

Championing Equality and Empowerment: Alfa University College's Progress on SDG 5 – Gender Equality

At Alfa University College (AUC), Malaysia, we are firmly committed to the United Nations Sustainable Development Goal 5 (SDG 5): Gender Equality, which aims to achieve gender equality and empower all women and girls.

AUC believes that true education flourishes in an environment of equality, respect, and inclusion. The university promotes a culture where all individuals regardless of gender have equal access to opportunities, leadership, and participation in academic, professional, and social spheres.

Through policy, practice, and partnership, Alfa University College continues to advance gender equity across its operations, curriculum, and community outreach.

Our key activities and initiatives include:

- Equal Opportunity Policies: AUC upholds strict non-discrimination and equal opportunity policies that ensure fairness in student admissions, faculty recruitment, promotions, and leadership appointments.
- Women in Leadership: The university proudly supports female representation in academic and administrative leadership roles, promoting inclusivity at every level of decision-making.
- Gender Awareness and Empowerment Programs: Regular seminars, dialogues, and workshops are held to raise awareness about gender equality, women's rights, and empowerment in both educational and workplace settings.
- Support for Women in STEM: AUC actively encourages female participation in science, technology, engineering, and mathematics (STEM) disciplines, providing mentorship and academic support to help women thrive in these fields.
- Gender-Based Research and Advocacy: The university's researchers conduct studies on gender equity, women's health, and socio-economic inclusion, contributing evidence that supports informed policy and community change.
- Protection and Support Services: AUC provides a safe, inclusive, and supportive campus environment, including counselling services and mechanisms to address discrimination or harassment.
- Community Engagement: Through partnerships with NGOs and advocacy groups, AUC participates in initiatives that promote women's education, entrepreneurship, and social development, extending its impact beyond the campus.

Empowering Women Through Education: Tracking and Advancing Women's Application and Acceptance Rates at Alfa University College, Malaysia

At Alfa University College, Malaysia, our commitment to gender equality goes beyond words, it is reflected in measurable action. As part of our dedication to Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower All Women and Girls, we have established a systematic approach to monitor and enhance women's participation in higher education across all academic programmes.

Systematic Monitoring and Data Tracking

Alfa University College has implemented a comprehensive data management system that tracks the application, admission, and enrolment trends of female students across all faculties. This system allows the University to:

- Measure women's application rates at every intake cycle.
- Analyze acceptance and entry rates in comparison to male applicants.
- Identify trends and gaps in female representation across disciplines, particularly in STEM and leadership-oriented programs.







Data-Driven Interventions for Gender Balance

Using these insights, the University designs and implements targeted outreach initiatives such as:

- Women-in-STEM scholarship programs to encourage more female participation in technology and engineering fields.
- Mentorship and empowerment workshops that connect aspiring female students with successful women in academia and industry.
- Awareness campaigns and counselling sessions during admission periods to promote inclusivity and confidence among prospective female applicants.





The Gender Equality and Inclusivity Committee (GEIC) at Alfa University College reviews and reports on these statistics annually. This ensures that the University remains transparent and accountable in its efforts to create equal opportunities.

Regular reports are submitted to the University's management board and shared with stakeholders to support continuous improvement in policy and practice.

Through ongoing monitoring, data-driven decision-making, and supportive programs, Alfa University College envisions a future where women's representation and leadership in all areas of academia and research continue to grow ensuring equal access, opportunity, and empowerment for all.

Championing Gender Equality: Alfa University College's Policy on Women's Applications, Acceptance, and Participation

At Alfa University College, Malaysia, we firmly believe that gender equality in education is the cornerstone of social progress and sustainable development. Guided by the principles of Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower All Women and Girls, the University has established a comprehensive policy framework that ensures fairness, inclusivity, and empowerment for women across all stages of their academic journey from application and admission to active participation and leadership.

Inclusive Admission Policy

Alfa University College maintains a non-discriminatory admissions policy that provides equal opportunities for women and men to access quality education.

