
REGULATION OF THE RECTOR OF UNIVERSITAS SUMATERA

UTARA

NUMBER 19 OF 2024

ON

PREVENTION AND HANDLING OF VIOLENCE AT
UNIVERSITAS SUMATERA UTARA

BY THE GRACE OF THE ALMIGHTY GOD THE

RECTOR OF UNIVERSITAS SUMATERA UTARA,

Considering : that Universitas Sumatera Utara as a higher education provider unit is obliged to provide personal protection, honor, dignity, and the right to a sense of security for Lecturers, education staff, students, and campus residents from threats and practices of sexual violence, discrimination, and bullying within Universitas Sumatera Utara, it is necessary to establish a Rector's Regulation on the Prevention and Handling of Violence within Universitas Sumatera Utara;

- In view of :
1. Law Number 20 of 2003 concerning the National Education System (State Gazette of the Republic of Indonesia of 2003 Number 78, Supplement to the State Gazette of the Republic of Indonesia Number 4301) as amended by Law Number 1 of 2023 concerning the Criminal Code (State Gazette of the Republic of Indonesia of 2023 Number 1, Supplement to the State Gazette of the Republic of Indonesia Number 6842);
 2. Law Number 13 of 2006 concerning Witness and Victim Protection (State Gazette of the Republic of Indonesia of 2006 Number 64, Supplement to the State Gazette of the Republic of Indonesia Number 435) as amended by Law Number 31 of 2014 concerning Amendments to Law Number 13 of 2006 concerning Witness and Victim Protection (State Gazette of the Republic of Indonesia of 2014 Number 293, Supplement to the State Gazette of the Republic of Indonesia Number 5602);

3. Law Number 11 of 2008 on Electronic Information and Transactions (State Gazette of the Republic of Indonesia of 2008 Number 58, Supplement to State Gazette of the Republic of Indonesia Number 4843) as amended by Law Number 19 of 2016 on Amendments to Law Number 11 of 2008 on Electronic Information and Transactions (State Gazette of the Republic of Indonesia of 2016 Number 251, Supplement to State Gazette of the Republic of Indonesia Number 5952) as amended by Law Number 1 of 2024 on the Second Amendment to Law Number 11 of 2008 on Electronic Information and Transactions (State Gazette of the Republic of Indonesia of 2024 Number 1, Supplement to State Gazette of the Republic of Indonesia Number 6905);
4. Law Number 12 Year 2012 on Higher Education (State Gazette of the Republic of Indonesia Year 2012 Number 158, Supplement to State Gazette of the Republic of Indonesia Number 5336);
5. Law No. 8/2016 on Persons with Disabilities (State Gazette of the Republic of Indonesia 2016 No. 69, Supplement to State Gazette of the Republic of Indonesia No. 5871);
6. Law Number 1 of 2023 Concerning the Criminal Code (State Gazette of the Republic of Indonesia of 2023 Number 1, Supplement to the State Gazette of the Republic of Indonesia Number 6842);
7. Government Regulation Number 4 of 2014 concerning the Implementation of Higher Education and Management of Higher Education (State Gazette of the Republic of Indonesia Year 2014 Number 16, Supplement to State Gazette of the Republic of Indonesia Number 5500);
8. Government Regulation Number 16 of 2014 concerning the Statute of Universitas Sumatera Utara (State Gazette of the Republic of Indonesia of 2014 Number 42, Supplement to the State Gazette of the Republic of Indonesia Number 5510);
9. Regulation of the Minister of Education, Culture, Research and Technology Number 30 of 2021 concerning Prevention and Handling of Sexual Violence in Higher Education (State Gazette of the Republic of Indonesia Year 2021 Number 1000);
10. Regulation of the Minister of Education, Culture, Research and Technology Number 46 of 2023 on the Prevention and Handling of Violence within the Education Unit (State Gazette of the Republic of Indonesia Year 2023 Number 595)

11. Regulation of the Minister of Education and Culture of the Republic of Indonesia Number 53 of 2023 concerning Quality Assurance of Higher Education (State Gazette of the Republic of Indonesia Year 2023 Number 638);
12. Regulation of the Board of Trustees Number 1 of 2022 concerning Organization and Governance of Universitas Sumatera Utara as amended by Regulation of the Board of Trustees Number 2 of 2023 concerning Amendments to Regulation of the Board of Trustees Number 1 of 2022 concerning Organization and Governance of Universitas Sumatera Utara;
13. Regulation of the Rector Number 17 of 2022 concerning Lecturer Management at Universitas Sumatera Utara;
14. Regulation of the Rector Number 18 of 2022 concerning Management of Education Personnel of Universitas Sumatera Utara;

HAS DECIDED:

To enact : REGULATION OF THE RECTOR OF UNIVERSITAS SUMATERA UTARA CONCERNING THE PREVENTION AND HANDLING OF VIOLENCE IN UNIVERSITAS SUMATERA UTARA.

