



INCLUSIVE EDUCATION POLICY FOR MARGINALIZED STUDENTS 2025





USM
UNIVERSITI SAINS MALAYSIA



Universiti Sains Malaysia

**INCLUSIVE EDUCATION
POLICY FOR MARGINALIZED
STUDENTS**

2025

1.0 INTRODUCTION

USM affirms its commitment to inclusive education by ensuring equitable access to learning opportunities for all students, particularly those from marginalized and/or underrepresented groups. This Policy aims to minimize barriers to participation, foster a culture of belonging, and promote academic and personal success for every student. This is in accordance with USM APEX agenda through sustainability, inclusivity and social responsibility.

2.0 PURPOSE

The purpose of this Policy is to establish a comprehensive learning and living experience that supports the inclusion of marginalized and/or underrepresented students at USM through institutional practices, admission processes, academic support, and cultural sensitivity.

3.0 SCOPE

This Policy applies to all students, academic staff, administrative personnel, Schools, Centres, and support systems within USM, including processes related to student admission, learning, and campus life.

4.0 DEFINITIONS

4.1 Marginalized and/or underrepresented students:

Individuals or communities who are marginalized due to factors such as socio-economic status, disability, gender, displaced people/refugees and indigenous status.

4.2 Inclusive Education:

A process of addressing and responding to the diverse needs of all students by increasing participation, reducing exclusion, and fostering equity.

5.0 OBJECTIVES

- 5.1 To ensure equal access to quality education for all students.
- 5.2 To minimize institutional and systemic barriers that hinder participation.
- 5.3 To foster an inclusive campus culture that values diversity and promotes equity.
- 5.4 To enhance staff capacity for inclusive practices.
- 5.5 To support the academic and personal development of marginalized and/or underrepresented students.

6.0 POLICY STATEMENTS

6.1 Equal Opportunity

USM is committed to promoting equitable access to higher education through targeted admission strategies and inclusive institutional practices for marginalized, underrepresented, and disadvantaged groups.

USM students shall not be denied access to education on the basis of disability, socio-economic status, ethnicity, gender, displaced people/refugees, indigenous status, or geographic location.

6.2 Inclusive Learning Environment

USM shall promote a learning and living environment that is safe, respectful, and welcoming to all students, with policies against discrimination, harassment, or exclusion.

6.3 Academic Support and Teaching Practices

Students from marginalized and/or underrepresented groups shall be provided with appropriate academic support, including flexible learning arrangements, assistive technologies, and appropriate accommodations. All USM stakeholders are encouraged to integrate inclusive pedagogies, including teaching practices and culturally responsive content.

6.4 Staff Development and Training

USM academics, diversity officers and support staff will be given continuous opportunities to professional development programs on inclusive education and diversity sensitivity.

6.5 Monitoring, Evaluation, and Accountability

The university shall monitor the implementation of this policy through regular assessments, feedback mechanisms, and reporting by the responsible parties.

6.6 Student Voice and Representation

The voice of students from marginalized and/or underrepresented backgrounds shall be brought through appropriate channel (Student Development Affairs & Alumni) in university decision-making, committees, and policy reviews relevant to university inclusion and equity aspiration.

7.0 REVIEW AND AMENDMENT

This policy shall be reviewed every five (5) years or earlier if deemed necessary to ensure its continued relevance and effectiveness.

8.0 INDICATORS

- 8.1 Profiling of OKU/Disability students in each School: gender, type, courses, etc
- 8.2 Number/types of training for staff
- 8.3 Total number of new or improved accommodations and facilities
- 8.4 Group Satisfaction Index
- 8.5 Number of initiative programs for students by Schools
- 8.6 Development of equality, diversity, and inclusion committee.

Disclaimer:

This policy is to be read in conjunction with existing USM and/or national policies, guidelines and/or regulations, including but not limited to:

- i. **Wawasan Kemakmuran Bersama (WKB) 2030** - particularly the focus on nine (9) Kumpulan Golongan Terpinggir;
- ii. **Universiti Sains Malaysia Policy on Persons with Disabilities** (Dasar Orang Kurang Upaya Universiti Sains Malaysia);

- iii. **USM Sexual Harassment Policy** (Dasar Gangguan Seksual); and/or
- iv. Other relevant USM policies, guidelines and/or regulations that support inclusivity, equity, and well-being of all community members.

This Policy complements and supports, but does not override, USM Constitutions, guidelines and/or regulations. Where applicable, this Policy aligns with national legislation and international best practices in inclusive education and human rights.

AUTHORITIES:

Policy Custodian	Institutional Planning & Strategic Centre (IPSC)
Responsible Policy Officer	PROFESOR DR. SHAIFUL BAHARI ISMAIL Chairman, Universiti Sains Malaysia (USM) Inclusive Education Policy for Marginalized Students Policy Committee shaifulb@usm.my
Endorsed by	- Jawatankuasa Pengurusan Universiti (JKPU) - Majlis Kelestarian Universiti (MKU)
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Contact for queries about the Policy	Wan Sharipahmira Mohd Zain Centre for Global Sustainability Studies wansharipahmira@usm.my

Prepared by:

NO	NAME	DESIGNATION
1	Professor Dr. Shaiful Bahari Bin Ismail	Director of Health Campus USM
2	Professor Dr. Azizah Binti Omar	Director of Division of Student Development Affairs and Alumni
3	Associate Professor Dr. Muhammad Izzudin Syakir Ishak	Director of Division of Industry and Community Network
4	Associate Professor Dr. Paramjit Singh A/L Jamir Singh	Deputy Dean of Research, School of Social Sciences / Social Worker
5	Professor Dr. Asrenee Binti Ab. Razak	Deputy Dean of Research School of Medical Sciences / Consultant Psychiatrist
6	Associate Professor Dr. Mohd Hafidz Binti Jaafar	School of Industrial Technology/ Occupational Safety & Health Consultant
7	Dr. Syazwani Binti Drani	School of Social Sciences / Social Worker
8	Dr. Normaliza Binti Abdul Manaf	Coordinator of Kampus Sejahtera
9	Puan Hanum Binti Muhamad Shkir	Legal Officer
10	Muhammad Nur Hazim Bin Mazlan	School of Biological Sciences / Community Practitioner
11	Nor Sida Binti Che Nayan	Assistant Registrar, International Ranking Unit, Institutional Planning & Strategic Centre (IPSC)
12	Wan Sharipahmira Binti Mohd Zain	Assistant Registrar, Centre for Global Sustainability Studies (CGSS)



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