Our admissions process:

- Encourages women applicants across all disciplines, including underrepresented areas such as engineering, technology, and leadership programs.
- Incorporates gender-balanced evaluation criteria to eliminate bias in the selection process.
- Offers special support services and counselling during the application period to help women candidates make informed academic choices.







Commitment to Equitable Entry and Participation

Beyond admissions, the University actively monitors and promotes women's retention, engagement, and advancement within the academic environment. Key initiatives include:

- Tracking women's acceptance and enrolment rates to ensure balanced representation across programmes.
- Providing scholarship opportunities and mentorship programs dedicated to female students.
- Encouraging women's participation in leadership roles, student councils, and research projects.





Creating a Supportive Learning Environment

Alfa University College fosters an inclusive campus culture through:

- Gender sensitization and awareness programs that promote respect, equality, and diversity.
- Support networks and advocacy groups that empower women to pursue academic excellence and leadership roles.
- Policies against gender discrimination and harassment, ensuring a safe, respectful, and enabling educational environment for all.





The Gender Equality and Inclusivity Committee (GEIC) is responsible for monitoring, evaluating, and reporting on the implementation of gender-related policies. Regular reviews ensure that the University continues to:

- Strengthen access and participation of women in all academic areas.
- Promote transparency and accountability in admissions and participation data.
- Align institutional practices with national and global standards for gender equality in education.

Through this policy-driven approach, Alfa University College reaffirms its commitment to nurturing a community where women's voices are heard, their achievements are celebrated, and their potential is fully realized.

We believe that empowering women through education not only transforms individual lives but also contributes to a more equitable and sustainable society.

Empowering Women Through Opportunity: Access Schemes and Support at Alfa University College, Malaysia

At Alfa University College, Malaysia, we are deeply committed to empowering women through equitable access to higher education. In line with Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower All Women and Girls, the University has established a range of women-focused access schemes designed to remove barriers, inspire confidence, and nurture leadership among female students.

Women's Mentorship and Leadership Programs

To help women reach their full potential, Alfa University College offers structured mentorship initiatives connecting female students with experienced academic mentors, industry professionals, and alumni role models.



Through these mentorship programs, women receive:

- Career guidance and support in navigating academic and professional pathways.
- Networking opportunities with successful women leaders in various disciplines.
- Leadership and confidence-building training, preparing them for future roles in academia, business, and community development.



Scholarship Opportunities for Women

The University provides exclusive scholarship schemes to encourage women's participation, especially in fields where female representation is traditionally lower. These scholarships aim to:

- Support talented women who demonstrate academic excellence and leadership potential.
- Promote diversity and inclusion across all faculties.
- Reduce financial barriers that may prevent women from pursuing higher education.



Capacity-Building and Skill Development

In addition to financial and mentoring support, Alfa University College organizes regular workshops, seminars, and career development programs focused on:

- Entrepreneurship and innovation for women.
- STEM education and digital literacy.
- Personal development and self-empowerment training.



All women's access schemes at Alfa University College are coordinated and monitored by the Gender Equality and Inclusivity Committee (GEIC), ensuring transparency, impact measurement, and continuous improvement. The University remains dedicated to creating a supportive environment where every woman has the opportunity to excel, lead, and contribute meaningfully to society.

Through these initiatives, Alfa University College reaffirms its commitment to advancing gender equality by ensuring that women not only gain access to education but also thrive as leaders, innovators, and changemakers.

Encouraging Women in Underrepresented Fields: Building an Inclusive Future at Alfa University College, Malaysia

At Alfa University College, Malaysia, we are proud to champion gender inclusivity and equal opportunity across all academic disciplines. Guided by the principles of Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower All Women and Girls, the University actively promotes women's participation in subjects where they are traditionally underrepresented, such as science, technology, engineering, and leadership-oriented programs.

Targeted Outreach and Awareness Campaigns

Alfa University College conducts outreach programs in schools, communities, and online platforms to encourage young women to pursue studies in emerging and technical fields. These campaigns highlight:

- Success stories of female graduates and professionals who have excelled in STEM, business, and innovation.
- Career pathways and opportunities available to women in underrepresented industries.
- Workshops and open days that allow prospective female students to explore these programs firsthand.