CHAPTER I

GENERAL CONDITION

Article 1

In this Regulation of the Rector what is meant by:

1. Universitas Sumatera Utara, hereinafter abbreviated as USU, is a legal entity state university.
2. Rector is an organ of USU that leads the organization and management of USU.
3. Faculty is a set of supporting resources, which can be grouped by department/department, which organizes and manages academic, vocational, or professional education in one family of disciplines of science, technology, humanities, and/or arts.
4. Postgraduate School, hereinafter referred to as the School, is an academic implementation unit that coordinates and/or implements academic education for master's programs and doctoral programs and/or equivalent professional education, in one or a set of branches of science, technology and/or certain arts.
5. Study Program is a unit of education and learning activities that has a certain curriculum and learning methods in one type of academic education, professional education, and / or vocational education within USU.

6. USU Lecturers, hereinafter referred to as Lecturers, are professional educators and scientists with the main task of transforming, developing, and disseminating science, technology, and art through education, research, and community service within USU.
7. USU Students, hereinafter referred to as Students, are students at the academic, vocational and professional education levels at USU.
8. USU Education Personnel, hereinafter referred to as Education Personnel, are members of the community who devote themselves and are appointed with the main task of supporting the implementation of higher education within USU.
9. USU employees are Lecturers and Education Personnel.
10. Campus residents are people who are active and/or work on campus.
11. Tridharma is the obligation of Higher Education to organize education, research, and community service.
12. Violence is any act with or without the use of physical force that poses a danger to the body or life, causes physical, sexual, or psychological suffering, and deprives freedom including making people unconscious or helpless.
13. Sexual Violence is any act of degrading, humiliating, harassing, and/or attacking a person's body, and/or reproductive function, due to inequality in power relations and/or gender, which results in or can result in psychological and/or physical suffering, including those that interfere with a person's reproductive health and loss of opportunity to carry out higher education safely and optimally.
14. Prevention is an action / method / process carried out so that a person or group of people does not commit violence in the USU environment.
15. Handling is the action/method/process to handle Violence in the USU environment.
16. Examination is the action/method/process carried out by USU to follow up reports of Violence in the USU environment.
17. Victims are students, USU employees, and/or campus residents who experience violence.
18. The perpetrator is every person who commits violence.
19. The Reporting Party is a Student, USU Employee, and/or Campus Citizen who is suspected of committing Violence against the Victim.
20. The Reporter is a person who provides reports, information, or information to the Unit regarding acts of Sexual Violence.

21. The Violence Prevention and Handling Unit, hereinafter referred to as the PPK Unit, is a work unit under the University Secretariat as a Violence Prevention and Handling unit within USU which is directly responsible to the Chancellor through the University Secretary.
22. The Faculty/School Violence Prevention and Handling Team, hereinafter referred to as the Faculty/School PPK Team, is a team formed by the PPK Unit consisting of elements of USU Employees and Students and is tasked with carrying out Violence Prevention and Handling activities at the Faculty/School.
23. Persons with Disabilities are every person who experiences physical, intellectual, mental, and/or sensory limitations for a long period of time who in interacting with the environment may experience obstacles and difficulties to participate fully and effectively with other citizens based on equal rights.

Article 2

Violence Prevention and Handling is carried out with the principles:

- a. best interests of the Victim;
- b. gender justice and equality;
- c. equal rights and accessibility for Persons with Disabilities;
- d. accountability;
- e. independence;
- f. prudence;
- g. consistency; and
- h. guarantee of non-repetition.

Article 3

Violence Prevention and Handling targets include:

- a. Student;
- b. Lecturers;
- c. Education Personnel; and
- d. Campus Citizens.

CHAPTER II FORMS AND TYPES OF VIOLENCE

Article 4

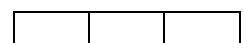
- (1) Forms of Violence consist of:
 - a. Physical violence;
 - b. Psychological violence;
 - c. bullying;
 - d. Sexual violence;
 - e. discrimination and intolerance;
 - f. policies that contain violence; and
 - g. other forms of violence.

- (2) Submission of Violence as referred to in paragraph (1), can be done verbally, nonverbally, and/or through information and communication technology media.

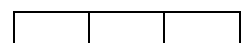
Article 5

- (1) Forms of Violence as referred to in Article 4 paragraph (1) letter a, include:
- a. Physical contact made by the perpetrator to the victim with or without the use of tools.
 - b. Physical violence as referred to in letter a can be in the form of:
 - 1) Brawl or mass fight; abuse;
 - 2) Fighting;
 - 3) economic exploitation through forced labor to provide economic gain for the perpetrator;
 - 4) murder; and/or other acts declared as physical violence under the provisions of laws and regulations.
- (2) Forms of Violence as referred to in Article 4 paragraph (1) letter b include:
- a. Every non-physical act carried out with the intent to demean, insult, intimidate, or create discomfort.
 - b. Psychological violence as referred to in letter a may include:
 - 1) Exclusion;
 - 2) Rejection;
 - 3) Neglect;
 - 4) Insult;
 - 5) Rumor spreading;
 - 6) Mocking names;
 - 7) Intimidation;
 - 8) Terror;
 - 9) Acts of public humiliation; Extortion; and/or
 - 10) Other similar acts.
- (3) Forms of violence as referred to in Article 4 paragraph (1) letter c include:
- a. Physical violence in the form of repeated abuse due to an imbalance of power relations; and/or
 - b. Physical violence in the form of ostracism, rejection, neglect, humiliation, spreading rumors, mocking calls, intimidation, terror, acts of public shaming, extortion, and/or other similar acts that are carried out repeatedly due to an imbalance of power relations.

