi dan Misi UNIMAS, tiga bidang tujahan utama UNIMAS iaitu bidang pemuliharan biodiversiti dan alam sekitar, teknologi maklumat, komunikasi dan teknologi kreatif dan kelestarian transformasi komuniti.

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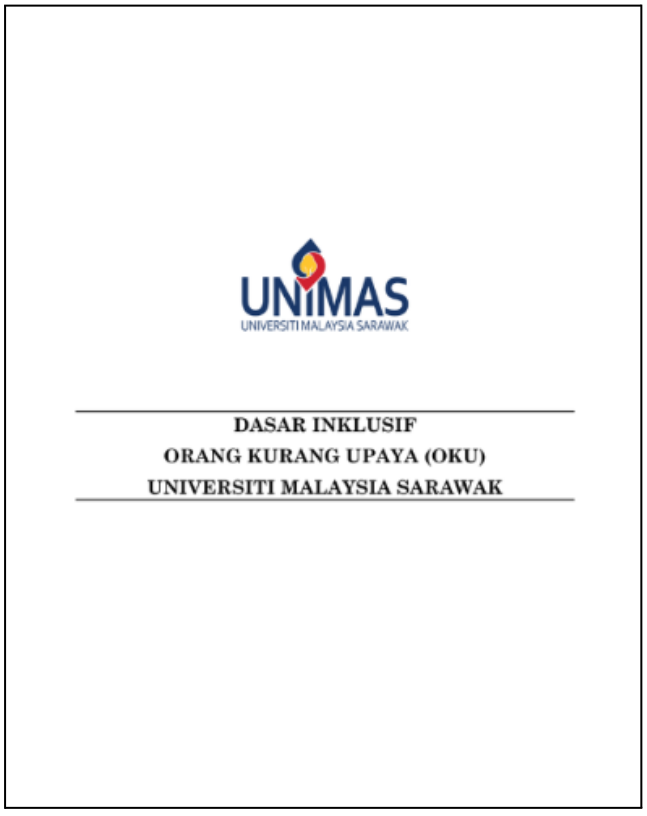
HAKCIPTA PEJABAT PENASIHAT UNDANG-UNDANG
UNIVERSITI MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

3. UNIMAS Disability Inclusive Policy (Dasar Inklusif Orang Kurang Upaya, OKU)

The UNIMAS Inclusive Policy for Persons with Disabilities (OKU) promotes equal rights, opportunities and participation for persons with disabilities within the university community. It emphasises creating an accessible and supportive environment by addressing barriers to education, facilities, services and campus activities. The policy encourages inclusive practices, reasonable support and respect for individual needs to ensure that persons with disabilities can participate fully in university life. It also reinforces UNIMAS's commitment to equality, non-discrimination, dignity and an inclusive learning environment for students and staff. The policy was officially approved and enacted by the UNIMAS Board of Directors (Lembaga Pengarah Universiti, LPU Bil. 01/2024 Ke-111) on 20 February 2024 (Section 18.1). It formally defines and codifies reasonable accommodation in accordance with the Persons with Disabilities Act 2008 (Section 4.2). The policy also establishes a Universal Design for Learning (UDL) training for academic staff to adapt curriculum delivery and assessment methods (Section 7.0(i)) as well as mandates specific examination and evaluation adjustments, including extra examination time, alternative assessment formats (oral exams, enlarged font, braille, electronic text, audio), and assistive testing technologies (Section 6.2.3(i)(b), Section 7.0(iii), Tatacara Section 3.0). The policy also allows flexible study durations not strictly bound by the standard semester or degree completion limits (Section 7.0(v)).

Keywords: Inclusive Education, Studying with Disability, Equal Study Opportunities, Non-Discrimination, Accessibility

Drive File: DASAR INKLUSIF ORANG KURANG UPAYA.pdf



10.5 Proportion of employees with disabilities

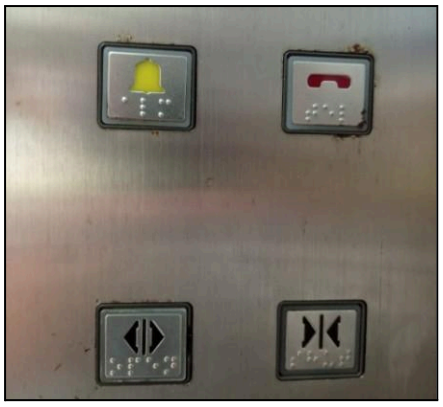
UNIMAS supports the proportion of employees with Disabilities through its Disability Inclusive Policy (Dasar Inklusif Orang Kurang Upaya, OKU), which promotes equal employment opportunities and the full participation of staff with disabilities. The policy emphasises inclusive facilities, accessible services and appropriate support.

As of 2025, UNIMAS has no staff officially registered or declared as persons with disabilities (PWDs). Nevertheless, the university remains committed to promoting an inclusive and non-discriminatory working environment by ensuring equal opportunities and providing accessible facilities and reasonable accommodations to support the needs of all individuals, regardless of their abilities.

Keywords: Staff with disability, No prejudice, Equal work opportunities









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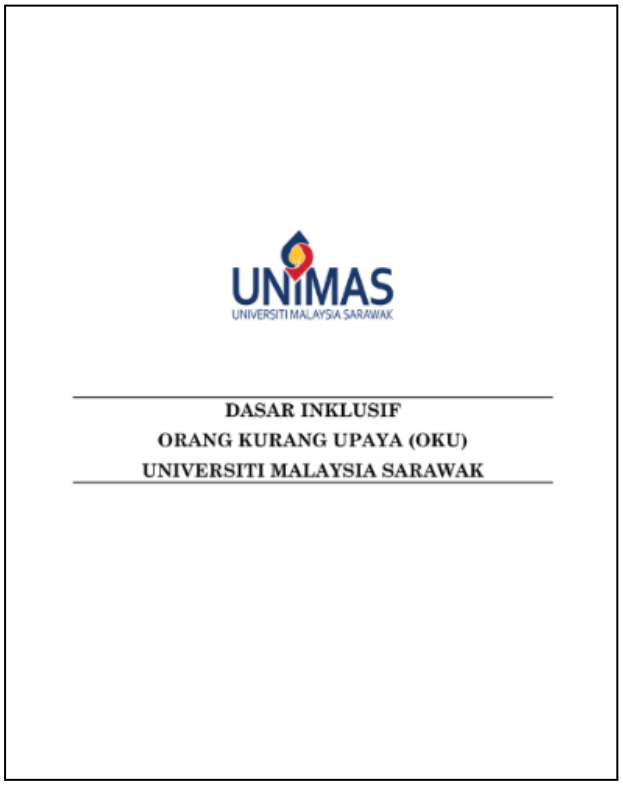
Keywords: Inclusive Education, Studying with Disability, Equal Study Opportunities, Non-Discrimination, Accessibility

Drive File: DASAR INKLUSIF ORANG KURANG UPAYA.pdf

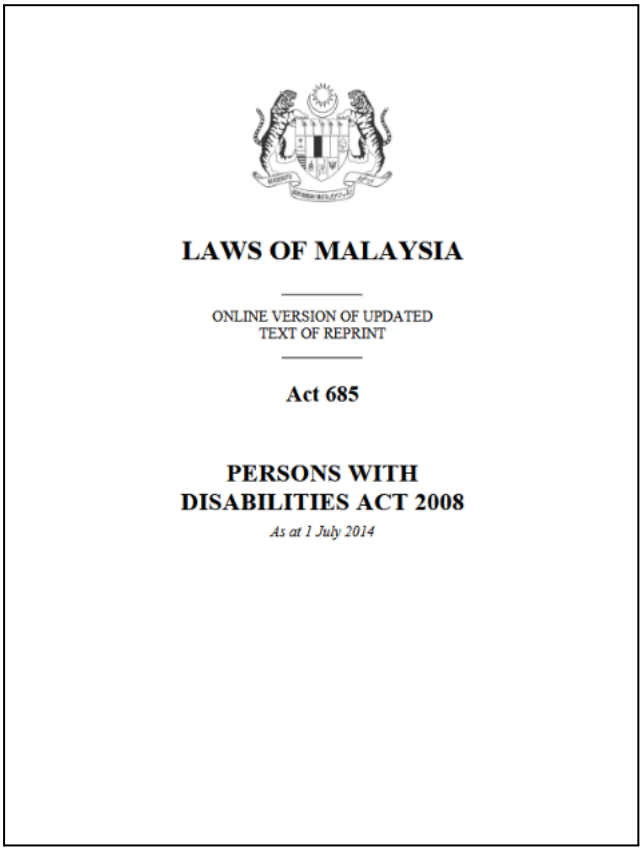


2. Malaysia Persons With Disabilities Act 2008

Since UNIMAS is a public university governed by the Ministry of Education Malaysia, it is also enforced on the university by the Persons with Disabilities Act 2008 which governs and promotes access, equality, dignity and inclusion for persons with disabilities. It establishes provisions supporting accessibility, rehabilitation, education, employment and participation in society, helping protect their rights and improve quality of life.

Keywords: Disability Rights and Protection, Equality and Non-Discrimination, Accessibility, Inclusive Participation, Equal Opportunities

Link: [Malaysia Persons With Disabilities Act 2008]



LAWS OF MALAYSIA

ONLINE VERSION OF UPDATED
TEXT OF REPRINT

Act 685

PERSONS WITH
DISABILITIES ACT 2008

As at 1 July 2014

10.6 Measures against Discrimination

10.6.1 Non-discriminatory admissions policy

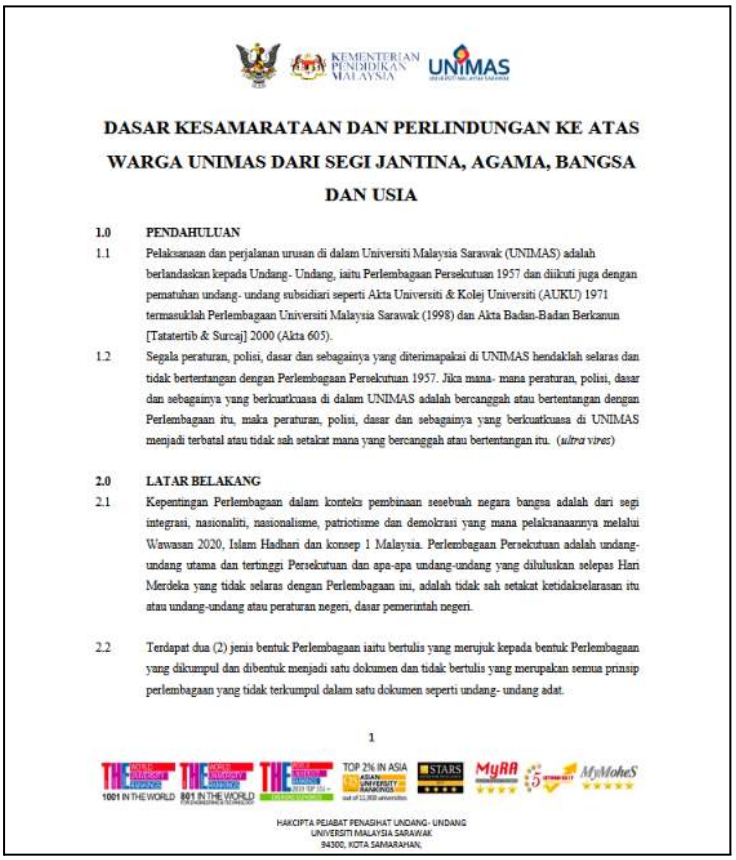
UNIMAS takes measures against discrimination through its Gender, Religion, Nation and Age Equality and Protection Policy for UNIMAS Citizens. The policy promotes equal rights, fair treatment and access to education regardless of gender, race, religion or age.