Scholarships and Financial Incentives

To reduce financial barriers and inspire confidence, the University offers dedicated scholarships for women applying to programs where female representation remains low. These scholarships aim to:

- Promote gender balance in academic enrollment.
- Recognize and reward academic excellence and potential.
- Support women's access to high-demand and high-impact careers.





Mentorship and Peer Support Networks

Recognizing the importance of guidance and community, Alfa University College has established mentorship schemes and peer support groups to help women succeed in male-dominated disciplines. These initiatives connect female students with:

- Academic mentors and industry role models who provide guidance and inspiration.
- Networking opportunities that encourage collaboration and professional growth.
- Peer learning groups that foster confidence and a sense of belonging.



The University's Gender Equality and Inclusivity Committee (GEIC) plays a vital role in monitoring enrolment trends, ensuring that policies and initiatives remain effective in bridging gender gaps across all faculties. Continuous review and evaluation help the University maintain transparency and drive meaningful progress.

Through these dedicated efforts, Alfa University College reaffirms its commitment to empowering women to enter, excel, and lead in areas where they have been historically underrepresented. By nurturing confidence, providing support, and opening doors to opportunity, the University continues to build a diverse and inclusive academic community where every student can thrive.

Promoting Equality and Respect: Alfa University College's Policy of Non-Discrimination Against Women

At Alfa University College, Malaysia, we believe that equality and respect are the foundations of a thriving academic community. Guided by Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower All Women and Girls, the University upholds a strong policy of non-discrimination against

women, ensuring that all individuals have equal access to education, opportunities, and participation free from bias, prejudice, or unfair treatment.

A Clear Policy of Equality

Alfa University College's Non-Discrimination Policy firmly prohibits any form of gender-based discrimination in:

- Admissions and recruitment processes
- Academic and professional development opportunities
- Leadership positions, research roles, and student activities
- Access to scholarships, facilities, and campus services

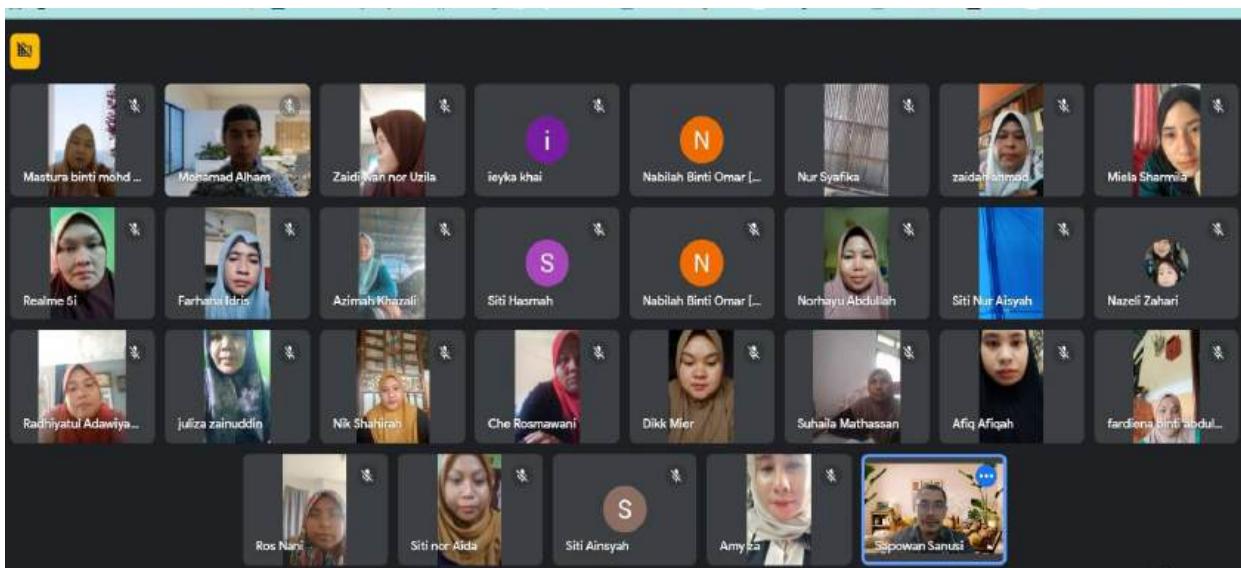


This policy reinforces the University's commitment to maintaining a safe, fair, and inclusive environment for all members of its community.