- (4) Forms of violence as referred to in paragraph (1) letter d include:
- a. Delivering statements that discriminate against or demean the victim's physical appearance, body condition, and/or gender identity;
 - b. Deliberately exposing one's genitals without the victim's consent;
 - c. Making remarks that contain sexual advances, jokes, and/or whistles towards the victim;
 - d. Staring at the victim with a sexual undertone and/or in a discomforting manner;
 - e. Sending messages, jokes, images, photos, audio, and/or videos with sexual connotations to the victim, even after the victim has prohibited it;
 - f. Taking, recording, and/or distributing photos and/or audio and/or visual recordings of the victim with sexual connotations without the victim's consent;
 - g. Uploading photos of the victim's body and/or personal information with sexual connotations without the victim's consent;
 - h. Spreading information related to the victim's body and/or personal life with sexual connotations without the victim's consent;
 - i. Peeking at or deliberately watching the victim while engaging in private activities and/or in private spaces;
 - j. Persuading, promising, offering something, or threatening the victim to engage in transactions or sexual activities that the victim does not consent to;
 - k. Inflicting punishments or sanctions with sexual connotations;
 - l. Touching, stroking, groping, holding, hugging, kissing, and/or rubbing one's body against the victim's body without the victim's consent;
 - m. Undressing the victim without the victim's consent;
 - n. Forcing the victim to engage in transactions or sexual activities;
 - o. Practicing community culture within the Academic Community and Educational Personnel that has sexual violence connotations;
 - p. Attempting rape, even if penetration does not occur;
 - q. Committing rape, including penetration with objects or body parts other than genitals;
 - r. Forcing or deceiving the victim to undergo an abortion;
 - s. Forcing or deceiving the victim to become pregnant;
 - t. Allowing sexual violence to occur intentionally; and/or
 - u. Committing other acts of sexual violence in accordance with the provisions of legislation.



- (5) Forms of Violence as referred to in paragraph (1) letter e, include:
- a. every act of violence in the form of discrimination, exclusion, limitation, or selection based on ethnicity, religion, belief, race, skin color, age, socio-economic status, nationality, gender, and/or intellectual, mental, sensory, and physical abilities.
 - b. forms of acts of discrimination and intolerance as referred to in letter a can be in the form of:
 - 1) prohibition to:
 - a) wear uniforms/work attire for USU employees, students, and campus residents in accordance with internal USU regulations;
 - b) take religion/belief courses taught by lecturers in accordance with the student's religion/beliefs recognized by the Government; and/or
 - c) Practice religious teachings or beliefs that are appropriate to the religious beliefs or beliefs espoused by USU Officers, Students, and Campus Citizens
 - 2) coercion to:
 - a) wear uniforms/work attire for USU employees, students, and campus residents in accordance with internal USU regulations;
 - b) take religion/belief courses taught by lecturers in accordance with the student's religion/beliefs recognized by the Government; and/or
 - c) practice religious teachings or beliefs that are appropriate to the religious beliefs or beliefs espoused by USU Officers, Students, and Campus Citizens;
 - c. privileging work unit leaders based on certain identity backgrounds within USU;
 - d. prohibition or coercion of USU employees, students and campus residents to:
 - 1) participate or not participate in religious holiday celebrations held within USU that are different from the religion and belief in God Almighty according to what they believe in; And
 - 2) provide donations/assistance based on ethnic/ethnic background, religion, belief, race, skin color, age, socio-economic status, nationality, gender, and/or intellectual, mental, sensory and physical abilities;



- e. actions that reduce, hinder, or do not provide students with the rights or needs, to:
 - 1) follow the student admission process;
 - 2) use appropriate learning facilities and infrastructure and/or accommodation;
 - 3) receive educational assistance or scholarships that are the student's right;
 - 4) have the opportunity to take part in competitions;
 - 5) have the opportunity to take part in training or continue their education at the next level;
 - 6) obtain learning assessment results; graduated from USU;
 - 7) follow guidance and consultation;
 - 8) obtain educational documents that are the student's rights;
 - 9) obtain other forms of educational services that are the student's right;
 - 10) show/display expressions of art and culture of interest; and/or
 - 11) develop students' talents and interests in accordance with the resources or abilities possessed by USU;
 - f. acts of reducing, obstructing, or differentiating the rights and/or obligations of USU employees in accordance with the provisions of statutory regulations; and/or
 - g. acts of discrimination and other intolerance in accordance with the provisions of statutory regulations
- (6) Forms of Violence as referred to in paragraph (1) letter f, include:
- a. policies that have the potential or lead to violence committed by USU employees, students and campus residents;
 - b. policies containing violence as referred to in letter a include written and unwritten policies;
 - c. written policies include decrees, circulars, official notes, guidelines, and/or other forms of written policies; And
 - d. unwritten policies can take the form of appeals, instructions, and/or other forms of action.
- (7) The Victim's consent as intended in paragraph (4) letter b, letter f, letter g, letter h, letter l, and letter m is considered invalid if the Victim:
- a. has a minor age in accordance with the provisions of statutory regulations;
 - b. experiences a situation where the perpetrator threatens, coerces, and/or abuses their position;
 - c. experiences conditions under the influence of drugs, alcohol, and/or narcotics;

- d. experiences illness, unconsciousness, or is asleep;
- e. has a vulnerable physical and/or psychological condition;
- f. experiences temporary paralysis; and/or
- g. experiences a state of shock.