1. UNIMAS Gender, Religion, Nation and Age Equality and Protection Policy for UNIMAS Citizens.

UNIMAS supports non-discrimination against women through its *Gender, Religion, Race and Age Equality and Protection Policy*. The policy prohibits discrimination based on gender and promotes equal rights, fair treatment, and access to quality education. It also provides a framework for protecting university members from prejudice and ensuring fairness in academic and administrative matters. These measures demonstrate UNIMAS's commitment to fostering an inclusive, equitable, and respectful campus environment.

Keywords: No Gender Discrimination, Fair Treatment, Equal Opportunities, Fair Education, Safe Study Environment

Link: [UNIMAS Gender, Religion, Race and Age Equality and Protection Policy]



DASAR KESAMARATAAN DAN PERLINDUNGAN KE ATAS WARGA UNIMAS DARI SEGI JANTINA, AGAMA, BANGSA DAN USIA

1.0 PENDAHULUAN

1.1 Pelaksanaan dan perjalanan urusan di dalam Universiti Malaysia Sarawak (UNIMAS) adalah berlandaskan kepada Undang- Undang, iaitu Perlembagaan Persekutuan 1957 dan diikuti juga dengan pematuhan undang- undang subsidiari seperti Akta Universiti & Kolej Universiti (AUKU) 1971 termasuklah Perlembagaan Universiti Malaysia Sarawak (1998) dan Akta Badan-Badan Berkanun [Tatatertib & Surcaj] 2000 (Akta 605).

1.2 Segala peraturan, polisi, dasar dan sebagainya yang diterimapakai di UNIMAS hendaklah selaras dan tidak bertentangan dengan Perlembagaan Persekutuan 1957. Jika mana- mana peraturan, polisi, dasar dan sebagainya yang berkuatkuasa di dalam UNIMAS adalah bercanggah atau bertentangan dengan Perlembagaan itu, maka peraturan, polisi, dasar dan sebagainya yang berkuatkuasa di UNIMAS menjadi terbatal atau tidak sah setakat mana yang bercanggah atau bertentangan itu. (*ultra vires*)

2.0 LATAR BELAKANG

2.1 Kepentingan Perlembagaan dalam konteks pembinaan sesebuah negara bangsa adalah dari segi integrasi, nasionaliti, nasionalisme, patriotisme dan demokrasi yang mana pelaksanaannya melalui Wawasan 2020, Islam Hadhari dan konsep 1 Malaysia. Perlembagaan Persekutuan adalah undang-undang utama dan tertinggi Persekutuan dan apa-apa undang-undang yang diluluskan selepas Hari Merdeka yang tidak selaras dengan Perlembagaan ini, adalah tidak sah setakat ketidakselarasan itu atau undang-undang atau peraturan negeri, dasar pemerintah negeri.

2.2 Terdapat dua (2) jenis bentuk Perlembagaan iaitu bertulis yang merujuk kepada bentuk Perlembagaan yang dikumpul dan dibentuk menjadi satu dokumen dan tidak bertulis yang merupakan semua prinsip perlembagaan yang tidak terkumpul dalam satu dokumen seperti undang- undang adat.

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94300, KOTA SAMARAHAN,

2. Equality Policy in Enjoying Quality Education at UNIMAS

The UNIMAS *Equality and Protection Policy* aims to ensure that all individuals have equal opportunities to access quality higher education, regardless of race, religion, age or gender. Guided by the Federal Constitution and Malaysia's education policies, UNIMAS promotes inclusive educational opportunities without unnecessary barriers or discrimination. The policy supports the development of skilled, future-ready graduates through quality teaching, research and knowledge sharing, while strengthening social unity, community well-being and national economic development.

Keywords: Equal rights, Fair treatment, Fair education, No Discrimination, Equal Opportunities

Link: [UNIMAS Equality and Protection Policy]



KEMENTERIAN PENDIDIKAN MALAYSIA UNIMAS

DASAR KESAMARATAAN MENIKMATI

PENDIDIKAN BERKUALITI DI UNIMAS

1.0 PENDAHULUAN

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1.2 Hala tuju UNIMAS adalah bertekad untuk melahirkan dan menyediakan graduan yang benar-benar bersedia bagi memenuhi keperluan masa hadapan dan berkembang maju dalam dunia yang sentiasa berubah. Dalam memenuhi tuntutan dan keperluan tersebut, pemerkasaan sistem dan amalan sedia ada di dalam UNIMAS serta pelaksanaan pelbagai inisiatif baharu telah dijalankan secara holistik untuk memastikan keberkesanan dalam menyediakan akses yang sama rata kepada masyarakat untuk menikmati Pendidikan berkualiti bertaraf antarabangsa, sejajar dengan Anjakan Transformasi 1 dalam Pelan Pembangunan Pendidikan Malaysia.

1.3 Pendidikan yang berkualiti digambarkan dengan Visi UNIMAS, iaitu menjadi sebuah universiti contoh serta diiktiraf di peringkat antarabangsa dan sebagai institusi pengajian tinggi yang menjadi pilihan utama golongan pelajar dan akademik melalui pencapaian cemerlang dalam bidang pengajaran, penyelidikan dan kesarjanaan.

1.4 Dalam mendokong Visi dan Misi UNIMAS, tiga bidang tujahan utama UNIMAS iaitu bidang pemuliharan biodiversiti dan alam sekitar, teknologi maklumat, komunikasi dan teknologi kreatif dan kelestarian transformasi komuniti.

1

HAKCIPTA PEJABAT PENASIHAT UNDANG-UNDANG
UNIVERSITI MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

10.6.2 Access to university track underrepresented groups applications

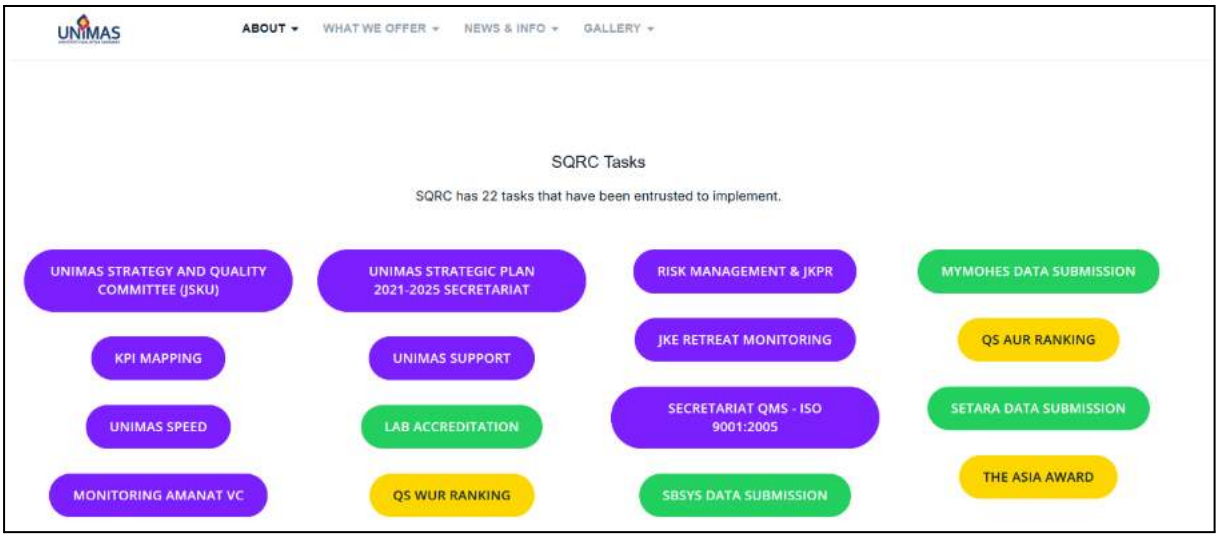
1. UNIMAS Strategic Quality and Risk Centre (SQRC)

UNIMAS supports applications from underrepresented groups by monitoring student applications, admissions and enrolment through its Strategic Quality and Risk Centre (SQRC) with their gender equality policies and the Ministry of Higher Education's MyMOHEs system. The university promotes equal access regardless of gender, ethnicity, religion or age, while tracking student data, including enrolment of persons with disabilities, to support inclusive higher education.

The Strategic Quality and Risk Centre (SQRC) implements many policies for UNIMAS.

Keywords: Strategic Planning, Quality Management, Risk Management, University Performance Monitoring, Institutional Rankings and Accreditation

Link: [UNIMAS Strategic Quality and Risk Centre (SQRC)]



2. UNIMAS Achieves Five-Star Rating In MyMoheS Assessment With Perfect Score

UNIMAS achieved a five-star, 100% rating in the MyMoheS assessment for data ending 31 December 2025, demonstrating excellence in data completeness, quality and timely submission. This achievement supports SDG 10.6.2 by strengthening reliable student data management, potentially enabling UNIMAS to monitor applications and access among underrepresented groups more effectively.

Keywords: Government Communication, Public Engagement, Information Transparency, Community Participation, Public Awareness

Link: [UNIMAS Achieves Five-Star Rating In MyMoheS Assessment With Perfect Score]



UNIMAS Achieves Five-Star Rating In MyMoheS Assessment With Perfect Score

UNIVERSITI MALAYSIA SARAWAK

KOTA SAMARAHAN: Universiti Malaysia Sarawak (UNIMAS) has achieved a five-star rating with a full score of 100% in the Malaysian Public University Data Collection System (MyMoheS) assessment for data ending 31 December 2025.

This achievement was announced during the Data Quality Meeting No. 1/2026 held at Universiti Teknikal Malaysia Melaka (UTeM), Melaka recently.

MyMoheS, introduced by the Ministry of Higher Education Malaysia (MOHE), aims to assess the readiness level of higher education institutions in aspects of information delivery systems as well as the management and storage of data related to students, staff, resea and the institution.

This rating is implemented based on criteria and characteristics set by the ministry, encompassing Submission Timing (20%), Data Completeness (40%), and Data Quality (40%).

This "gold standard" recognition not only proves the authority of the university's governance but also boosts UNIMAS' credibility at national and international levels as an institution with high data integrity. This positive image directly assists in attracting more collaborators and prospective students, proving that UNIMAS is an institution driven by recognised administrative excellence.

With robust database management, UNIMAS will be supported in planning for future requirements, ensuring the university remains relevant and competitive for the decade to come.

This achievement is a testimonial to the culture of excellence at UNIMAS, which is fully prepared to face the challenges of digital transformation through outstanding data management.