Awareness and Advocacy Initiatives

The University regularly organizes awareness programs, seminars, and training workshops to promote understanding of gender equality and inclusivity. These initiatives aim to:

- Educate staff and students on rights, respect, and equal treatment.
- Prevent gender bias and foster a culture of accountability and inclusion.
- Encourage open dialogue on issues affecting women in academia.



Supportive Systems and Reporting Mechanisms

To ensure effective policy enforcement, Alfa University College provides:

- Confidential reporting channels for any form of gender discrimination or harassment.
- A Gender Equality and Inclusivity Committee (GEIC) to review and address complaints promptly and fairly.
- Counselling and support services to assist affected individuals and promote wellbeing.



The University conducts regular policy reviews and gender audits to evaluate the effectiveness of its non-discrimination measures. Findings are used to improve institutional practices, ensuring continuous progress toward an equitable and empowering learning environment.

Through the full implementation of its policy of non-discrimination against women, Alfa University College continues to foster a community grounded in respect, fairness, and opportunity for all. The University remains steadfast in its mission to create a campus where every woman is valued, empowered, and given the space to succeed.

Fostering Inclusion and Respect: Alfa University College's Policy of Non-Discrimination for Transgender People

At Alfa University College, Malaysia, we are committed to creating a safe, inclusive, and equitable academic environment for everyone regardless of gender identity or expression. In alignment with Sustainable Development Goal 10 (SDG 10): Reduce Inequalities and SDG 5: Gender Equality, the University actively implements a policy of non-discrimination for transgender people, ensuring equal rights, dignity, and opportunities for all members of our community.

Upholding Equality and Human Dignity

Alfa University College's Non-Discrimination Policy explicitly protects transgender individuals from bias or unfair treatment in:

- Admissions and academic participation
- Employment and promotion opportunities
- Access to campus facilities, student services, and activities



- Social and professional interactions within the university community



This policy affirms that everyone is entitled to respect, safety, and acceptance within the learning environment.

Creating an Inclusive Campus Culture

The University promotes awareness and inclusivity through education and dialogue. Regular workshops, seminars, and campaigns are conducted to:

- Build understanding of gender diversity and inclusive practices.
- Encourage mutual respect and empathy among students and staff.
- Prevent prejudice, harassment, or marginalization based on gender identity.





Supportive Services and Confidential Assistance

Alfa University College ensures that transgender students and staff have access to:

- Confidential counselling and mentorship programs offering academic and emotional support.
- Inclusive facilities and administrative processes that respect individuals' identities.
- Safe reporting channels for discrimination or harassment concerns, handled with sensitivity and confidentiality.





Through its Gender Equality and Inclusivity Committee (GEIC), the University continually reviews its policies and practices to ensure they reflect evolving standards of equality, inclusivity, and respect. Feedback from the campus community helps guide ongoing enhancements to institutional culture and policy implementation.

At Alfa University College, we believe that education thrives in an environment where every individual feels valued, respected, and supported. By implementing and upholding a policy of non-discrimination for transgender people, the University reaffirms its role as a champion of inclusivity, human dignity, and equal opportunity for all.

Supporting Women's Participation Through Maternity-Friendly Policies at Alfa University College, Malaysia

At Alfa University College, Malaysia, we recognize that empowering women in education and employment requires thoughtful policies that support their well-being and continued participation. In alignment with Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower All Women and Girls, the University has implemented a comprehensive maternity policy designed to provide flexibility, care, and opportunity for women to thrive without compromising their academic or professional goals.