Article 6

Rape as referred to in Article 5 paragraph (2) letters p and q, is violence committed in the form of violence, threats of violence, or deception, or using the condition of a person who is unable to give consent to have sexual relations.

Article 7

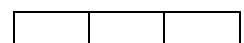
Coerced abortion as referred to in Article 5 paragraph (2) letter r, is violence carried out in the form of forcing or deceiving another person to have an abortion by means of violence, threats of violence, deception, a series of lies, abuse of power, or using the condition of someone who is incapable to give consent.

CHAPTER III PREVENTION OF VIOLENCE

Part One General

Article 8

- (1) USU is obliged to take action to prevent violence against USU employees and students through:
 - a. learning;
 - b. strengthening governance; and
 - c. strengthening the community culture of USU employees and students.
- (2) Prevention through learning as referred to in paragraph (1) letter a, is carried out by USU leadership by requiring USU employees to study the guidelines for handling violence established based on the Rector's Decree.
- (3) Prevention through strengthening governance as intended in paragraph (1) letter b, consists of at least:
 - a. formulate policies that support the Prevention and Handling of Violence at USU;
 - b. establishing a PPK Unit;
 - c. prepare guidelines for the Prevention and Handling of Violence;
 - d. restrict meetings between USU employees and students outside campus operating hours and/or outside campus areas;
 - e. providing Violence reporting services;



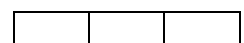
- f. train USU employees, students and campus residents regarding efforts to prevent and handle violence;
 - g. carry out regular outreach regarding guidelines for preventing and handling violence to USU employees, students and campus residents;
 - h. put up an information sign containing:
 - 1) inclusion of violence complaint services; and
 - 2) warning that USU does not tolerate violence.
 - i. provide reasonable accommodation for Persons with Disabilities for the Prevention and Management of Violence; and
 - j. collaborate with related agencies to prevent and handle violence.
- (4) Prevention through strengthening the community culture of USU Employees and Students as referred to in paragraph (1) letter c in the form of communication, information and education regarding Violence Prevention at least in the following activities:
- a. introduction to campus life for USU Officers and Students;
 - b. student organizations; and/or
 - c. informal communication network of USU employees and students.

Part Two

Prevention of Violence by USU Officers

Article 9

- (1) Prevention of Violence by USU Officers includes:
- a. Limit individual meetings with students without the approval of the Manager/Head of Department/Head of Study Program:
 - 1) outside the campus area;
 - 2) outside campus operating hours; and/or
 - 3) for purposes other than the learning process; and
 - b. play an active role in Violence Prevention.
- (2) In the event that the lecturer concerned is the head of the Study Program, the approval as referred to in paragraph (1) is given by the Manager/Head of Section/Head of the Study Program concerned.
- (3) The approval as intended in paragraph (1) letter a is carried out with the following provisions:
- a. USU employees submit requests for permission in writing or via electronic communication media regarding plans to meet with students; and
 - b. the request for permission as referred to in letter a is submitted to the Manager/Head of Division/Head of the Study Program before the meeting is held.



Part Three
Prevention of Violence by Students

Article 10

- (1) Prevention of Violence by Students includes:
 - a. limit individual meetings with USU employees without the approval of the Head of Study Program:
 - 1) outside the campus area;
 - 2) outside campus operating hours; and/or
 - 3) for purposes other than the learning process; and
 - b. play an active role in preventing sexual violence.
- (2) The approval as intended in paragraph (1) letter a, is carried out with the following provisions:
 - a. Students submit requests for permission in writing or electronic communication media regarding plans to meet with USU employees; and
 - b. the request for permission as intended in letter a is submitted to the head of the Study Program before the meeting is held.

Article 11

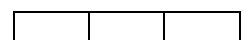
The granting of approval as intended in Article 8 paragraph (3) and Article 9 paragraph (2) is determined based on the Rector's Decree.

BAB IV
DEALING WITH VIOLENCE

Part One
General

Article 12

- (1) USU addresses violence through the following activities:
 - a. mentoring;
 - b. protection;
 - c. imposition of administrative sanctions; and
 - d. Victim recovery.
- (2) Procedures for implementing activities as intended in paragraph (1), are carried out based on the guidelines stipulated in the Rector's Decree.