The University records its highest appreciation and congratulations to all parties involved directly or indirectly, particularly the Data Owners, SQRC as the UNIMAS MyMoheS Coordinator, and TAHODC as the technical group, for their continuous commitment and cooperation until this success was achieved. - UKASnews

10.6.3 Access to university underrepresented groups recruit

1. Corporate Zakat Contribution Ceremony by SSM Sarawak at UNIMAS

Universiti Malaysia Sarawak (UNIMAS) hosted the Corporate Zakat Contribution Ceremony organised by the Companies Commission of Malaysia (SSM) Sarawak on 27 January 2025. A total of RM42,000 was contributed to support 60 students and 24 staff members under the asnaf fisabilillah category, helping to ease their financial burdens and support their education and careers. The event highlighted collaboration between UNIMAS, SSM Sarawak and the Wan Alwi Mosque Welfare Trust Board in promoting corporate social responsibility and community welfare. UNIMAS also highlighted initiatives such as the SULUNG Programme, Food@Campus, Food Bank Siswa, Care4OKU and Medicare Aid to support students from disadvantaged backgrounds and those with specific needs.

Keywords: Financial Assistance and Zakat Distribution, Support for Disadvantaged Students, Corporate Social Responsibility (CSR), Inclusive Education and Equal Opportunities, Community Welfare and Institutional Collaboration

Link: Corporate Zakat Contribution Ceremony by SSM Sarawak at UNIMAS

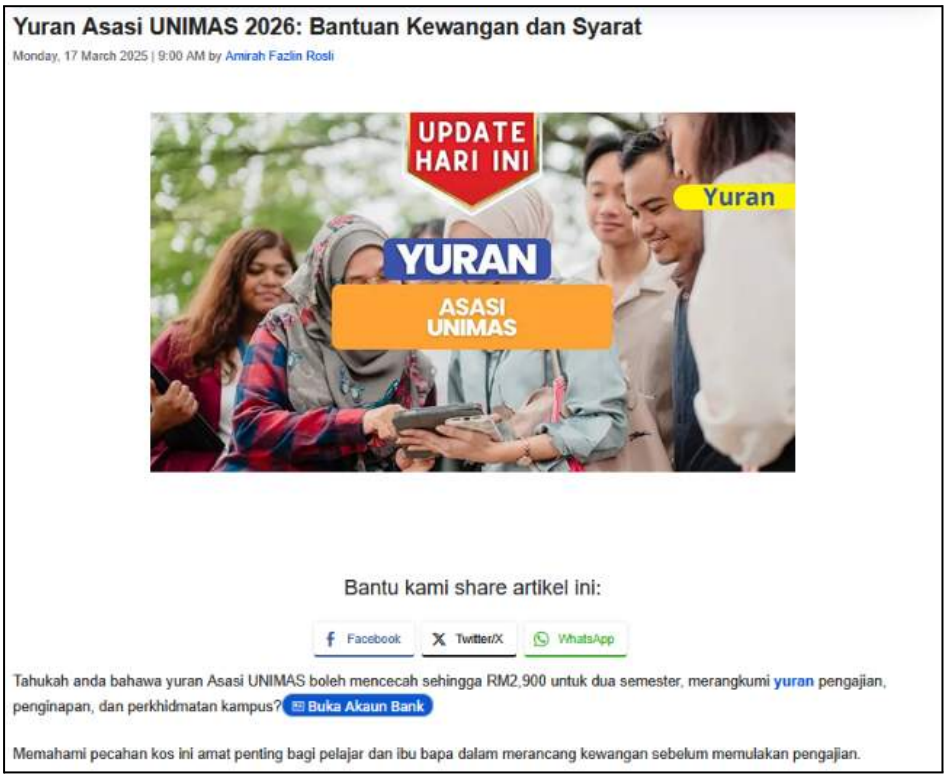


2. UNIMAS Financial Aid and Support

There are many ways to look up on UNIMAS Foundation programme fees, including tuition, accommodation, registration and other campus services. The university has many available scholarships, financial assistance and education loans to help students manage costs. It allows the university to be transparent in terms of fee information and financial support may reduce barriers to university access for students from underrepresented or lower-income groups.

Keywords: Study in UNIMAS, Financial Aid, Public Awareness, Transparency in Education, Support for Education

Link: [UNIMAS Financial Aid and Support]



3. UNIMAS Recruitment Announcement on Facebook

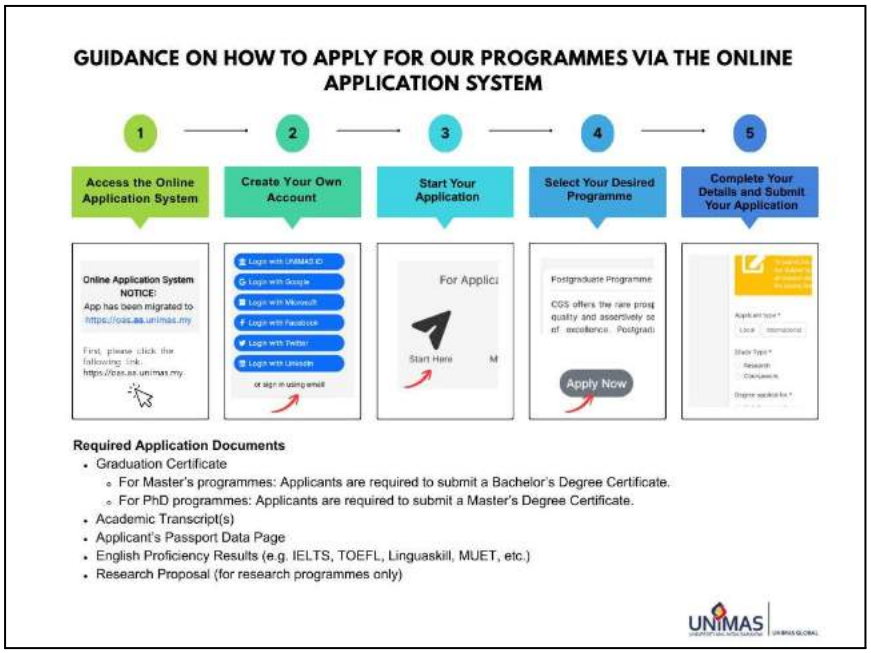
UNIMAS also often posts on social media on recruitments to ensure that everyone would have a chance to know about the process. This is a move to ensure that no one would be left behind as social media is a strong information distribution platform.

Keywords: Study in UNIMAS, Financial Aid, Public Awareness, Social Media, Transparency in Education, Support for Education

Link: UNIMAS Recruitment Announcement



Link: UNIMAS Application Guidelines



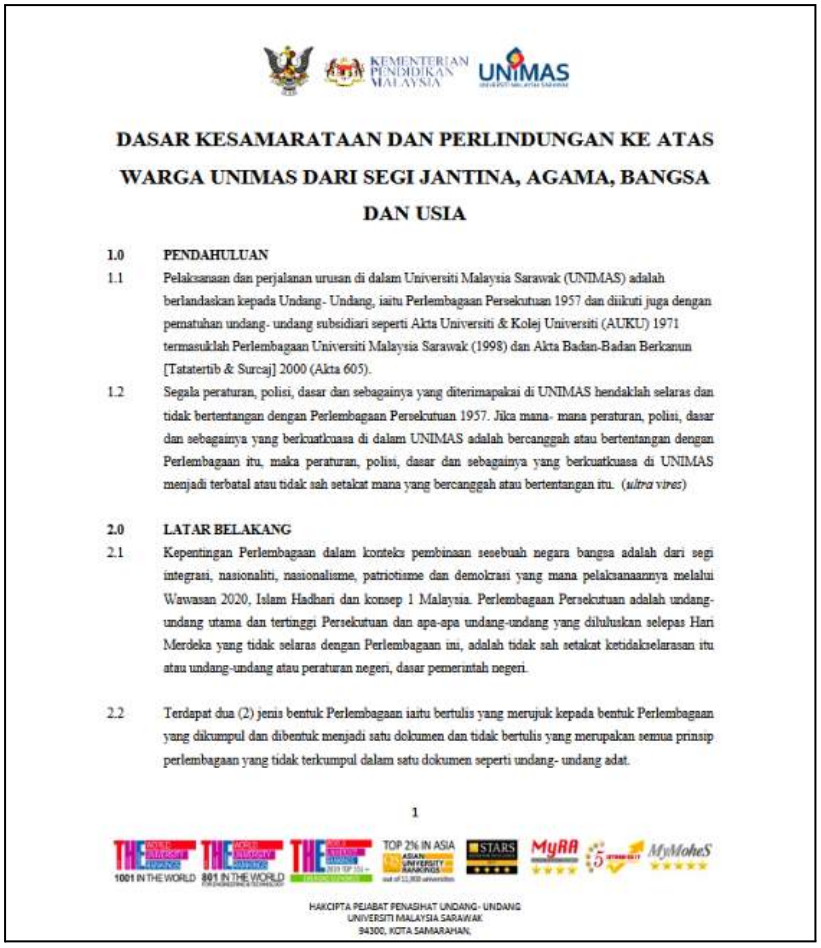
10.6.4 Anti-discrimination policies

1. Gender, Religion, Nation and Age Equality and Protection Policy for UNIMAS Citizens

UNIMAS addresses its anti-discrimination policies through its *Gender, Religion, Nation and Age Equality and Protection Policy*, which promotes equal rights and protection against discrimination based on gender, religion, ethnicity and age. The university also implements a Sexual Harassment Policy that establishes complaint procedures, investigations and disciplinary action, supporting a safe, inclusive and respectful environment for students and staff.

Keywords: No Gender Discrimination, Fair Treatment, Equal Opportunities, Fair Education, Safe Study Environment

Link: UNIMAS Gender, Religion, Nation and Age Equality and Protection Policy



KEMENTERIAN PENDIDIKAN MALAYSIA UNIMAS

DASAR KESAMARATAAN DAN PERLINDUNGAN KE ATAS WARGA UNIMAS DARI SEGI JANTINA, AGAMA, BANGSA DAN USIA

1.0 PENDAHULUAN

1.1 Pelaksanaan dan perjalanan urusan di dalam Universiti Malaysia Sarawak (UNIMAS) adalah berlandaskan kepada Undang- Undang, iaitu Perlembagaan Persekutuan 1957 dan diikuti juga dengan pematuhan undang- undang subsidiari seperti Akta Universiti & Kolej Universiti (AUKU) 1971 termasuklah Perlembagaan Universiti Malaysia Sarawak (1998) dan Akta Badan-Badan Berkanun [Tatatertib & Surcaj] 2000 (Akta 605).

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2.0 LATAR BELAKANG

2.1 Kepentingan Perlembagaan dalam konteks pembinaan sesebuah negara bangsa adalah dari segi integrasi, nasionaliti, nasionalisme, patriotisme dan demokrasi yang mana pelaksanaannya melalui Wawasan 2020, Islam Hadhari dan konsep 1 Malaysia. Perlembagaan Persekutuan adalah undang-undang utama dan tertinggi Persekutuan dan apa-apa undang-undang yang diluluskan selepas Hari Merdeka yang tidak selaras dengan Perlembagaan ini, adalah tidak sah setakat ketidakselarasan itu atau undang-undang atau peraturan negeri, dasar pemerintah negeri.