Maternity Leave and Support Framework

Alfa University College's maternity policy ensures that female staff and students are supported during pregnancy and postnatal periods through:

- Paid maternity leave in accordance with Malaysian labor regulations and best practices.



- Flexible work or study arrangements that accommodate medical appointments and recovery needs.
- Return-to-work support programs that ease reintegration into the academic or professional environment.



Creating a Family-Friendly Campus Environment

The University fosters a family-supportive culture by providing facilities and initiatives such as:

- Designated rest areas and nursing-friendly spaces for mothers.
- On-campus health and counselling services for maternal and emotional well-being.



- Awareness programs that promote respect and understanding for women balancing family and career responsibilities.



Encouraging Women's Continued Participation

Alfa University College is committed to ensuring that maternity does not become a barrier to women's participation in academia or the workplace. Through its maternity policy, the University:

- Promotes retention and career progression of women in teaching, research, and administration.
- Supports female students with academic flexibility, allowing them to continue their studies during maternity leave or after childbirth.
- Encourages leadership development among women returning from maternity leave through professional growth programs.



The Gender Equality and Inclusivity Committee (GEIC) oversees the implementation of the maternity policy, ensuring compliance, fairness, and continuous improvement. Regular reviews and feedback mechanisms help the University adapt to evolving needs and maintain its commitment to women's empowerment.

Through the effective implementation of its maternity policy, Alfa University College demonstrates its unwavering dedication to supporting women's participation, health, and advancement. By creating a compassionate and inclusive environment, the University ensures that every woman has the opportunity to achieve her personal and professional aspirations while maintaining a healthy family life.

Supporting Student Mothers: Accessible Childcare Facilities at Alfa University College, Malaysia

At Alfa University College, Malaysia, we understand that education should be accessible to all, including women balancing academic goals with the responsibilities of motherhood. In line with Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower All Women and Girls, the University is committed to creating a family-friendly learning environment through the provision of accessible childcare facilities that enable recent mothers to continue their studies with confidence and peace of mind.

Accessible On-Campus Childcare Facilities

Alfa University College provides safe, affordable, and well-equipped childcare facilities designed to support student mothers in pursuing their academic ambitions. These facilities offer:

- Qualified childcare professionals who ensure the safety and well-being of children.
- Flexible operating hours aligned with class and examination schedules.
- Comfortable, nurturing spaces that promote early childhood development and care.





Promoting Women's Academic Continuity

By providing accessible childcare services, the University helps recent mothers remain actively engaged in their studies. This initiative allows them to:

- Attend lectures, tutorials, and practical sessions without worrying about childcare arrangements.
- Participate fully in academic and extracurricular activities.
- Progress towards graduation without unnecessary interruptions to their education.