Part Two
Mentoring

Article 13

- (1) Mentoring as referred to in Article 12 paragraph (1) letter a, is provided to Victims, Reporters, or Reported People who have the status of Students, USU Employees, and Campus Residents.
- (2) Mentoring as intended in paragraph (1), takes the form of:
 - a. counseling;
 - b. health services;
 - c. legal aid;
 - d. advocacy;
 - e. social and spiritual guidance; and/or
 - f. mentoring in other forms.
- (3) In the event that the victim or reporter is a person with a disability, the mentoring as intended in paragraph (2) is carried out taking into account the needs of the person with a disability.
- (4) Mentoring as referred to in paragraph (1), is carried out based on the approval of the Victim or Reporting Party.
- (5) In the event that it is not possible for the victim to give consent as intended in paragraph (4), then consent can be given by the victim's parents or guardian or companion.

Part Three
Protection

Article 14

- (1) Protection as intended in Article 12 paragraph (1) letter b, is given to victims and/or reporters who have the status of students, USU employees and campus residents.
- (2) Protection for Victims and/or Reporters as intended in paragraph (1), in the form of:
 - a. guarantee of continuity of education for students;
 - b. completion of the guarantee of continued employment as a USU employee within the USU environment;
 - c. guarantee of protection from physical and non-physical threats by the Perpetrator or other parties, or recurrence of violence, by facilitating the reporting of physical and non-physical threats to law enforcement authorities;
 - d. protection of identity confidentiality;
 - e. provision of information regarding rights and protection facilities;
 - f. provision of access to the implementation of protection;
 - g. perlindungan dari sikap dan perilaku aparat penegak hukum yang merendahkan dan/atau menguatkan stigma terhadap Korban;

- h. protection for the Reporter and/or Victim from criminal charges
- i. lawsuits of criminal regarding the reported incident of violence;
- j. provision of a safe house; and/or
- k. protection for security and freedom from threats related to the testimony provided

Part Four
Imposition of Administrative Sanctions

Article 15

- (1) The imposition of administrative sanctions as intended in Article 12 paragraph (1) letter c, is carried out if the perpetrator is proven to have committed violence.
- (2) The imposition of administrative sanctions as intended in paragraph (1) is determined by the Retor's Decree based on the recommendation of the PPK Unit.

Article 16

- (1) The imposition of administrative sanctions is given to:
 - a. USU employees who have the status of State Civil Apparatus;
 - b. USU employees who have non-State Civil Servant status;
 - c. Perpetrator : Student
 - d. Perpetrator : Campus Resident
- (2) The imposition of administrative sanctions as intended in Article 15, consists of:
 - a. light administrative sanctions;
 - b. moderate administrative sanctions; or
 - c. severe administrative sanctions.
- (3) The imposition of administrative sanctions as intended in paragraph (1) letter a, is carried out in accordance with statutory provisions.
- (4) The imposition of administrative sanctions as intended in paragraph (1) letter b, shall include sanctions in the form of:
 - a. light administrative sanctions, consisting of:
 - 1. written warning; or
 - 2. a written statement of apology from the perpetrator to the victim.
 - b. Administrative sanctions are in the form of demotion from the USU employee position for 12 (twelve) months.
 - c. Severe administrative sanctions in the form of permanent dismissal as a USU employee.
- (5) The imposition of administrative sanctions as intended in paragraph (1) letter c, shall be subject to sanctions in the form of:
 - a. light administrative sanctions, consisting of:
 - 1. written warning; or
 - 2. a written statement of apology from the perpetrator to the victim.

- b. Moderate administrative sanctions involving the reduction of student rights, include:
 - 1. postponement of attending lectures (suspension);
 - 2. revocation of scholarships; or
 - 3. reduction of other rights in accordance with the provisions of laws and regulations.
 - c. severe administrative sanctions in the form of permanent dismissal as students.
- (6) The imposition of administrative sanctions as intended in paragraph (1) letter d, sanctions are given in the form of:
- a. light administrative sanctions, consisting of:
 - 1. written reprimand; or
 - 2. a written apology statement from the Perpetrator to the Victim.
 - b. The administrative sanction is in the form of a temporary ban on activities within USU.
 - c. severe administrative sanctions for Campus Members which may include:
 - 1. revocation of business licenses within USU, for Campus Residents who have business licenses at USU; and/or
 - 2. termination of employment, for Campus Residents who have a work agreement with USU.

Article 17

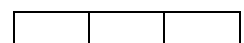
The imposition of sanctions as referred to in Article 16 is carried out proportionally and fairly according to the recommendations of the PPK Unit.

Article 18

- (1) The Rector can impose administrative sanctions stricter than the administrative sanctions recommended by the PPK Unit.
- (2) The imposition of stricter administrative sanctions as intended in paragraph (1), taking into account:
 - a. The victim is a Person with a Disability;
 - b. the impact of violence experienced by the victims; and/or
 - c. The reported person or perpetrator is a member of the PPK Unit or the head of the Study Program.

Article 19

- (1) If the Rector does not have the authority to impose administrative sanctions, the Rector shall forward the recommendation for administrative sanctions to the Minister through the Director General in charge of Higher Education affairs, in accordance with their authority
- (2) If the Reported Party is the Rector and has been proven to have committed violence, the PPK Unit shall forward the sanction recommendation to the Minister through the Director General in charge of Higher Education affairs, in accordance with their authority.



Article 20

The imposition of administrative sanctions as referred to in Article 16 does not override the imposition of other administrative sanctions and criminal sanctions in accordance with the provisions of laws and regulations.