2.2 Terdapat dua (2) jenis bentuk Perlembagaan iaitu bertulis yang merujuk kepada bentuk Perlembagaan yang dikumpul dan dibentuk menjadi satu dokumen dan tidak bertulis yang merupakan semua prinsip perlembagaan yang tidak terkumpul dalam satu dokumen seperti undang- undang adat.

1

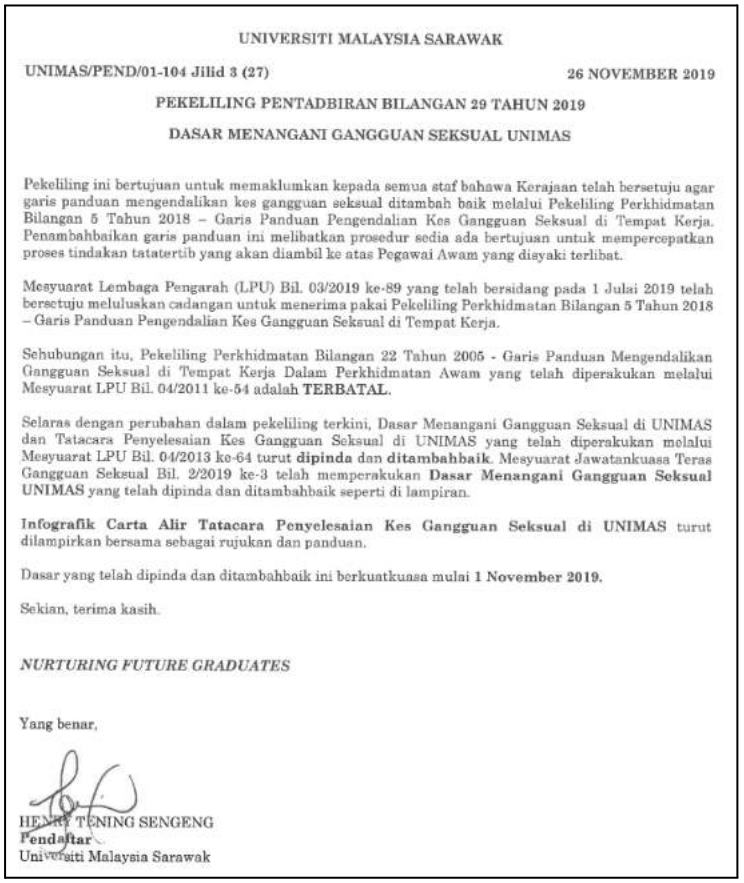
HAKCIPTA PEJABAT PENASIHAT UNDANG- UNDANG
UNIVERSITI MALAYSIA SARAWAK
94300, KOTA SAMARAHAN.

2. UNIMAS Anti-Sexual Harassment Act

The UNIMAS *Sexual Harassment Policy* establishes guidelines to prevent, report and address sexual harassment within the university community. It defines sexual harassment and its various forms, outlines complaint procedures, and explains the responsibilities of the Integrity Unit, investigation committees, university counsellors and department heads. The policy emphasises confidentiality, appropriate investigations, protection and support for complainants, and disciplinary action against proven offenders. It also promotes awareness and prevention efforts to ensure a safe, respectful and inclusive working and learning environment for all UNIMAS staff and students.

Keywords: Sexual Harassment Prevention, Complaint and Investigation Procedures, Confidentiality and Protection, Disciplinary Action, Safe and Respectful Environment

Link: [UNIMAS Sexual Harassment Policy]



UNIVERSITI MALAYSIA SARAWAK

UNIMAS/PEND/01-104 Jilid 3 (27) 26 NOVEMBER 2019

PEKELILING PENTADBIRAN BILANGAN 29 TAHUN 2019

DASAR MENANGANI GANGGUAN SEKSUAL UNIMAS

Pekeliling ini bertujuan untuk memaklumkan kepada semua staf bahawa Kerajaan telah bersetuju agar garis panduan mengendalikan kes gangguan seksual ditambah baik melalui Pekeliling Perkhidmatan Bilangan 5 Tahun 2018 – Garis Panduan Pengendalian Kes Gangguan Seksual di Tempat Kerja. Penambahbaikan garis panduan ini melibatkan prosedur sedia ada bertujuan untuk mempercepatkan proses tindakan tatatertib yang akan diambil ke atas Pegawai Awam yang disyaki terlibat.

Mesyuarat Lembaga Pengarah (LPU) Bil. 03/2019 ke-89 yang telah bersidang pada 1 Julai 2019 telah bersetuju meluluskan cadangan untuk menerima pakai Pekeliling Perkhidmatan Bilangan 5 Tahun 2018 – Garis Panduan Pengendalian Kes Gangguan Seksual di Tempat Kerja.

Sehubungan itu, Pekeliling Perkhidmatan Bilangan 22 Tahun 2005 - Garis Panduan Mengendalikan Gangguan Seksual di Tempat Kerja Dalam Perkhidmatan Awam yang telah diperakukan melalui Mesyuarat LPU Bil. 04/2011 ke-54 adalah **TERBATAL**.

Selaras dengan perubahan dalam pekeliling terkini, Dasar Menangani Gangguan Seksual di UNIMAS dan Tatacara Penyelesaian Kes Gangguan Seksual di UNIMAS yang telah diperakukan melalui Mesyuarat LPU Bil. 04/2013 ke-64 turut **dipinda** dan **ditambahbaik**. Mesyuarat Jawatankuasa Teras Gangguan Seksual Bil. 2/2019 ke-3 telah memperakukan **Dasar Menangani Gangguan Seksual UNIMAS** yang telah dipinda dan ditambahbaik seperti di lampiran.

Infografik Carta Alir Tatacara Penyelesaian Kes Gangguan Seksual di UNIMAS turut dilampirkan bersama sebagai rujukan dan panduan.

Dasar yang telah dipinda dan ditambahbaik ini berkuatkuasa mulai **1 November 2019.**

Sekian, terima kasih.

NURTURING FUTURE GRADUATES

Yang benar,

HENRY TENING SENGENG
Pendaftar
Universiti Malaysia Sarawak

10.6.5 University diversity officer

UNIMAS have bodies that support policy implementation, promote fair employment opportunities based on merit, and help ensure equal access to education regardless of gender, ethnicity, religion or age.

Staff members under the Strategic Quality and Risk Centre (SQRC) which functions as a unit to monitor and ensure that all accreditation procedures of the academic programmes are complied with.

The Strategic Quality and Risk Centre (SQRC) Unit holds monthly programmes and training with UNIMAS employees to update everyone or to introduce any new policies.

Keywords: Strategic Planning, Quality Management, Risk Management, University Performance Monitoring, Institutional Rankings and Accreditation

Link: UNIMAS SQRC

Link: UNIMAS SQRC Bulletin 2025





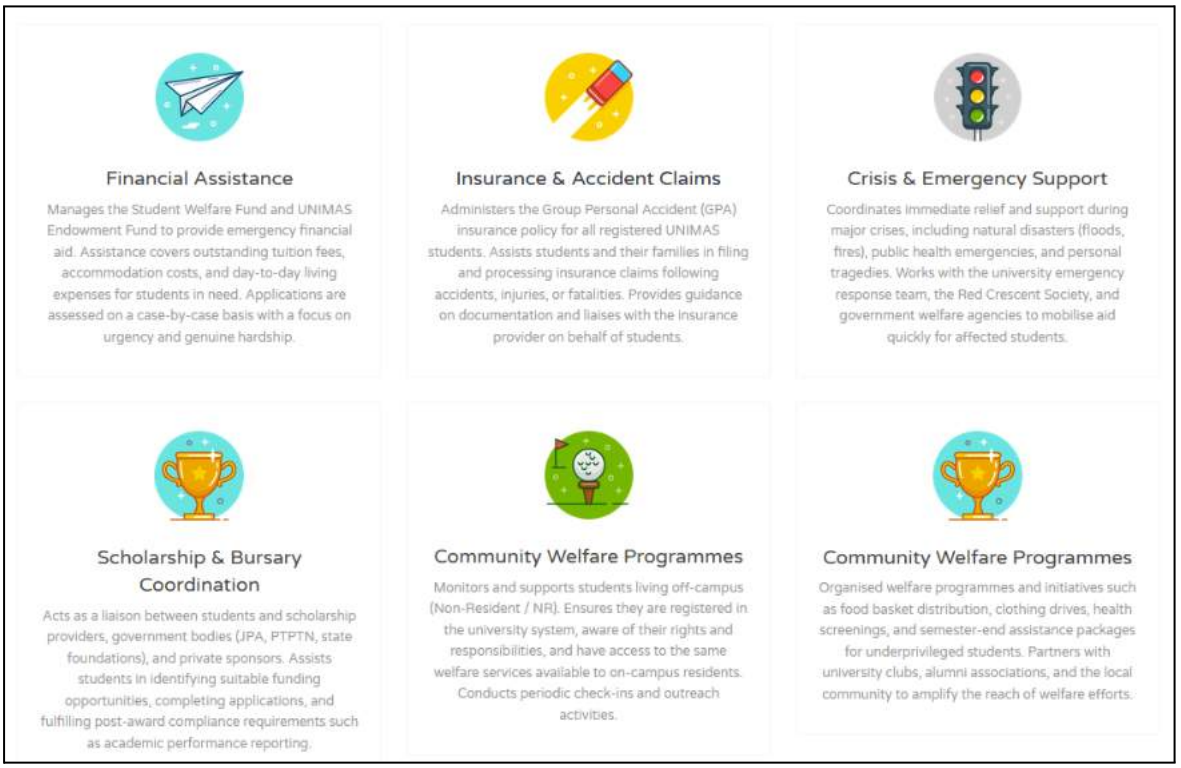
10.6.6 Support for underrepresented groups

1. UNIMAS Student Welfare website

UNIMAS provides many channels on mentoring, counselling, or peer support programmes to support students, staff, and faculty from underrepresented groups. The student Welfare department ensures that each student's needs are being represented and are properly addressed by the university whereas the SQRC promotes and keeps employees and staff updated on latest regulations. The student welfare offers financial assistance, assist with insurance and accident claims, giving support during crisis and support, assist for scholarship and bursary coordination and conduct community welfare programmes.

Keywords: Student Welfare, Student Counselling, University Support, Students and Staff

Link: [UNIMAS Student Welfare]



2. Mental Health Awareness Talk in Collaboration with UNIMAS

Kuching South City Council (MBKS), in collaboration with Universiti Malaysia Sarawak (UNIMAS), organised a Mental Health Awareness Talk in conjunction with World Mental Health Day to promote mental health awareness, reduce stigma and encourage community members to seek professional support. The programme featured experts from UNIMAS and Hospital Sentosa, alongside supporting organisations that contribute to mental health services and community resilience. The initiative shows efforts by the campus to support individuals who may face barriers to accessing mental health information and services, including vulnerable or marginalised community members. By promoting awareness, empathy and access to support networks, the programme contributes to a more inclusive community.

