

## **BERSATU MELAWAN PENGANIAYAAN: ALUMNI PENGAJIAN GENDER MENENTANG GANGGUAN SEKSUAL DI UNIVERSITI MALAYA**

### **Surat Terbuka kepada Universiti Malaya dan Kementerian Pengajian Tinggi Malaysia**

Kami, alumni program MA Pengajian Gender, Fakulti Sastera dan Sains Sosial, dengan rasa sangat kesal ingin mendesak perhatian segera berhubung kes-kes gangguan seksual yang masih berulang di universiti. Terkini, satu laporan gangguan seksual melibatkan seorang pensyarah dari Institut Sains Matematik, Fakulti Sains yang dilaporkan menghantar gambar-gambar bogel dan melakukan gangguan seksual kepada beberapa orang pelajarinya. Pada 17 Disember 2024, Kelab Feminisme UM telah mengangkat isu ini, dan turut menekankan kebimbangan wujudnya pesalah laku gangguan seksual lain di beberapa fakulti lain. Kes-kes gangguan seksual yang terus berulang di sebuah institusi berprestij ini tidak boleh menjadi kebiasaan dan tidak sepatutnya diberi muka lagi.

Kes baru-baru ini bukanlah kes terpencil di kampus-kampus Institut Pengajian Tinggi (IPT) di Malaysia, terutamanya di UM. Statistik dari Kelab Feminisme UM menunjukkan bahawa 1 daripada 5 orang pelajar pernah mengalami gangguan secara seksual di kampus dan hanya 11.1 peratus daripada jumlah ini yang tampil membuat tindakan lanjut. Bahkan, sejak beberapa tahun lepas, telah terdapat beberapa kenyataan berhubung kes gangguan seksual, salah laku dan eksploitasi yang telah tular melibatkan pelajar dan staf universiti.

Contoh-contoh kes di atas hanyalah sebahagian daripada banyak lagi kes-kes gangguan seksual yang tidak dilaporkan oleh mangsa. Situasi ini disebabkan ketakutan memandangkan status mereka sebagai pelajar dan ketidakyakinan pada komitmen UM dalam menangani isu ini sebaiknya. Kes gangguan dan eksploitasi seksual ini menunjukkan betapa normalnya budaya rogol dan eksploitasi seksual ke atas pelajar dan betapa tidak selamatnya kampus universiti ini. Berulangnya kes sebegini juga membuktikan adanya masalah sistemik yang lebih mendasar sehingga kampus menjadi ruang yang berbahaya kepada wanita dan pelajar. Hal ini menjadi lebih parah rentetan kegagalan UM dalam menguatkuasakan kod tatakelakuan dan polisi berkaitan gangguan seksual secara berkesan.

Universiti Malaya dan Kementerian Pengajian Tinggi wajib mengambil langkah-langkah pantas dan drastik bagi menjamin keselamatan pelajar-pelajar supaya tidak terus berada dalam risiko gangguan dan penganiayaan.

Sepuluh tuntutan kami adalah seperti berikut:

1. Kami mendesak penggantungan tugas segera terhadap mana-mana anggota fakulti yang dituduh dengan bukti yang kukuh sejurus selepas laporan dikemukakan. Tindakan ini penting untuk melindungi keamanan dan keselamatan pelajar lain sepanjang penyiasatan dilaksanakan.