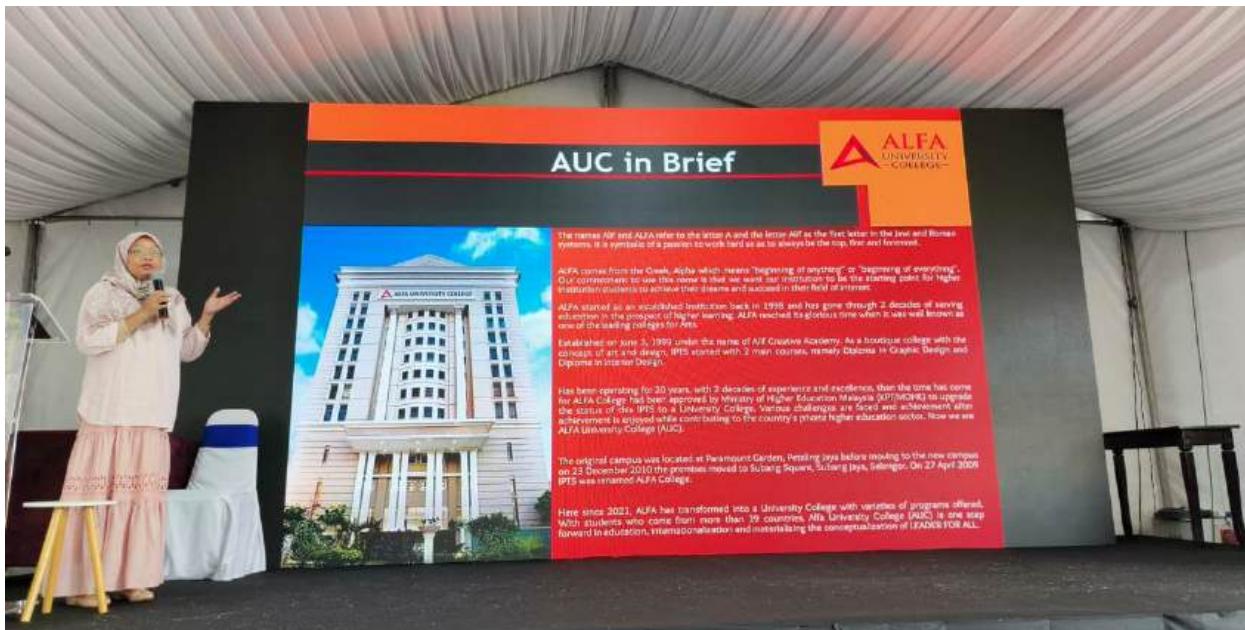
Building a Supportive Campus Community

Alfa University College promotes a culture of empathy and inclusion, ensuring that student mothers feel supported throughout their academic journey. In addition to childcare facilities, the University also offers:

- Academic counselling and flexible learning options for women managing parenting responsibilities.



- Peer support networks and mentorship programs connecting mothers with other students who share similar experiences.
- Awareness initiatives to foster understanding among staff and students about the needs of student parents.



The Gender Equality and Inclusivity Committee (GEIC) oversees the management and continuous improvement of childcare support services. This ensures that the facilities meet high standards of safety, accessibility, and inclusiveness, reaffirming the University's commitment to empowering women through education and support systems.

Through the provision of accessible childcare facilities, Alfa University College demonstrates its dedication to breaking barriers to women's education. By supporting recent mothers in continuing their studies, the University nurtures a learning environment that values equality, compassion, and opportunity for all.

Caring for Our Community: Childcare Facilities for Staff and Faculty at Alfa University College, Malaysia

At Alfa University College, Malaysia, we believe that a supportive work environment is key to fostering productivity, well-being, and inclusivity. Recognizing the important role that family life plays in professional success, the University has introduced childcare facilities for staff and faculty members, ensuring that parents can balance their career and family responsibilities with ease and peace of mind.

Accessible and Family-Friendly Childcare Facilities

The University provides convenient on-campus childcare services to support academic and administrative staff who are parents of young children. These facilities are designed to:

- Offer a safe, nurturing, and stimulating environment for children.
- Operate with qualified early childhood educators and caregivers.
- Maintain flexible hours aligned with the University's teaching and work schedules.



Promoting Work-Life Balance

By offering reliable childcare solutions, Alfa University College helps staff and faculty:

- Focus on their professional and academic duties without concern for their children's safety or care.
- Reduce stress and absenteeism, contributing to improved job satisfaction and performance.
- Maintain a healthier work-family balance, fostering long-term engagement and career growth.



Commitment to Gender Equality and Inclusion

This initiative aligns with Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower All Women and Girls, by ensuring that parenthood does not limit women's participation in the workforce or leadership roles. The childcare facilities support both male and female staff, encouraging shared parental responsibility and equal opportunities in career advancement.



The Gender Equality and Inclusivity Committee (GEIC) oversees the management of these childcare services, ensuring that they meet high standards of safety, accessibility, and quality. Regular feedback from staff and faculty is used to enhance the facilities and ensure that the University continues to provide a family-supportive and inclusive workplace.

Through the provision of childcare facilities for staff and faculty, Alfa University College reaffirms its dedication to building a compassionate and progressive academic community. By supporting working parents, the University promotes equality, stability, and professional excellence ensuring that every member of the Alfa family can thrive both personally and professionally.

