



YAYASAN GRIYA WINAYA GARUT

# INSTITUT PENDIDIKAN INDONESIA

Jalan Terusan Pahlawan No.32 Sukagalih - Tarogong Kidul, Garut

Telp. (0262) 233556 Fax. (0262) 540469 Kode Pos : 44151

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REGULATION  
OF THE RECTOR OF INSTITUT PENDIDIKAN INDONESIA GARUT  
NUMBER 1045/IPI.R/SK.KL/XII/2024

CONCERNING  
EQUALITY, DIVERSITY, AND INCLUSION (EDI) POLICY  
IN INSTITUT PENDIDIKAN INDONESIA

RECTOR OF INSTITUT PENDIDIKAN INDONESIA

Considering :

- a. That equality, diversity, and inclusion (EDI) are essential principles in maintaining justice, academic excellence, and institutional integrity at Institut Pendidikan Indonesia Garut;
- b. That Institut Pendidikan Indonesia Garut is committed to providing a safe, respectful, and inclusive environment for all individuals regardless of their background;
- c. That such commitment aligns with national legislation and international standards on human rights and education equity;
- d. that based on the considerations as referred to in points a, b, and c, it is necessary to establish a regulation of the Rector of Institut Pendidikan Indonesia Garut concerning the Equality, Diversity, and Inclusion (EDI) in Institut Pendidikan Indonesia

In View of :

1. Law No. 12 of 2012 concerning Higher Education
2. Law No. 20 of 2003 concerning the National Education System
3. Government Regulation No. 4 of 2014 concerning the Implementation of Higher Education and Management of Universities
4. Minister of Education, Culture, Research, and Technology Regulation No. 39 of 2025 concerning Quality Assurance in Higher Education
5. Decree of the Ministry of Research, Technology, and Higher Education No. 635 / KPT/I/2017 regarding the change of status of STKIP Garut to Institut Pendidikan Indonesia (IPI)
6. Articles of Association and Bylaws of Yayasan Griya Winaya Garut
7. Statute of Institut Pendidikan Indonesia Garut



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8. Quality Manual ISO 21001: 2018 and ISO 9001:2015  
of IPI Garut

## HAS DECIDED

To stipulate : REGULATION OF THE RECTOR OF INSTITUT  
PENDIDIKAN INDONESIA GARUT CONCERNING  
EQUALITY, DIVERSITY, AND INCLUSION (EDI)  
POLICY IN INSTITUT PENDIDIKAN INDONESIA  
GARUT

## CHAPTER I GENERAL PROVISIONS

### Article 1 Definitions

Within this Regulation, the following definitions shall apply:

1. *Equality* means the state in which every individual is treated without bias and is afforded equal opportunity to develop and succeed.
2. *Diversity* refers to the presence and recognition of varied backgrounds, identities, and experiences among members of the academic community.
3. *Inclusion* means ensuring full participation, representation, and empowerment of all individuals in institutional life, decision-making, and academic processes.
4. *The Institute* refers to Institut Pendidikan Indonesia Garut.
5. *Academic Community* refers collectively to lecturers, students, education personnel, and affiliated individuals.

### Article 2 Objectives

The objective of this Regulation is to establish a comprehensive framework that promotes equality, recognizes diversity, and ensures inclusion across all academic, research, administrative, and community functions of the Institute.

## CHAPTER II SCOPE AND PRINCIPLES

### Article 2 Scope

This regulation applies to all staff, lecturers, researchers, students, and affiliates of Institut Pendidikan Indonesia Garut.

*This document is the official English version prepared for International purposes*



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## Article 3 Principles

The implementation of EDI shall be guided by the following principles:

- a. Non-discrimination and fairness;
- b. Respect for human dignity and privacy;
- c. Accessibility and reasonable accommodation;
- d. Participation and representation;
- e. Transparency, accountability, and continual development.

## CHAPTER III AGE EQUALITY

### Article 4

1. The Institute recognizes that all individuals, regardless of age, contribute equally to the academic and institutional environment.
2. No person shall be excluded from recruitment, study admission, learning opportunities, research participation, or professional development on the basis of age.
3. Mentorship and lifelong learning programs shall be established to serve the needs of both young and mature members of the academic community.

## CHAPTER IV GENDER AND GENDER REASSIGNMENT

### Article 5

1. The Institute shall uphold gender equality in all academic and administrative practices, ensuring balanced representation and opportunity between male, female, and gender-diverse individuals.
2. Discrimination or harassment based on gender identity, expression, or reassignment is strictly prohibited.
3. The Institute shall ensure private and respectful handling of cases related to gender transition and provide psychological, administrative, and health support as appropriate.
4. Gender mainstreaming shall be integrated into institutional policies, curricula, and community engagement programs.