Keywords: Support for Underrepresented Groups, Inclusive Mental Health Services, Mental Health Awareness and Stigma Reduction, Community Support Networks, Social Inclusion and Equal Access

Link: Mental Health Awareness Talk



3. UNIMAS Pre-U Wellbeing Day

UNIMAS organised the Pra-U Wellbeing Day 2025 on 4 October 2025 in conjunction with National Counselling Month. Organised by the Psychology and Counselling Section (PsyCon), Student Affairs Centre, in collaboration with the Pre-University Studies Centre (PPPU), the programme promoted mental health awareness, emotional well-being and access to professional counselling among pre-university students. It emphasised balancing academic achievement with psychological health and encouraged students to seek counselling support when facing personal challenges. The program demonstrates the campus efforts to promote student well-being and provide supportive resources for students who may experience emotional, psychological or academic challenges. By encouraging students to access professional counselling without stigma, the initiative contributes to a more inclusive and supportive educational environment.

Keywords: Support for Underrepresented Groups, Inclusive Student Well-being, Mental Health Awareness, Access to Counselling Services, Emotional and Psychological Support

Link: UNIMAS Pre-U Wellbeing Day



4. Psychoeducation Program at the Faculty of Engineering, UNIMAS

The Psychology and Counselling Section (PsyCon) at UNIMAS organised a psychoeducation programme on 23 April 2025 to equip academic and administrative staff at the Faculty of Engineering with knowledge of student mental health issues. The programme covered early signs of emotional distress, mental health prevention and intervention, crisis management, professional referrals and confidentiality. Through interactive discussions, counselling simulations and practical activities, the initiative strengthened collaboration between staff and counsellors to ensure students receive appropriate support and a more supportive learning environment.

Keywords: Mental Health Awareness, Student Well-being, Psychological Support and Counselling, Early Intervention and Crisis Management, Inclusive and Supportive Learning Environment

Link: Psychoeducation Program at UNIMAS



10.6.7 Accessible facilities

1. UNIMAS Disability Inclusive Policy (Dasar Inklusif Orang Kurang Upaya, OKU)

UNIMAS supports the student and staff by providing facilities for persons with disabilities (OKU) across its campus. These include designated parking spaces, accessible toilets, elevators, ramps, handrails, accessible pathways and Braille signage on lift buttons. Through its Student Welfare Unit and *Disability Inclusive Policy*, UNIMAS also coordinates accessibility improvements and support services to promote safe, inclusive and equitable participation in university life. The policy was officially approved and enacted by the UNIMAS Board of Directors (Lembaga Pengarah Universiti, LPU Bil. 01/2024 Ke-111) on 20 February 2024 (Section 18.1). It formally defines and codifies reasonable accommodation in accordance with the Persons with Disabilities Act 2008 (Section 4.2). The policy also establishes a Universal Design for Learning (UDL) training for academic staff to adapt curriculum delivery and assessment methods (Section 7.0(i)) as well as mandates specific examination and evaluation adjustments, including extra examination time, alternative assessment formats (oral exams, enlarged font, braille, electronic text, audio), and assistive testing technologies (Section 6.2.3(i)(b), Section 7.0(iii), Tatacara Section 3.0). The policy also allows flexible study durations not strictly bound by the standard semester or degree completion limits (Section 7.0(v)).

Keywords: Inclusive Education, Studying with Disability, Equal Study Opportunities, Non-Discrimination, Accessibility

Drive File: DASAR INKLUSIF ORANG KURANG UPAYA.pdf


UNIMAS
UNIVERSITI MALAYSIA SARAWAK

DASAR INKLUSIF
ORANG KURANG UPAYA (OKU)
UNIVERSITI MALAYSIA SARAWAK

2. UNIMAS Disability Facilities

UNIMAS demonstrates its commitment to promoting an inclusive and disability-friendly campus by providing accessible facilities to support students and individuals with disabilities (OKU). These facilities include designated OKU parking spaces, accessible toilets, elevators, wheelchair-friendly ramps, handrails, accessible pathways and Braille signage on lift button panels. The university also provides specialised residential accommodation with accessible rooms, wider doorways and barrier-free walkways to improve mobility, comfort and safety. These facilities are supported by the Student Welfare Unit, which coordinates accessibility improvements and assistance for students with disabilities. Through these initiatives, UNIMAS aims to minimise physical barriers, promote independent mobility and ensure equal access to campus facilities, services and educational opportunities.

Keywords: Disability-friendly facilities, Campus accessibility, Accessible residential accommodation, Barrier-free pathways, Equal access and opportunities















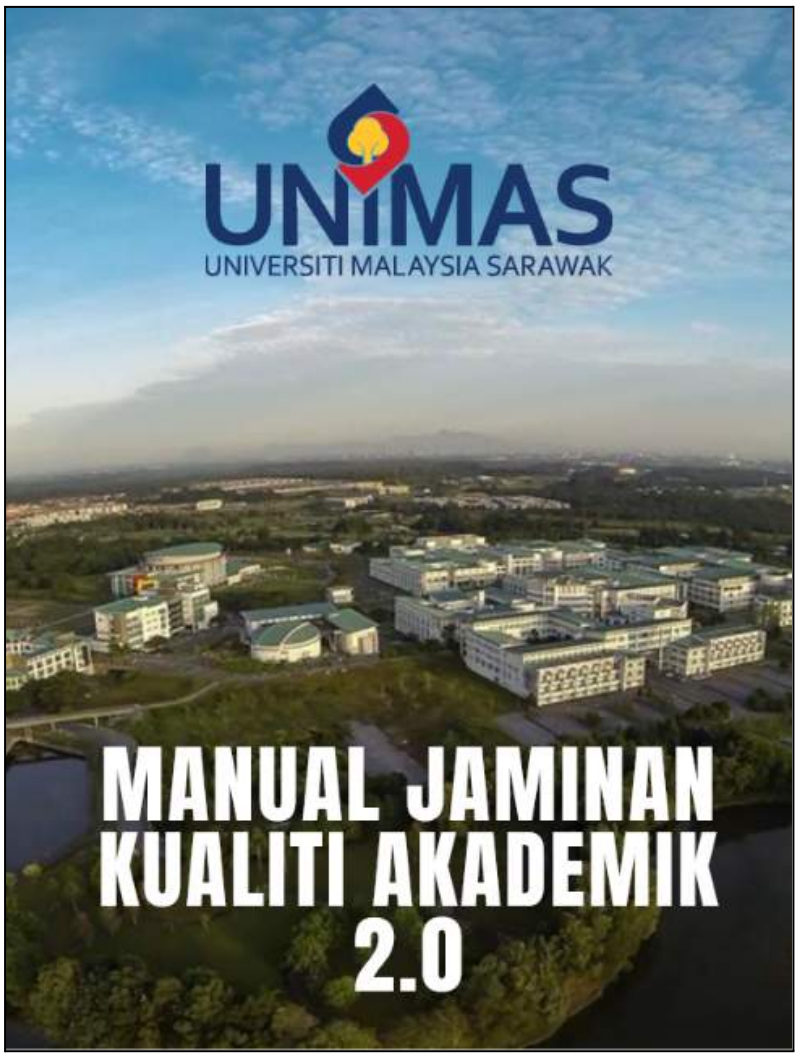

FSSK

3. UNIMAS Academic Quality Assurance Manual

The UNIMAS Academic Quality Manual outlines procedures for academic programme development, accreditation, curriculum improvement, teaching, research and assessment. It establishes institutional responsibilities and quality assurance processes to maintain academic standards, support continuous improvement and ensure compliance with higher education requirements.

Keywords: Academic Quality Assurance, Curriculum Development and Improvement, Academic Standards and Compliance, High Academic Standards

Link: UNIMAS Academic Quality Manual



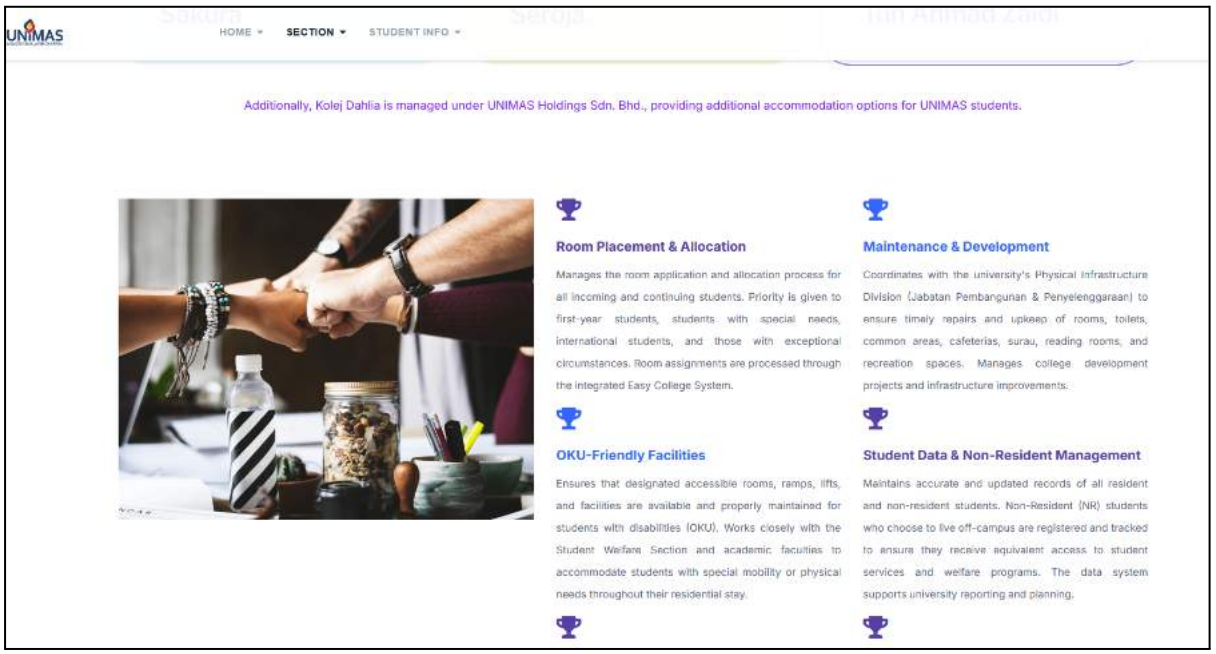
10.6.8 Disability support services

1. UNIMAS Centre of Student Services (Housing)

UNIMAS provides disability support services through its Student Welfare Unit and the Centre of Student Services, offering accessibility assistance, personal support, academic accommodations, counselling, emotional support and financial aid. Its disability-inclusive initiatives promote equal participation, student wellbeing and an inclusive learning environment for persons with disabilities (OKU). UNIMAS accommodations are also equipped with facilities for persons with disabilities.