Empowering Women Through Mentorship: Alfa University College's Women's Mentoring Scheme

At Alfa University College, Malaysia, we are committed to creating pathways that empower women to achieve their full academic and professional potential. In alignment with Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower All Women and Girls, the University proudly implements a Women's Mentoring Scheme designed to support, inspire, and guide female students in their academic journey and future careers.



Building Confidence Through Mentorship

The Women's Mentoring Scheme provides a structured platform where female students are paired with experienced mentors including academic leaders, industry professionals, and accomplished alumnae. Through this initiative, participants gain:

- Personal and academic guidance from inspiring female role models.
- Career development support including leadership training and networking opportunities.
- Encouragement and confidence to excel in fields where women are underrepresented.





Broad Participation and Lasting Impact

Currently, at least 65% of Alfa University College's female students actively participate in the mentoring scheme. This growing network promotes:

- Peer-to-peer collaboration and knowledge sharing among participants.
- Empowerment and inclusion through exposure to professional experiences and success stories.
- Personal growth and resilience, preparing women for leadership roles within and beyond academia.



Institutional Support and Implementation

The mentoring program is coordinated by the Gender Equality and Inclusivity Committee (GEIC) in collaboration with academic departments and the Career Development Centre. The University ensures:

- Regular mentoring sessions and progress reviews to track outcomes and impact.
- Workshops, seminars, and leadership talks tailored to women's empowerment.
- Recognition and support for mentors and mentees who contribute to advancing gender equality.



Through this initiative, Alfa University College fosters a community of empowered women who inspire one another to lead, innovate, and make meaningful contributions to society. The program reflects the University's enduring belief that mentorship is a key driver of confidence, competence, and career success.

The Women's Mentoring Scheme at Alfa University College is more than a support program, it is a movement to empower, connect, and uplift women across disciplines. By ensuring that at least 65% of female students participate in this initiative, the University continues to strengthen its commitment to equality, opportunity, and excellence for all women.

Advancing Gender Equality in Education: Tracking and Supporting Women's Graduation Success at Alfa University College, Malaysia

At Alfa University College, Malaysia, we believe that true educational equity is achieved when every student regardless of gender has an equal opportunity to complete their academic journey successfully. In support of Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower All Women and Girls, the University has established systems to measure and monitor the likelihood of women graduating compared to men, while implementing targeted initiatives to close any identified gaps.

Systematic Tracking and Data Monitoring

Alfa University College uses a comprehensive academic performance monitoring system to collect and analyze data on student progression, retention, and graduation. This includes:

- Annual tracking of graduation rates disaggregated by gender across all faculties.
- Identification of factors that may affect women's academic completion, such as financial constraints, family responsibilities, or limited access to mentorship.
- Data-driven insights used to guide policy decisions and institutional support strategies.



Initiatives to Bridge the Graduation Gap

Where disparities are identified, the University implements proactive measures to ensure equal academic outcomes. These include:

- Academic mentoring and tutoring programs targeted at supporting female students in challenging courses.
- Scholarships and financial assistance for women at risk of dropping out.
- Flexible learning options and counselling support, especially for women balancing family or work commitments.
- Career and leadership development workshops to enhance confidence, motivation, and professional readiness.



The Gender Equality and Inclusivity Committee (GEIC) works closely with academic departments to evaluate trends, assess program impact, and recommend continuous improvements. Regular reporting ensures transparency and accountability in achieving parity between male and female graduation rates.

Through continuous measurement and supportive interventions, Alfa University College strives to ensure that every woman has the opportunity to succeed and graduate on equal footing with her male counterparts. The University's commitment extends beyond graduation, preparing women to excel as professionals, leaders, and innovators in their respective fields.

By tracking women's graduation likelihood and implementing evidence-based support schemes, Alfa University College reaffirms its dedication to inclusive education and gender equality. The University continues to build an academic environment where success is determined by ability and ambition never by gender.