2. Meneliti semula dan menambah baik Kod Bebas Eksploitasi Penganiayaan dan Gangguan Seksual (KOD) supaya berfokus untuk melindungi dan memberdaya pemandiri (*survivor-centric*) dan bukannya melindungi reputasi universiti atau orang kena tuduh tersebut. Antara penambahbaikan utama yang perlu dilakukan adalah mempercepat jangka masa proses aduan serta siasatan. Proses penelitian dan penambahbaikan Kod ini wajib melibatkan wakil dan badan pelajar berkaitan
3. Kami mendesak supaya identiti pesalah laku seksual dikenal pasti dan dihebahkan secara umum sebagai mekanisme perlindungan kepada komuniti pelajar. Tindakan ini adalah langkah pencegahan dan tanda keseriusan universiti dalam menangani jenayah seksual di IPT.
4. Kami menuntut ketelusan penuh berhubung hasil siasatan semua aduan kes gangguan seksual. Seluruh laporan penuh siasatan perlu dihebahkan secara umum memandangkan status UM ialah universiti awam. Siasatan juga wajib melibatkan pihak Kementerian Pengajian Tinggi. Penglibatan polis juga penting jika dipersetujui oleh pemandiri.
5. Satu pejabat hal ehwal gangguan seksual atau ombudsman yang bebas ditubuhkan di universiti. Pejabat ini perlu berfungsi dengan autonomi sendiri tanpa terikat dengan pentadbiran universiti bagi memastikan kesaksamaan dalam menguruskan aduan berkaitan.
6. Memberikan khidmat dan akses ujian kesihatan fizikal dan mental yang diperlukan pemandiri (*survivor*) kes salah laku seksual dengan kadar segera. Sokongan sebegini penting untuk proses pemulihan dan kesejahteraan pemandiri.
7. Mewajibkan latihan tahunan tentang pencegahan gangguan seksual yang berkesan kepada semua staf dan pelajar universiti di setiap fakulti, jabatan dan kolej kediaman. Latihan tersebut haruslah merangkumi panduan yang praktikal berkaitan mengenal pasti gangguan, mekanisme aduan, cara membantu secara selamat dan sokongan kepada pemandiri serta menekankan maklumat penting yang terkandung dalam KOD.
8. Menubuhkan satu jawatankuasa pemantau luar melibatkan alumni, pakar pengajian gender dan pakar perundangan untuk menyelia pengurusan universiti berkaitan kes gangguan seksual serta memastikan pematuhan amalan terbaik.
9. Melakukan audit bebas secara berkala berkaitan bagaimana aduan gangguan seksual diuruskan. Laporan audit diterbitkan secara umum untuk menjamin akauntabiliti yang berterusan.
10. Universiti menerbitkan satu laporan tahunan yang memperincikan situasi menyeluruh berkaitan bilangan aduan gangguan seksual yang diterima, proses lanjutan dan setiap

hasil siasatan. Laporan ini adalah penting untuk membuktikan ketelusan dan akauntabiliti universiti dalam menangani masalah gangguan seksual.

Kami menyatakan solidariti dengan semua pemandiri gangguan seksual di Universiti Malaya dan menggesa universiti membuat tindakan segera yang tegas. Amatlah mustahak untuk setiap aduan yang dilaporkan disiasat dengan terperinci dan pesalah laku dipertanggungjawabkan sewajarnya. UM merupakan salah sebuah institusi akademik terbaik di Malaysia dengan majoriti pelajar dan staf merupakan perempuan. Oleh itu, adalah menjadi tanggungjawab dan tugas UM untuk memastikan keselamatan dan kesejahteraan komunitinya, terutamanya para pelajar.

Kami juga menggesa Kementerian Pengajian Tinggi untuk melaksanakan langkah tegas bagi mengekang gangguan seksual dan salah guna kuasa, terutamanya kes yang melibatkan pensyarah. Persekitaran akademik yang selamat dan saksama wajib diwujudkan. Terdapat kekangan yang menghalang para pemandiri daripada bersuara. Hal ini menuntut kepada wujudnya sistem sokongan yang lebih mendukung. Sistem sokongan ini perlu merangkumi akses kepada bantuan komprehensif seperti bantuan guaman, kaunseling dan perubatan. Hal ini bagi memastikan pemandiri menerima semua sokongan yang diperlukan untuk pulih dan mendapat keadilan. Tanpa sistem sebegini, kitaran penganiayaan dan pembungkaman akan terus berlaku, sekali gus menjatuhkan integriti institusi pendidikan kita.

## **UNITED AGAINST ABUSE: GENDER STUDIES ALUMNI STAND AGAINST SEXUAL HARASSMENT AT UNIVERSITI MALAYA**

### **Open Letter to Universiti Malaya and Ministry of Higher Education Malaysia**

We, the alumni of the MA Gender Studies programme, Faculty of Arts and Social Science at Universiti Malaya, are writing with profound distress and a strong sense of urgency regarding the recurring incidences of sexual harassment linked to the university. Recently, a sexual harassment allegation was made involving a professor from the Institute of Mathematical Sciences who has allegedly been sending explicit photographs and engaging in sexually inappropriate behaviour toward multiple students. On December 17, 2024, the UM Feminism Club brought attention to these allegations, amplifying concerns about the possible presence of other habitual offenders in specific university departments. The persistent occurrence of sexual harassment within this prestige institution cannot and should not be tolerated any longer.

This recent case does not exist in isolation. A survey conducted by UM Feminism Club found that 1 in 5 students had experienced sexual harassment, but only 11.1 % of these individuals chose to formally report their experiences. Over the past few years, several other testimonies of sexual harassment, misconduct, and possible exploitation have surfaced involving students and staff of the university.