Keywords: Student Support, Student Welfare, Campus Assistance, Inclusive Community, Fair Treatment

Link: [UNIMAS Centre of Student Services]

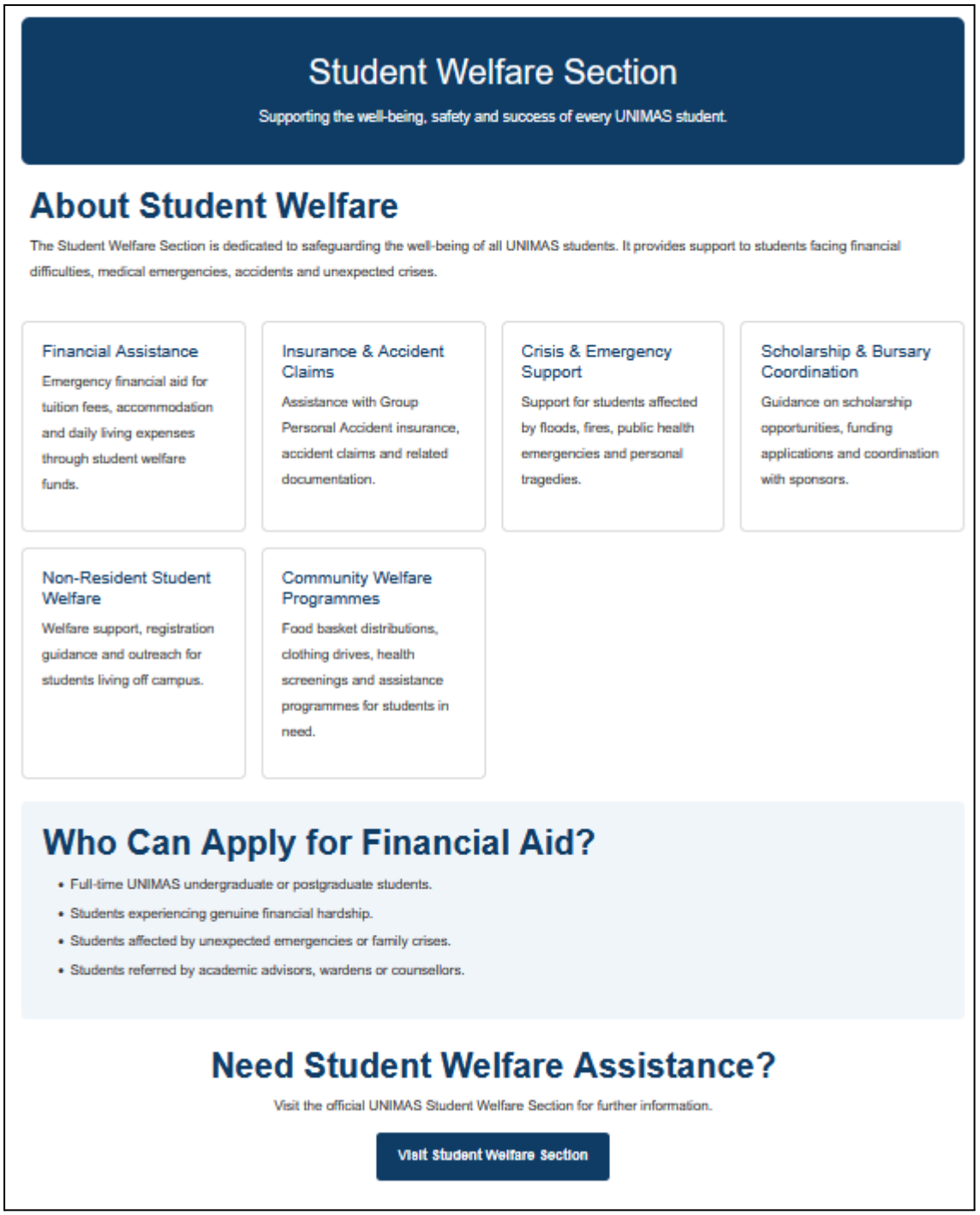


2. Student Welfare Unit

The UNIMAS Student Welfare Unit (Unit Kebajikan Mahasiswa, UKEM) operates under the Centre for Student Services, within the Student Affairs and Alumni Office (PHEPA). It supports students' well-being and equal access to higher education through financial assistance, scholarship and loan coordination, disability support, and social welfare services.

Keywords: Student Welfare, Student Community, University Assistance

Link: [Student Welfare Unit]



10.6.9 Disability access scheme

1. UNIMAS OKU Buddy System

UNIMAS provides disability access schemes through its OKU Buddy System, which pairs students with disabilities with peers who assist with campus navigation, academic matters and daily needs. The university also offers accessible accommodation, personalised support through the Student Welfare Unit, and the UNIMAS Perihatin App for emergency assistance, promoting equitable participation in university life. UNIMAS shows efforts to support students with disabilities by providing practical assistance and promoting their participation in university life. It contributes to reducing barriers, improving social inclusion and supporting equal educational opportunities.

Keywords: Disability Access and Support, Students with Disabilities (OKU), Inclusive Higher Education, Peer Assistance and Buddy System, Equal Access and Participation

Link: UNIMAS OKU Buddy System

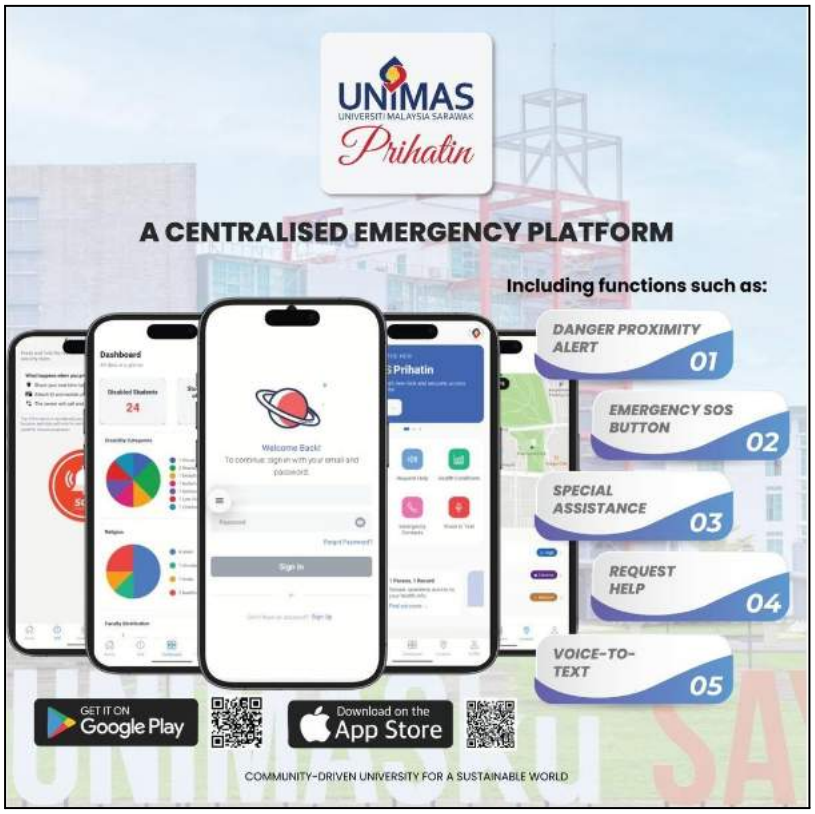


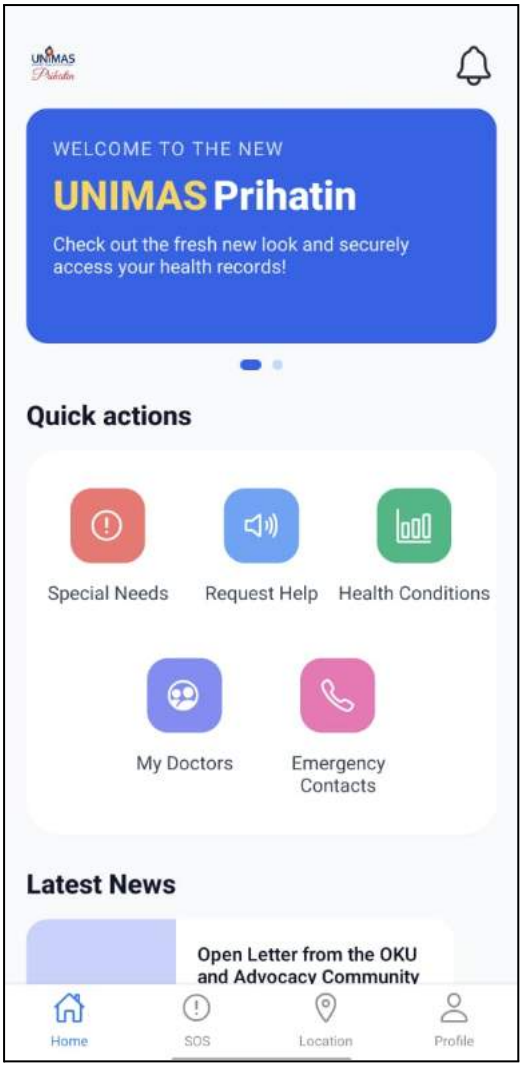
2. UNIMAS Mobile App to support students with disabilities

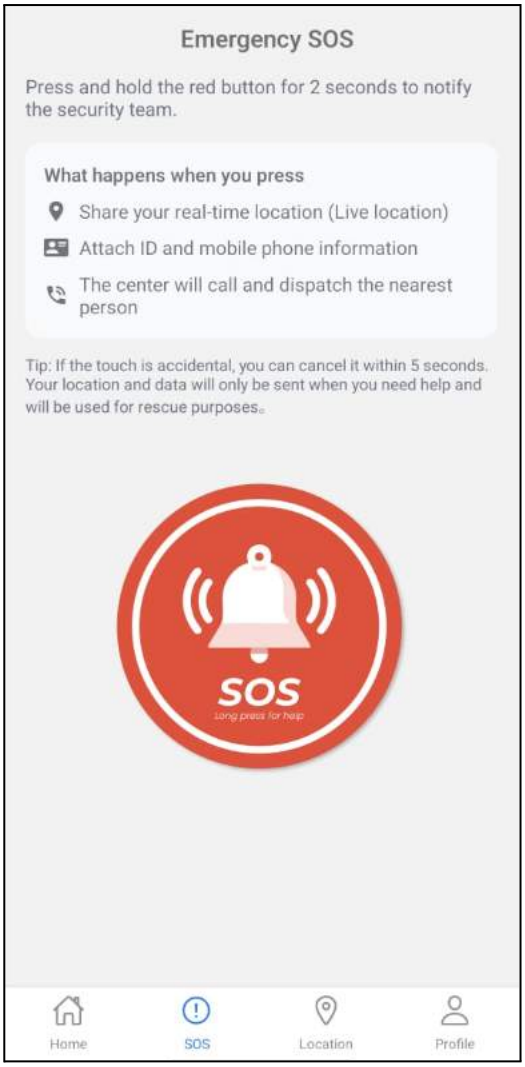
Universiti Malaysia Sarawak (UNIMAS) launched UNIMAS Perihatin, a mobile safety application designed to improve campus safety and support students with disabilities (OKU). Developed through the university's Chief Digital Office, the application includes an SOS function that alerts campus security and the university health centre, a linked buddy system, and a "Get Help" button for non-critical assistance. It also provides danger-area warnings and safer-route suggestions. Initially, the system was intended to benefit 62 existing OKU students and approximately 30 new students. This initiative demonstrates UNIMAS' efforts to improve disability access, emergency assistance, student safety and inclusive campus support. The application is designed to enhance campus safety and accessibility through several key features, including an Emergency SOS Button that allows users to instantly notify campus security during emergencies by pressing and holding the button, Danger Proximity Alerts that provide real-time indicators of nearby safety-related zones, and dedicated Special Assistance and Request Help tools to ensure support is always accessible when needed. It also incorporates Voice-to-Text functionality to improve communication and accessibility, as well as real-time Location Tracking to help campus security locate users quickly during emergencies. Getting started is simple: users can download the application from the Google Play Store or Apple App Store, register using their name, Student/Matric Number, and Siswa email, and explore the home screen to access convenient features such as contacting doctors and emergency services.