Protecting Integrity and Fairness: Alfa University College's Policy on Safeguarding Individuals Who Report Discrimination

At Alfa University College, Malaysia, we uphold the principles of fairness, transparency, and respect for every member of our academic community. Guided by Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower All Women and Girls, and SDG 16: Promote Peace, Justice, and Strong Institutions, the University has implemented a strong policy framework that protects individuals who report discrimination from any form of educational or employment disadvantage.

Commitment to a Safe and Fair Learning Environment

Alfa University College is committed to maintaining a discrimination-free environment where students, staff, and faculty feel empowered to speak up without fear of retaliation. The University's policy ensures that:

- Individuals who report incidents of discrimination or harassment are protected from academic or professional repercussions.
- Complaints are handled confidentially, promptly, and with fairness.
- Equal opportunities are maintained for all, regardless of gender, race, background, or belief.



Confidential and Transparent Reporting Mechanisms

The University has established secure and confidential reporting channels to enable students and employees to voice concerns safely.

Reports are reviewed by the Gender Equality and Inclusivity Committee (GEIC), which ensures:

- Neutral investigation procedures that uphold justice and confidentiality.
- Protection against retaliation, victimization, or disadvantage in education or employment.
- Follow-up support services, including counselling and mediation, for affected individuals.



Education, Awareness, and Accountability

To strengthen trust and awareness, Alfa University College conducts:

- Workshops and seminars on rights, ethics, and non-discrimination practices.
- Training for staff and administrators on fair investigation and conflict resolution.
- Awareness campaigns that promote respect, empathy, and integrity across the campus community.



The Gender Equality and Inclusivity Committee (GEIC) regularly evaluates the effectiveness of this policy to ensure full compliance with national regulations and international best practices. Feedback from the university community helps improve systems that protect individuals and reinforce a culture of accountability.

Through the implementation of its protection policy, Alfa University College reaffirms its unwavering commitment to justice, equality, and human dignity. The University stands firmly against any form of discrimination or retaliation, ensuring that those who speak up are protected, respected, and empowered to contribute to a fair and inclusive academic environment.

Supporting Shared Parenthood: Alfa University College's Paternity Policy Promoting Women's Participation

At Alfa University College, Malaysia, we believe that gender equality begins with shared responsibility. Recognizing the importance of balanced family roles, the University has implemented a comprehensive paternity policy that enables non-gestational parents to actively participate in childcare duties. This initiative supports women's academic and professional participation while fostering a culture of inclusivity and family well-being.

Promoting Equal Family Responsibility

The paternity policy is designed to ensure that both parents have the opportunity to contribute meaningfully to early childcare. By granting paternity leave and flexible work arrangements, the University enables fathers and non-gestational parents to share caregiving duties, thereby reducing the caregiving burden often placed solely on women.





Enhancing Women's Participation and Career Continuity

By supporting shared parental responsibilities, Alfa University College strengthens women's access to education and career advancement. The policy helps mothers return to their studies or professional roles without disadvantage, while also empowering fathers to play an active role in family life.



Inclusive Support and Awareness

The University organizes awareness campaigns and workshops that emphasize the importance of shared parenting, work-life balance, and mutual respect in family care. These initiatives help normalize equitable parenting and encourage more inclusive participation across genders.

Commitment to Gender Equality and Family-Friendly Practices

Aligned with Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower All Women and Girls, Alfa University College continues to promote progressive family policies that value diversity, inclusion, and shared growth. The paternity policy stands as a testament to the University's vision of creating an environment where every individual regardless of gender can thrive both personally and professionally.



Through the implementation of its paternity policy, Alfa University College not only supports women's participation in academia and the workforce but also fosters a family-friendly culture where shared care, mutual support, and equal opportunity define the community.











At Alfa University College, gender equality is not just an institutional commitment, it is a core value that shapes our teaching, our community, and our vision for a better world. Our efforts under SDG 5 affirm our belief that empowering women and girls is essential to building a just, equitable, and sustainable future for all.