The incidents represent only a fraction of the many sexual harassment cases on campus, including numerous unreported instances driven by students' fear and lack of confidence in

UM's commitment to addressing the issue effectively. The repetition of such cases indicate the prevalence sexual exploitation and normalisation of rape culture on campus. These incidents also highlight a broader systemic issue, that make the campus an unsafe environment for women and students which is exacerbated by UM's failure to enforce its existing code of conduct and sexual harassment policies effectively.

Universiti Malaya and the Ministry of Higher Education should take swift and drastic measures to ensure the safety of students from being at risk of harassment.

Our 10 demands are as follows:

1. We urge for the immediate suspension of duties for any faculty member accused of sexual misconduct upon the submission of a credible report. This measure is crucial to safeguard the well-being and safety of all students during the investigation.
2. The existing Code of Free from Sexual Exploitation, Abuse and Harassment (Code) needs thorough evaluation and improvement to focus on protecting and empowering survivors, rather than safeguarding the institution's reputation. The Code must remain survivor-centric. One of the main improvements must include to expedite the timeline for complaint and investigation processes. The review and enhancement of this Code must involve representatives and related student bodies.
3. To protect the student community, we advocate for the public identification of individuals found guilty of sexual misconduct. This action will serve as a deterrent and underline the seriousness with which the university treats these offences.
4. We demand full transparency in the handling of all sexual harassment investigations. All findings should be publicly disclosed, and the process should involve oversight by the Ministry of Higher Education. Involvement of police authorities is also encouraged if deemed agreeable by the complainers.
5. An independent sexual harassment office or ombudsman should be established within the university. This office would operate autonomously from the university administration to ensure impartiality in handling complaints.
6. Immediate and unrestricted access to physical and mental health services should be provided to survivors of sexual misconduct. This support is crucial for their recovery and continued well-being.
7. Implement annual mandatory training on sexual harassment prevention for all university staff and students across faculties, departments and residential colleges. This training should include practical advice on recognising harassment, mechanisms to lodge complaints, intervening safely, and supporting survivors, as well as highlighting key points of the Code.
8. Establish an external oversight committee that includes alumni, gender studies experts, and legal professionals to monitor the university's handling of sexual harassment cases and ensure compliance with best practices.
9. Conduct regular independent audits of how sexual harassment complaints are handled, with the results made available to the public to ensure ongoing accountability.
10. The university should publish an annual report detailing the overall findings of the number of complaints received each year, the processes followed and the outcomes of

the investigations. This report would be a vital step toward transparency and accountability.

We stand in solidarity with all survivors of sexual harassment at Universiti Malaya and we demand immediate, decisive action from the university.. It is imperative that all reported incidents are thoroughly investigated and that perpetrators are held accountable in a timely manner. As one of Malaysia's leading academic institutions, where the majority of students and staff are women, UM has a responsibility and an undeniable obligation to ensure the safety and well-being of its community, particularly its students. We also urge the Ministry of Higher Education to enforce stringent measures to curb sexual harassment and abuse of power, especially in cases involving lecturers. The establishment of a secure and equitable academic environment is imperative. The prevalence of significant barriers that discourage survivors from speaking out necessitates robust support systems that include comprehensive resources including legal assistance, counselling and medical care, ensuring survivors receive all necessary support to heal and seek justice. Without these, the destructive cycle of abuse and silence will persist, undermining the integrity of our educational institutions.

**Ditandatangani Oleh/ Signed by:**

1. Ayesha Sofia
2. Davina Kho Siew Ping
3. Fathul Jannah
4. Jayamalar Samuel
5. Harjinder Kler
6. Nadirah Babji
7. Nazreen Nizam
8. Nur Adilla
9. S. Indramalar

**Disokong Oleh/ Endorsed by (Setakat 5pm, 20 Disember 2024):**

1. All Women's Action Society (AWAM)
2. AIDA (Autism Inclusiveness Direct Action Group)
3. Amirah Mardhiah Abu Bakar (Individual)
4. Amanda Shweeta Louis (Individual)
5. Ana Jonessy (Individu)
6. Animah Kosai, the Speaking Up Network
7. Ahmad Mustaqim (Individu)
8. Association of Women Lawyers
9. Asma Mohammed Noor (Individu)
10. Azman bin Baharudin (Individu)
11. Bichara Malaya
12. CBIB
13. Choo Chon Kai (Individual)