Keywords: Disability access scheme, UNIMAS Perihatin, Digital accessibility, Campus safety, Accessible support services, Equal access and inclusion, Student welfare

Link: [UNIMAS Mobile App]




WELCOME TO THE NEW
UNIMAS Prihatin
Check out the fresh new look and securely access your health records!
Quick actions
Special Needs
Request Help
Health Conditions
My Doctors
Emergency Contacts
Latest News
Open Letter from the OKU and Advocacy Community
Home
SOS
Location
Profile


Emergency SOS
Press and hold the red button for 2 seconds to notify the security team.
What happens when you press
Share your real-time location (Live location)
Attach ID and mobile phone information
The center will call and dispatch the nearest person
Tip: If the touch is accidental, you can cancel it within 5 seconds. Your location and data will only be sent when you need help and will be used for rescue purposes.
SOS
Long press for help
Home
SOS
Location
Profile

3. Initiative to Support the Disabled for Employment

UNIMAS continues to demonstrate its commitment to supporting persons with disabilities through various initiatives aimed at creating a more inclusive and accessible campus environment. While many of these efforts focus on improving physical accessibility and facilities, another equally important challenge that deserves greater attention is employment opportunities for persons with disabilities. Beyond the physical barriers they may encounter, individuals with disabilities often face additional challenges in securing employment due to workplace limitations, employers' reluctance to provide reasonable accommodations, and misconceptions about their capabilities. Recognising this issue, a UNIMAS student, in collaboration with a team from Nanjing, China, has proposed an innovative smart system designed to assist and guide persons with disabilities in accessing employment opportunities. This initiative highlights UNIMAS's commitment to extending disability inclusion beyond the campus and promoting equal opportunities in the workforce. UNIMAS also provides specialized career counseling, soft skills development, and targeted industry partnerships to place disabled graduates into inclusive work environments and internships (as mandated in Dasar Inklusif OKU UNIMAS, Section 2.3(ii)(d), 7.0(viii)).

Keywords: Disability support, Digital Innovation, Employment Support and Guidance, Assistive Technology, Employment Accessibility, Equal Employment Opportunities

Link: Smart Assistance for the Disabled Paper



2025 14th International Conference on Information Technology in Asia (CITA)

Smart Assistance for the Disabled: Design and Implementation of an Accessible Employment Service Platform Based on GPT Technology

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***Abstract*—The disabled population faces issues such as limited job search channels, insufficient skill matching, and social prejudice in the job market. In response to the "14th Five-Year Plan" for the protection and development of the disabled people in China, this paper designs and implements an accessible employment service platform based on GPT technology - "Smart Assistance for the Disabled". The platform uses artificial intelligence and big data analysis to provide personalized job recommendations and intelligent skill training, as well as multimodal interaction assistance tools. It also builds a comprehensive employment service system through policy interpretation, enterprise cooperation, and psychological support modules. Adhering to the WCAG 2.1 standard, usability tests show that the platform significantly improves job search efficiency (by 42%) and employment quality for disabled people, providing an innovative solution for high-quality employment.**

***Keywords*—Smart Assistance for the Disabled, GPT Technology, Accessible Design, Employment for the Disabled, Artificial Intelligence**

I. Introduction

In China, there are more than 85 million people with disabilities [1], yet the employment rate is below 40%. Furthermore, disabled people generally face problems in employment such as low job levels, insufficient skills training and a lack of willingness among enterprises to hire disabled workers [2]. Currently, most existing employment platforms for disabled people only focus on disseminating information, lacking intelligent support and barrier-free adaptation functions. This makes it difficult to meet the diverse employment needs of disabled people.

A. Research Status

Currently, research in the field of employment services for disabled people mainly covers three areas: the application of technology, service models and policy support. This research shows significant characteristics of phased development.

At the technical application level, existing solutions have gradually progressed from the basic information stage to the initial intelligence stage. Initially, research focused on constructing information accessibility, for example, screen reader adaptation and high-contrast interface design technologies that emerged around 2010. Further information on the development of these technologies can be found in [3]'s discussions. Following the popularisation of the mobile internet from 2015 to 2020, employment service applications based on mobile devices emerged in response to demand and began integrating auxiliary technologies such as voice recognition and optical character recognition (OCR). However, these technological applications exhibit obvious fragmentation, with a lack of organic integration between various functional modules. Recent works indicates that large language models such as GPT offer new opportunities for technological integration [4]. For instance, Alibaba's Tongyi Tingwu (通义听悟) AI assistant has enhanced user experience through multimodal interaction [5]; however, it still faces challenges such as model bias and high computing resource demands. For more information on the application of GPT technology in related fields, refer to [6-7]. [9-10] proposed a GPT-4-based job matching algorithm for people with disabilities, which improves matching accuracy by constructing more detailed user skill and job requirement feature vectors. Compared with the platform described in this paper, this algorithm focuses more on optimizing a single matching logic, while the platform described in this paper integrates a full range of services, including recommendations, training, and policy interpretation, to form a closed-loop system. Additionally, Zhang (2024) developed a

2025 14th International Conference on Information Technology in Asia (CITA) | 979-8-3315-3849-1/25/$31.00 ©2025 IEEE | DOI: 10.1109/CITA66455.2025.11198620

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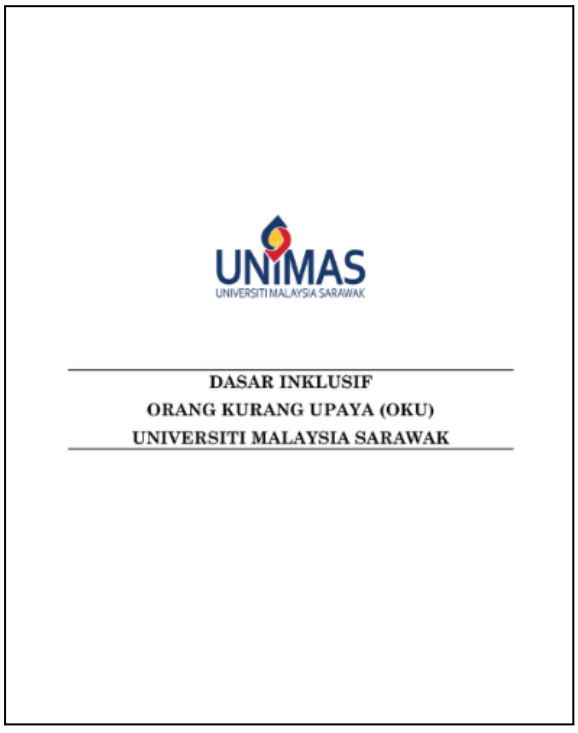
10.6.10 Disability accommodation policy

1. UNIMAS Disability Inclusive Policy (Dasar Inklusif Orang Kurang Upaya, OKU)

UNIMAS implements its *Disability Inclusive Policy* (Dasar Inklusif Orang Kurang Upaya – OKU) to ensure reasonable accommodation and equal access to quality education for students with disabilities. The policy supports accessible facilities, inclusive teaching and learning, appropriate assessment arrangements, academic and non-academic assistance, and the participation of students and staff with disabilities. UNIMAS also established its implementation framework through Administrative Circular No. 6 of 2024, reinforcing its commitment to an inclusive campus environment. The policy was officially approved and enacted by the UNIMAS Board of Directors (Lembaga Pengarah Universiti, LPU Bil. 01/2024 Ke-111) on 20 February 2024 (Section 18.1). It formally defines and codifies reasonable accommodation in accordance with the Persons with Disabilities Act 2008 (Section 4.2). The policy also establishes a Universal Design for Learning (UDL) training for academic staff to adapt curriculum delivery and assessment methods (Section 7.0(i)) as well as mandates specific examination and evaluation adjustments, including extra examination time, alternative assessment formats (oral exams, enlarged font, braille, electronic text, audio), and assistive testing technologies (Section 6.2.3(i)(b), Section 7.0(iii), Tatacara Section 3.0). The policy also allows flexible study durations not strictly bound by the standard semester or degree completion limits (Section 7.0(v)).

Keywords: Inclusive Education, Studying with Disability, Equal Study Opportunities, Non-Discrimination, Accessibility

Drive File: DASAR INKLUSIF ORANG KURANG UPAYA.pdf


UNIMAS
UNIVERSITI MALAYSIA SARAWAK

DASAR INKLUSIF
ORANG KURANG UPAYA (OKU)
UNIVERSITI MALAYSIA SARAWAK

2. UNIMAS First public university to publish an ESG Report

UNIMAS became Malaysia's first public university to publish an Environmental, Social and Governance (ESG) Report and implement a university-wide ESG Policy. The initiative integrates sustainability into teaching, research, campus operations and community engagement, aligning with national priorities and Sarawak's Green Economy Policy. UNIMAS also promotes ESG training, industry collaboration and innovation.

Keywords: Environmental, Social and Governance (ESG), Sustainability Reporting, Institutional Governance and Accountability, Sustainable Higher Education, Environmental Sustainability and Social Responsibility

Link: UNIMAS to publish ESG Report



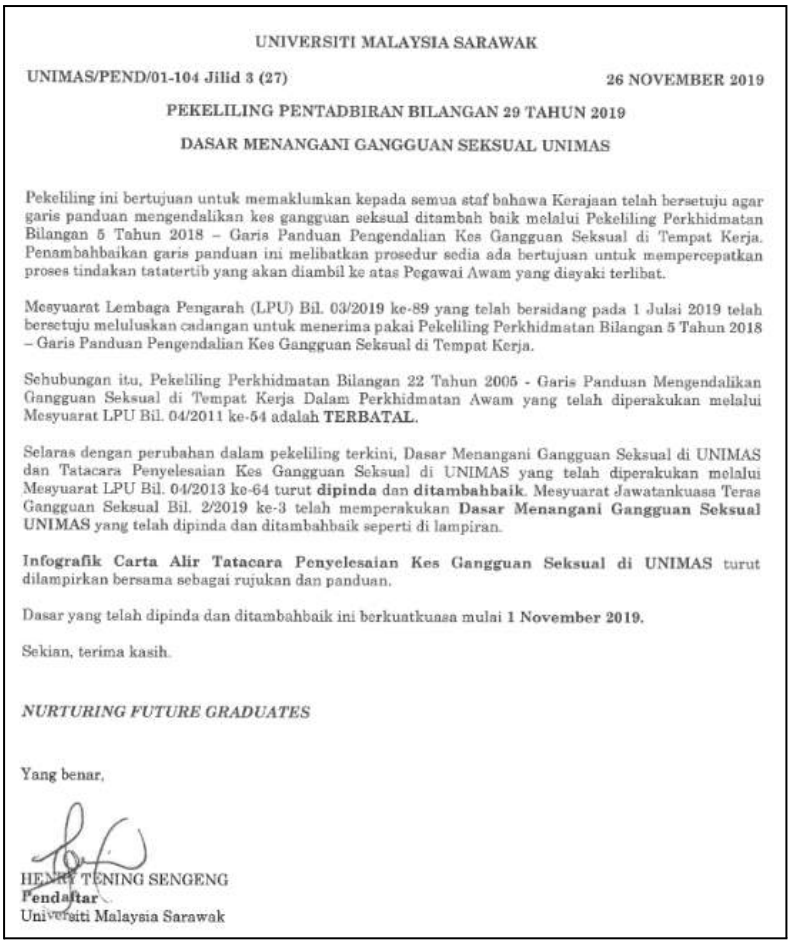
10.6.11 Anti-harassment policies

1. UNIMAS Anti-Sexual Harassment Act

The UNIMAS *Sexual Harassment Policy* establishes guidelines to prevent, report and address sexual harassment within the university community. It defines sexual harassment and its various forms, outlines complaint procedures, and explains the responsibilities of the Integrity Unit, investigation committees, university counsellors and department heads. The policy emphasises confidentiality, appropriate investigations, protection and support for complainants, and disciplinary action against proven offenders. It also promotes awareness and prevention efforts to ensure a safe, respectful and inclusive working and learning environment for all UNIMAS staff and students.