Section Five of Victim Recovery

Article 21

- (1) Recovery to Victim as referred to in Article 12 paragraph (1) letter d, can be in the form of:
 - a. medical treatment;
 - b. physical therapy;
 - c. psychological therapy; and/or
 - d. social and spiritual guidance.
- (2) Victim recovery as referred to in paragraph (1), it may involve:
 - a. doctors/other health workers;
 - b. Counselor;
 - c. psychologist;
 - d. community leaders;
 - e. religious figures; and/or
 - f. other companions as needed, including the needs of Victims with Disabilities.
- (3) Victim recovery as referred to in paragraphs (1) and (2) is carried out with the consent of the Victim. (4) In cases where the Reporter experiences secondary traumatic stress, recovery as referred to in paragraphs (1) and (2) may be provided with the Reporter's consent.

Article 22

The recovery period of the Victim as referred to in Article 21 does not reduce the rights of the Victim in the learning process, personnel rights, or other rights in accordance with the provisions of applicable regulations.

Article 23

- (1) In cases where the Victim comes from the general public and/or has a minor age in accordance with the provisions of laws and regulations, the PPK Unit can provide assistance or recovery to the Victim by including an institution providing services for Handling Victims of Violence or a child protection institution.

- (2) If the Victim or Reporter as referred to in paragraph (1) is underage as defined by the applicable laws, assistance, protection, and/or recovery may be provided by involving agencies specializing in child protection.
- (3) Assistance, or recovery as referred to in paragraph (1) is carried out with the permission of the Rector.

**CHAPTER V
PREVENTION UNIT
AND VIOLENCE HANDLING**

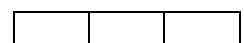
Article 24

- (1) In the implementation of Violence Prevention and Handling, the Rector formed a PPK Unit under the University Secretariat.
- (2) The PPK unit as referred to in paragraph (1), is determined by the Rector based on the selection carried out by the selection team.
- (3) The Rector conducts the selection no later than 3 (three) months before the term of the PPK Unit members expires.

Part One Selection Committee

Article 25

- (1) The selection committee as referred to in Article 24 paragraph (2), has an odd number of at least 3 (three) people and a maximum of 5 (five) people.
- (2) The selection committee as referred to in paragraph (1), pays attention to the representation of female members at least 2/3 (two-thirds) of the total number of members.
- (3) Members of the selection committee as referred to in paragraph (1), consist of the following elements:
 - a. USU Employees; and
 - b. Student;
- (4) Members of the selection committee as referred to in paragraph (1), must meet the following requirements:
 - a. have accompanied victims of violence;
 - b. have conducted research on Violence, gender, and/or Persons with Disabilities;
 - c. have participated in organizations on or off campus that focus on issues of Violence, gender, and/or Persons with Disabilities; and/or
 - d. has never been proven to commit acts of violence.



- (5) The requirements as intended in paragraph (4), are attached with the following administrative documents:
 - a. curriculum vitae;
 - b. a letter of recommendation from the head of the work unit for prospective members of the USU Employee element; and
 - c. a letter of recommendation from the Lecturer for prospective members from the Student element.
- (6) The selection team as referred to in paragraph (1) is *ad hoc*.

Article 26

The selection committee as referred to in Article 25 has the following tasks:

- a. compile technical instructions for the selection of members of the PPK Unit;
- b. carry out the selection of members of the PPK Unit; and
- c. recommend members of the PPK Unit to the Rector to be determined.

Part Two Structure of PPK Unit

Article 27

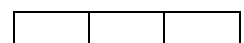
- (1) Membership of the PPK Unit comes from the following elements:
 - a. USU Employees; and
 - b. Student.
- (2) The structure of the PPK Unit as referred to in paragraph (1) consists of:
 - a. Head of the Unit, who also serves as a member;
 - b. Secretary of the Unit, who also serves as a member; and
 - c. Members.
- (3) The members of the PPK Unit as referred to in paragraph (2) amounted to 9 (nine) odd people.
- (4) Members of the PPK Unit as referred to in paragraph (2) pay attention to the representation of female members at least $\frac{2}{3}$ (two-thirds) of the total number of members.

Article 28

- (1) The Head of the PPK Unit, as referred to in Article 27, paragraph (2), letter a, shall be a faculty member.
- (2) The Secretary, as referred to in Article 27, paragraph (2), letter b, shall be from educational staff or students.
- (3) At least 50% (fifty percent) of the members, as referred to in Article 27, paragraph (2), letter c, must be students..

Article 29

- (1) The Chairman and Secretary of the PPK Unit as referred to in Article 27 paragraph (2) letters a and b, are elected from and by the members of the PPK Unit by deliberation and consensus with regard to gender equality.



- (2) Members of the PPK Unit as referred to in Article 27 paragraph (2) letter c, must meet the following requirements:
 - a. have experience supporting victims of violence;
 - b. have conducted studies on Violence, gender, and/or Persons with Disabilities;
 - c. have participated in organizations on or off campus that focus on issues of Violence, gender, and/or Persons with Disabilities;
 - d. demonstrate interest and ability to work together as a team in Violence Prevention and Handling at USU; and/or
 - e. has never been proven to have committed violence.
- (3) Requirements as intended in paragraph (2) by attaching the following administrative requirements documents:
 - a. curriculum vitae;
 - b. interview results;
 - c. a letter of recommendation from the head of the work unit for prospective members of the USU Employee element; and
 - d. a letter of recommendation from the Lecturer for prospective members from the Student element.