14. Centre for Independent Journalism
15. Dari Dapur Cik Tipah
16. Dayang Nurhazieqa Hamzani (individual)
17. Department of Anthropology and Sociology
18. Family Frontiers
19. Gibbon Conservation Society
20. Individual - Students
21. Individual(s) in FASS, UM
22. Individual(s) in Ministry of Health
23. Individuals in Universiti Teknologi Sarawak
24. Individual(s) in Astro Awani
25. Initiative for Malaysian Humanitarian (INSAN)
26. Ismail bin Mohammed Noor (Individu)
27. Haslinah binti Yacob
28. Hazman Baharom, penyelidik, Universiti Waseda; pensyarah, Universiti JF Oberlin
29. HAYAT
30. Ho Yock Lin (President, AWAM)
31. HUSH Collective
32. Jamie Yap (Parti Sosialis Malaysia)
33. Jurnal Sang Pemula
34. Kamariah Rahmah, Lawyer, UM Alumna
35. Klima Action Malaysia (KAMY)
36. Kau Ok Tak
37. Kaiser Ho, Monsters Among Us
38. Kembangan Kolektif
39. Kinana Media Sdn Bhd
40. Knowledge and Rights for Young People through Safer Spaces (KRYSS) Network
41. Kuala Lumpur and Selangor Chinese Assembly Hall's (KLSCAH) Civil Rights Committee
42. Kuala Lumpur and Selangor Chinese Assembly Youth (KLSCAH Youth)
43. Legal Dignity
44. Malaysian Doctors for Women & Children
45. Malaysia First
46. Malaysian Student and Community of Leeds
47. Mariani 'Bam' Ramli (Individu)
48. Matahari Books
49. Monsters Among Us (MAU)
50. Muhammad Ariff bin Isa (Individu)
51. MY FAT SQUAD
52. Najibah Abu Bakar (penterjemah dan penulis buku, Alumni MLIS UM)
53. Nur Effa Qamariani (Individu)
54. Nursyukrina Md Khalil (Individu)
55. Othman bin Mohammed Noor (Individu)
56. Parti Sosialis Malaysia (PSM)
57. Persatuan Aktivis Sahabat Alam (KUASA)

58. Persatuan Kesedaran Komuniti Selangor (EMPOWER)
59. Pertubuhan Generasi Aspirasi Pemimpin Wanita Malaysia (GAP.MY)
60. Pertubuhan Advokasi dan Kesejahteraan Pekak Malaysia
61. Persatuan Martabat Untuk Semua Petaling Jaya
62. Persatuan Staff Akademik Universiti Malaysia Pahang Al Sultan Abdullah (UMPSA)
63. Pusat Pelajar Marhaen (PPM)
64. Rachel Tan Mei Chien - Industrial Relations Consultant (Individu)
65. Reproductive Rights Advocacy Alliance Malaysia (RRAAM)
66. Reproductive Health Association of Kelantan
67. Rubin Khoo (Individu)
68. Rodziah binti Mansor (Individu)
69. Rozita binti Lazim (Individu)
70. Saiff bin Sunardi (Individu)
71. Sofea bin Sunardi (Individu)
72. Saya Anak Bangsa Malaysia [SABM]
73. Sahabat Alam Malaysia (SAM)
74. Sabah Women's Action Resource Group (SAWO)
75. Shakila Zen (Individu)
76. Suara Rakyat Malaysia (SUARAM)
77. Society for Equality, Respect, and Trust for All.
78. SIUMAN Collective
79. Sisters in Islam (SIS)
80. StandUp Malaysia
81. Siti Amah Ahmad (Individu)
82. Safiyah bin Sunardi (Individu)
83. Shamin Ballazi (endorsing as an individual, Educator, UM Alumnus)
84. Sya A. (endorsing as an individual, Autistic and Disability Rights Advocate)
85. Salman bin Sunardi (Individu)
86. Sunardi Janin (Individu)
87. Suri Intelek (Individu)
88. Wan Afifi Zawawie bin Wan Zakaria
89. WN Khuzairey (Individu)
90. Women's Aid Organisation (WAO)
91. Women's March Malaysia 2024
92. University Malaya Association of New Youth (UMANY)
93. Universiti Terbuka Anak Muda
94. Zakiah Mohd Noor (Individu)
95. Zikri Rahman, Koordinator Program Pusat Sejarah Rakyat

*Untuk sebarang pertanyaan lanjut, boleh hubungi wakil Alumni Pengajian Gender iaitu S. Indramalar di emel [Indrasatku\[@\]gmail.com](mailto:Indrasatku[@]gmail.com)*

*For further inquiries, you may contact the Gender Studies Alumni representative, S. Indramalar, via email at [Indrasatku\[@\]gmail.com](mailto:Indrasatku[@]gmail.com).*