Keywords: Sexual Harassment Prevention, Complaint and Investigation Procedures, Confidentiality and Protection, Disciplinary Action, Safe and Respectful Environment

Link: UNIMAS Sexual Harassment Policy



UNIVERSITI MALAYSIA SARAWAK

UNIMAS/PEND/01-104 Jilid 3 (27) 26 NOVEMBER 2019

PEKELILING PENTADBIRAN BILANGAN 29 TAHUN 2019

DASAR MENANGANI GANGGUAN SEKSUAL UNIMAS

Pekeliling ini bertujuan untuk memaklumkan kepada semua staf bahawa Kerajaan telah bersetuju agar garis panduan mengendalikan kes gangguan seksual ditambah baik melalui Pekeliling Perkhidmatan Bilangan 5 Tahun 2018 – Garis Panduan Pengendalian Kes Gangguan Seksual di Tempat Kerja. Penambahbaikan garis panduan ini melibatkan prosedur sedia ada bertujuan untuk mempercepatkan proses tindakan tatatertib yang akan diambil ke atas Pegawai Awam yang disyaki terlibat.

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Infografik Carta Alir Tatacara Penyelesaian Kes Gangguan Seksual di UNIMAS turut dilampirkan bersama sebagai rujukan dan panduan.

Dasar yang telah dipinda dan ditambahbaik ini berkuatkuasa mulai **1 November 2019.**

Sekian, terima kasih.

NURTURING FUTURE GRADUATES

Yang benar,

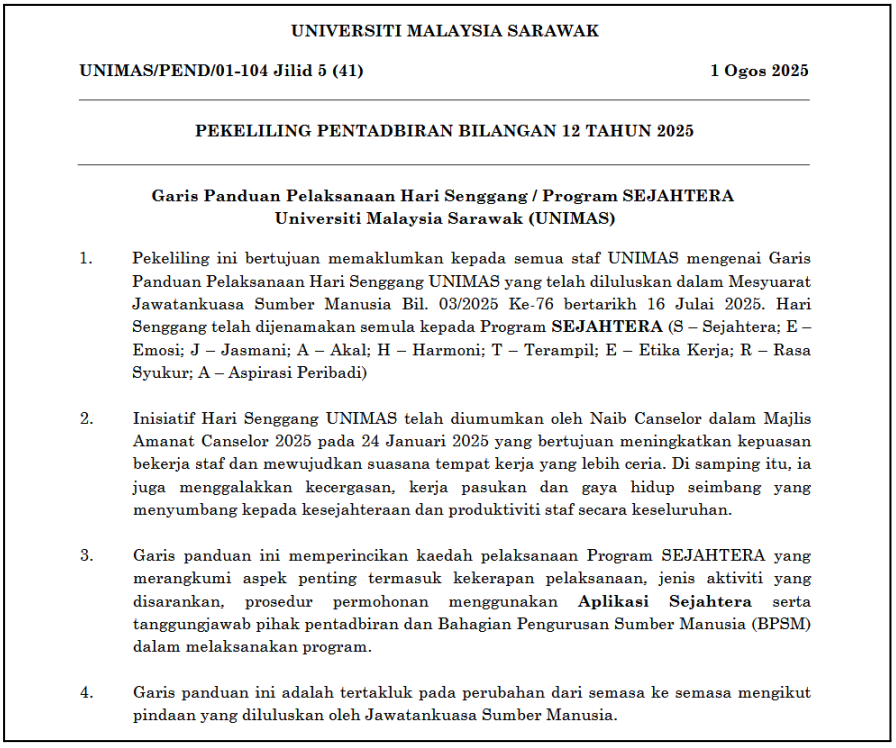
HENRY TENING SENGENG
Pendaftar
Universiti Malaysia Sarawak

2. UNIMAS SEJAHTERA Program

UNIMAS has implemented the SEJAHTERA Programme, formerly known as Hari Senggang. The program is held once a month on Wednesday afternoons to enhance staff physical and mental well-being, work-life balance, motivation, productivity, and social relationships. Activities include health and fitness, personal development, social recreation, and community service. Participation is voluntary and subject to approval and attendance procedures. The programme is coordinated through the SEJAHTERA application, with the Human Resource Management Division (BPSM) overseeing approvals, scheduling, and effectiveness assessments.

Keywords: Staff well-being, Work-life balance, Workplace productivity, Employee welfare, Employee engagement

Drive File: Pekeliling Pentadbiran Bil. 12 2025_Hebahan Hari Senggang UNIMAS.pdf



UNIVERSITI MALAYSIA SARAWAK

UNIMAS/PEND/01-104 Jilid 5 (41) **1 Ogos 2025**

PEKELILING PENTADBIRAN BILANGAN 12 TAHUN 2025

Garis Panduan Pelaksanaan Hari Senggang / Program SEJAHTERA Universiti Malaysia Sarawak (UNIMAS)

1. Pekeliling ini bertujuan memaklumkan kepada semua staf UNIMAS mengenai Garis Panduan Pelaksanaan Hari Senggang UNIMAS yang telah diluluskan dalam Mesyuarat Jawatankuasa Sumber Manusia Bil. 03/2025 Ke-76 bertarikh 16 Julai 2025. Hari Senggang telah dijenamakan semula kepada Program **SEJAHTERA** (S – Sejahtera; E – Emosi; J – Jasmani; A – Akal; H – Harmoni; T – Terampil; E – Etika Kerja; R – Rasa Syukur; A – Aspirasi Peribadi)

2. Inisiatif Hari Senggang UNIMAS telah diumumkan oleh Naib Canselor dalam Majlis Amanat Canselor 2025 pada 24 Januari 2025 yang bertujuan meningkatkan kepuasan bekerja staf dan mewujudkan suasana tempat kerja yang lebih ceria. Di samping itu, ia juga menggalakkan kecergasan, kerja pasukan dan gaya hidup seimbang yang menyumbang kepada kesejahteraan dan produktiviti staf secara keseluruhan.

3. Garis panduan ini memperincikan kaedah pelaksanaan Program SEJAHTERA yang merangkumi aspek penting termasuk kekerapan pelaksanaan, jenis aktiviti yang disarankan, prosedur permohonan menggunakan **Aplikasi Sejahtera** serta tanggungjawab pihak pentadbiran dan Bahagian Pengurusan Sumber Manusia (BPSM) dalam melaksanakan program.

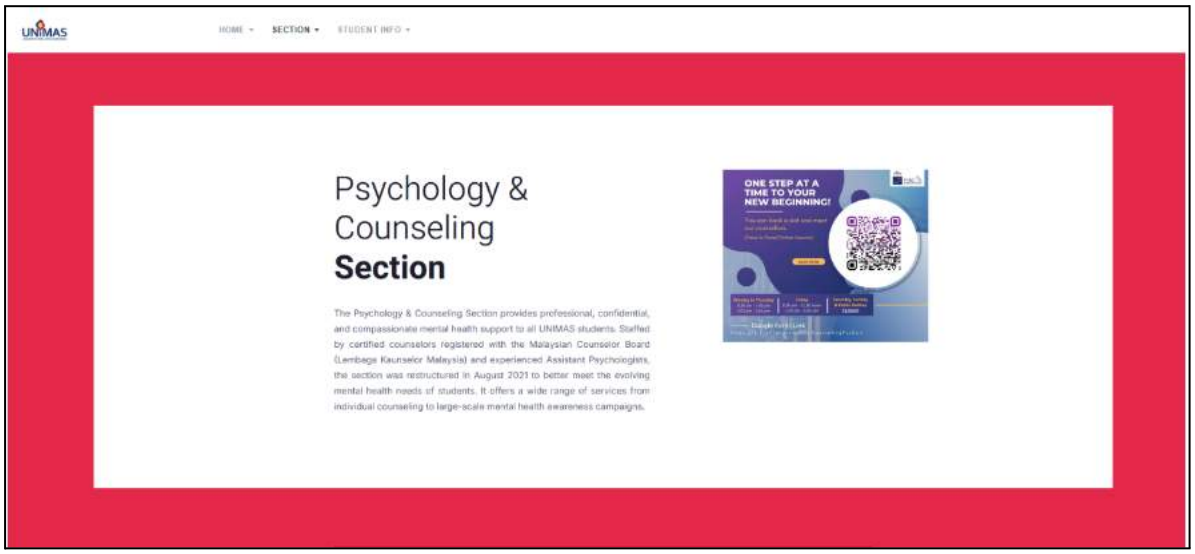
4. Garis panduan ini adalah tertakluk pada perubahan dari semasa ke semasa mengikut pindaan yang diluluskan oleh Jawatankuasa Sumber Manusia.

3. UNIMAS Psychology And Counseling

The UNIMAS Psychology and Counselling Section provides professional, confidential and compassionate mental health support to all students. Its certified counselors and experienced Assistant Psychologists offer individual counselling and mental health awareness programmes, helping students cope with harassment-related distress and promoting a safe, respectful and inclusive university environment.

Keywords: Student Counselling, Psychology Assistance, Mental Health Support, Student Support, Mental Health Awareness

Link: [UNIMAS Psychology And Counseling]



4. Mental Wellbeing Care Program from an Islamic Perspective

The UNIMAS "*Program Penjagaan Kesejahteraan Minda dari Perspektif Islam*" promotes mental well-being through an Islamic perspective. In relation to SDG 10.6.11, it may complement anti-harassment efforts by encouraging emotional resilience and a supportive campus environment; however, the post alone does not establish specific anti-harassment measures.

Keywords: Mental Health and Well-being, Islamic Perspectives on Mental Health, Psychological and Emotional Wellness, Spiritual Well-being, Holistic Health and Self-care

Link: Mental Wellbeing Care Program