Article 30

- (1) The membership of the PPK Unit as referred to in Article 27 is determined by the Rector's Decree no later than 1 (one) month from the receipt of the recommendation from the selection committee.
- (2) Members of the PPK Unit who have been determined as referred to in paragraph (1), are required to take part in training organized by USU.

Article 31

- (1) The term of service of the PPK Unit is 2 (two) years and can be extended for the next 1 (one) period.
- (2) The membership of the PPK Unit ends due to:
 - a. the end of the term of service;
 - b. death ;
 - c. Resignation;
 - d. no longer fulfills the elements as referred to in Article 27;
 - e. no longer qualified as a member of the PPK Unit as referred to in Article 27;
 - f. permanent disability for more than 6 (six) months; and/or
 - g. convicted based on a court decision that has obtained permanent legal force.

Article 32

- (1) The replacement of the membership of the PPK Unit as referred to in Article 31 paragraph (2) letters b to g, is elected by the PPK Unit.
- (2) The membership of the PPK Unit as referred to in paragraph (1) is determined by the Rector.

Article 33

- (1) The PPK unit is in charge:
 - a. assisting the Rector in compiling guidelines for the Prevention and Handling of Violence within USU as referred to in Article 8 paragraph (3) letter c;
 - b. conducting a survey of violence at least 1 (one) time in 6 (six) months within USU;
 - c. submitting the results of the survey as referred to in letter b, to the Rector;
 - d. socializing gender equality education, equality for Persons with Disabilities, sexual and reproductive health education, and Prevention and Handling of Violence for Campus Residents;
 - e. following up on violence based on reports;
 - f. coordinating with the unit that handles disability services, if the report concerns the Victim, Reporter, and/or Reported Person with Disability;
 - g. coordinating with relevant agencies in providing protection to Victims and Reporters;
 - h. monitoring the implementation of recommendations from the PPK Unit by the Rector; and
 - i. submitting reports on Violence Prevention and Handling activities to the Rector at least 1 (one) time in 6 (six) months.
- (2) In carrying out the duties as intended in paragraph (1), the PPK Unit is authorized to:
 - a. summoning and requesting information from the Victim, Complainant, Reported Party, companion, and/or expert;
 - b. requesting the Rector's assistance to present the Reporter, Reported Party, companion, and/or expert in the Examination;
 - c. conducting consultations related to Violence Handling with related parties by considering the condition, safety, and comfort of the Victim; and
 - d. cooperating with the relevant integrated service unit to make a report of Violence involving the Victim, Complainant, and/or Reported Person from the relevant integrated service unit.

Article 34

- (1) Members of the PPK Unit are required to uphold the Code of Ethics set by USU.
- (2) The Code of Ethics as referred to in paragraph (1), is a norm and principle that must be complied with by members of the PPK Unit in the implementation of their duties.
- (3) The Code of Conduct is an integration of values that include:
 - a. ensuring the confidentiality of the identity of the party directly related to the report;
 - b. ensure the safety of the Victim or Reporter; and
 - c. maintaining the independence and credibility the PPK Unit.

Article 35

Alleged abuse of power in:

- a. the process of formation and recruitment of membership of the selection committee as referred to in Article 25;
- b. the implementation of the duties of the selection committee as intended in Article 26;
- c. the process of forming the PPK Unit as referred to in Article 29 and Article 30; and
- d. the implementation of the duties and authorities of the PPK Unit as referred to in Article 33, reported to the Rector.

Article 36

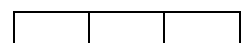
- (1) The Rector facilitates the implementation of the duties and authorities of the PPK Unit as referred to in Article 33.
- (2) Facilitation of the implementation of duties and authorities as intended in paragraph (1) includes:
 - a. provision of operational facilities and infrastructure;
 - b. operational financing for Violence Prevention and Management;
 - c. security protection for members of the PPK Unit in facing legal problems related to the implementation of duties and authorities.

CHAPTER VI

FACULTY/SCHOOL VIOLENCE PREVENTION AND HANDLING TEAM

Article 37

- (1) The PPK Team is formed by the PPK Unit in each Faculty/School.
- (2) The Faculty/School PPK Team conducts activities for the Prevention and Handling of violence at Faculty/School level.



Article 38

- (1) The faculty/school Prevention and Handling of Violence (PPK) team consists of 3 (three) persons from the following elements:
 - a. USU employees;
 - b. students
- (2) The faculty/school PPK team consists of a chairman, secretary, and members,
- (3) The Chairman and Secretary do not come from parties affiliated with the Reporting Party or Perpetrators.

