

# THE Impact Rankings Questionnaire

University : Universitas Indonesia  
Country : Indonesia  
Web Address : [www.ui.ac.id](http://www.ui.ac.id)

## [8] SDG8: DECENT WORK AND ECONOMIC GROWTH

### [8.2] Employment practice

#### [8.2.3] Employment policy on discrimination

### Regulations of Human Resource Management

#### BAB II PRINSIP-PRINSIP MANAJEMEN SUMBER DAYA MANUSIA

##### Pasal 2

- (1) Manajemen SDM sebagai kegiatan penting di UI harus didasarkan pada prinsip-prinsip profesionalisme, keadilan, dan kesamaan **hak** yang tidak membedakan manusia atas dasar suku, agama, ras, dan gender serta memberikan kesamaan **hak** bagi penyandang disabilitas.
- (2) Pengembangan SDM ditujukan untuk meningkatkan keterampilan dan kepakaran sesuai nilai-nilai UI untuk mencapai visi dan misi UI.

#### BAB III JENIS DAN STATUS PEGAWAI UI

#### BAB XVI PERLINDUNGAN

##### Pasal 62

- (1) UI wajib memberikan perlindungan dari:
  - a. bahaya dan risiko tempat kerja;
  - b. perundungan dan pelecehan seksual.

### [Peraturan Manajemen SDM](#)

### The Human Resource Management Guidebook

<h2 style="text-align: center;">KEADILAN</h2> <p style="text-align: center;"><b>Indikator Perilaku Kunci</b></p> <ul style="list-style-type: none"> <li>☐ Menjaga kehormatan dengan menjunjung tinggi nilai-nilai keadilan.</li> <li>☐ Bersikap responsif, santun dan tidak diskriminatif.</li> <li>☐ Turut berupaya untuk mewujudkan keadilan.</li> </ul>  <p style="text-align: right;">Keadilan 15</p>	<h2 style="text-align: center;">KEMARTABATAN</h2> <p style="text-align: center;"><b>Indikator Perilaku Kunci</b></p> <ul style="list-style-type: none"> <li>☐ Menjunjung tinggi norma kesucilaan dan sopan santun.</li> <li>☐ Memberikan pelayanan prima untuk mencapai kepentingan bersama.</li> <li>☐ Menciptakan area dan wilayah kampus UI sebagai zona yang aman.</li> </ul> 
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### Regulations of Establishment of Indicator of Cultural Values Key Behaviour

 <p>KEPUTUSAN REKTOR UNIVERSITAS INDONESIA NOMOR <b>2719</b> /SK/R/UI/2018</p> <p>TENTANG</p> <p>PENETAPAN INDIKATOR PERILAKU KUNCI NILAI-NILAI BUDAYA UNIVERSITAS INDONESIA</p>
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### Description:

Universitas Indonesia have a policy commitment to no forced labour, no modern slavery and no human trafficking, and no child labour.

The Human Resource Management in UI is based on professionalism, equity, and equal rights that do not discriminate people based on their ethnicity, race, religion and gender. It also provides equal rights to people with disabilities as written in Article 2 of Rector Decree No. 33/2018 concerning Human Resource Management. Universitas Indonesia also protects its workers from discrimination and harassment in the work environment as described in Article 62 of Rector Decree No. 33/2018.



Equity and Dignity, which is one of the values of Universitas Indonesia, also acts as the basis of the equal rights and anti-discrimination that are implemented on the campus.

Equity is demonstrated by giving everyone in Universitas Indonesia the equal and non-discriminative chances and treatments in doing their tasks, including the development of academic and other activities, and are not based on the decision that does not weigh on the disparity of race, ethnicity, religion, gender, marital status, age, handicap, or sexual orientation. Universitas Indonesia opens the chance for handicapped people to work in UI.

Universitas Indonesia is committed to treating everyone equally with respect, humanity, obedience to ethics, decency, and appropriateness in every situation.

**Evidence Link :**

1. <https://dsdm.ui.ac.id/uploads/files/buku-saku-9nilaiui.pdf>