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## CHAPTER V DISABILITY INCLUSION

### Article 6

1. The Institute shall adhere to principles of accessibility and reasonable accommodation for persons with physical, sensory, or intellectual disabilities.
2. Infrastructure and digital systems shall be designed or adapted to ensure full participation of individuals with disabilities in educational and employment activities.
3. The Institute shall facilitate inclusive pedagogy training and awareness programs for educators and students.
4. The EDI Committee shall monitor accessibility and provide recommendations for improvements annually.

## CHAPTER VI RACE, ETHNICITY, AND NATIONALITY

### Article 7

1. The Institute acknowledges and respects ethnic and cultural plurality within Indonesian society and the international academic community.
2. Acts of discrimination, racial profiling, or exclusion based on race or nationality are forbidden.
3. Cultural exchange and intercultural learning shall be integrated into institutional programs to foster mutual understanding and respect.
4. The Institute shall promote equal opportunities for collaboration involving diverse ethnic and international partners.

## CHAPTER VII RELIGION OR BELIEF

### Article 8

1. The Institute guarantees freedom of religion, belief, and conscience as enshrined in the Constitution.
2. Discrimination, intolerance, or coercion based on religion or belief shall not be tolerated.
3. The Institute shall provide reasonable facilities for religious observance and promote interfaith dialogue as part of civic and moral education.
4. Religious neutrality shall be maintained in academic decision-making and student evaluation.



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## **CHAPTER VIII SEXUAL ORIENTATION**

### **Article 9**

1. The Institute commits to an environment free from discrimination or harassment based on sexual orientation.
2. All academic members shall be treated with fairness and respect regardless of their orientation.
3. The principle of privacy and confidentiality shall be maintained in matters related to personal identity.
4. Awareness programs shall be conducted to promote understanding and acceptance within the campus community.

## **CHAPTER IX MARRIAGE AND CIVIL PARTNERSHIP**

### **Article 10**

1. Equal rights and privileges shall be afforded to individuals irrespective of marital or partnership status.
2. Employment, academic evaluation, or institutional benefits shall not be influenced by marriage or civil partnership considerations.
3. The Institute shall ensure balanced family-friendly policies including leave, flexible scheduling, and support for childcare.

## **CHAPTER X REFUGEE AND ASYLUM SEEKER STATUS**

### **Article 11**

1. Refugees and asylum seekers residing within the community shall be treated with dignity and have equal access to non-discriminatory education services.
2. The Institute may initiate partnerships with governmental and non-governmental bodies to assist refugees in pursuing higher education or research opportunities.
3. No form of exclusion shall be applied based on citizenship or legal status, subject to national legal frameworks.

## **CHAPTER XI PREGNANCY AND MATERNITY**

### **Article 12**

1. The Institute shall provide equal opportunity and protection for pregnant individuals and those in maternity periods.



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2. Academic flexibility and leave entitlements shall be preserved to ensure continuity of study or work.
3. Facilities supporting maternal health and parenthood shall be maintained and improved.
4. No student or staff shall face disadvantage due to pregnancy or maternity conditions.

## CHAPTER XII INSTITUTIONAL RESPONSIBILITY AND GOVERNANCE

### Article 13

1. The Rector shall establish an Equality, Diversity, and Inclusion Committee (EDIC) responsible for enforcing, monitoring, and evaluating the implementation of this Regulation.
2. The Committee shall produce annual reports and make policy recommendations for improvement.
3. Faculties and units must integrate EDI principles into operational procedures, recruitment, and student service delivery.

## CHAPTER XIII REPORTING, INVESTIGATION, AND SANCTION

### Article 14

1. Complaints regarding discrimination, harassment, or violation of this Regulation shall be submitted confidentially through designated institutional channels.
2. The EDIC shall investigate such complaints with impartiality and due process.
3. Sanctions, disciplinary actions, or corrective measures shall follow institutional and national legal standards, respecting the principles of fairness and rehabilitation.

## CHAPTER XIV EDUCATION, TRAINING, AND EVALUATION

### Article 15

1. The Institute shall integrate EDI values into orientation programs, academic curricula, and leadership development.
2. Periodic training on EDI, cultural competency, and ethical conduct shall be mandatory for all employees and encouraged among students.
3. Evaluation and feedback systems shall be instituted to ensure continuous improvement in EDI implementation.



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## CHAPTER XV FINAL PROVISION

### Article 16 Review and Amendment

This Regulation shall be reviewed every three (3) years or upon necessary adjustment to comply with new legal or institutional developments.

### Article 17 – Enactment

This Regulation shall come into force on the date of issuance and be binding upon all members of the academic community.

*Signed and sealed by the Rector of  
Institut Pendidikan Indonesia on  
December 20<sup>th</sup> 2024 in Garut*

**Prof. Dr. Nizar Alam Hamdani**