Article 39

- (1) The Faculty/School PPK Team as intended in Article 38, is tasked with:
 - a. implementing Violence Prevention programs at the Faculty/School level;
 - b. reporting suspected violence occurring in the Faculty/School to the PPK Unit;
 - c. coordinating with the PPK Unit in carrying out Violence Prevention and Handling activities; and/or
 - d. conducting other functions assigned by the PPK Unit.
- (2) The number of team members as referred to in paragraph (1) is a minimum of 2 (two) persons and a maximum of 3 (three) persons.
- (3) Team members in Faculties/Schools as referred to in paragraph (1), must fulfill the following requirements:
 - a. have accompanied victims of violence;
 - b. have conducted studies on Violence, gender, and/or Persons with Disabilities;
 - c. have participated in the organization inside or outside USU with a focus on issues of violence, gender, and/or Persons with Disabilities; and/or
 - d. have attended prevention training and Handling Violence.

CHAPTER VII

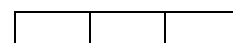
HANDLING VIOLENCE BY PREVENTION AND HANDLING OF VIOLENCE UNIT

Part One

General

Article 40

- (1) The PPK Unit handles reports of Sexual Violence through stages:
 - a. receipt of reports;
 - b. inspection;
 - c. preparation of conclusions and recommendations;
 - d. follow-up on inspection results reports; And
 - e. recovery.



- (2) Procedures for implementing the stages as intended in paragraph (1), implemented based on the guidelines stipulated in the Chancellor's Decree.

Article 41

- (1) The PPK Unit handles:
- a. cases related to the implementation of *Tridharma*, both on USU and outside
USU and involving more than 1 (one) University and other institutions;
And
 - b. The reported case is a USU employee, students and campus community.
- (2) If the report is outside the scope of *Tridharma* and there is a potential for ethical or disciplinary violations by USU employees who have non-State Civil Service status, The PPK Unit provides follow-up recommendations report to the Chancellor.
- (3) If the report is outside the scope of *Tridharma* and there is a potential for ethical or disciplinary violations by USU employees who have the status of State Civil Apparatus, The PPK Unit provides recommendations for follow-up reports to the Chancellor or the work unit in the ministry that has the authority to handle reports of ethical and disciplinary violations.

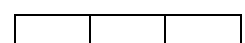
Part Two Acceptance of the Report

Article 42

- (1) Reporting of Violence is carried out by the Victim and/or Reporter.
- (2) Reporting Violence as referred to in paragraph (1), conveyed through:
- a. telephone;
 - b. electronic short messages;
 - c. electronic mail; and/or
 - d. USU's official website.
- (3) Reporting Violence as referred to in paragraph (2) is carried out using an easy mechanism Accessible for Persons with Disabilities.

Article 43

- (1) Acceptance of reports is carried out on every complaint originating from a Victim or Informer.
- (2) In receiving the report, the PPK Unit shall:
- a. identification of the victim or Informer;
 - b. preparing a chronology of incidents of sexual violence;
 - c. examination of documents/evidence submitted by the Informer;



- d. inventory of victims' or informers' needs; And
 - e. providing information regarding the rights of victims or Informers, Violence Handling Mechanisms, possible risks that will be faced and mitigation plan for these risks.
- (3) The PPK Unit notifies follow-up actions report as intended in paragraph (2) to the Chancellor.

Part Three
Inspection

Article 44

- (1) The PPK Unit carries out examinations of reports of Violence.
- (2) The inspection as intended in paragraph (1), aims to collect information and/or documents related to the Violence report.
- (3) The examination as intended in paragraph (1), is carried out on the Victim, Informer Party, and/or Reported.
- (4) In the case of Victims, Informers, and/or Reported Persons is a Person with Disabilities, PPK Unit providing companions for Persons with disabilities and provision of adequate accommodation.
- (5) The inspection as intended in paragraph (3), carried out behind closed doors.
- (6) Inspection as intended in paragraph (1) up to paragraph (4), must be completed at most 30 (thirty) working days.
- (7) Examination Results as referred to in paragraph (3), stated in the inspection report.

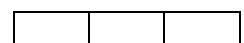
Article 45

During the inspection as referred to in Article 44, the Chancellor can temporarily suspend rights the Reported Party's employment status as an Employee of USU and Campus Community or the Reported Party's educational rights as a Student.

Part Four
Preparation of Conclusions and Recommendations

Article 46

The PPK Unit prepares conclusions and recommendations Handling Violence.



Article 47

- (1) Conclusion as intended in Article 46, contains a statement whether or not violence is proven.
- (2) If violence is proven, conclusion as intended in paragraph (1), at least contains description:
 - a. perpetrator's identity;
 - b. forms of Violence;
 - c. assistance to Victims and/or Informers; And
 - d. protection of Victims and/or Informers.
- (3) In the event that there is no evidence of violence, conclusion as intended in paragraph (1), at least contains a description:
 - a. identity of the Reported Party;
 - b. allegations of violence;
 - c. inspection summary; And
 - d. the statement does not prove that there was violence.

Article 48

- (1) Recommendations in the event that violence is proven as intended in Article 47 paragraph (2), at least contain proposals:
 - a. Victim recovery;
 - b. sanctions for perpetrators; And
 - c. Recurrence prevention measures.
- (2) In the event that violence is not proven as intended in Article 47 paragraph (3),
the PPK Unit recommends restoring the good name of the Reported Party.

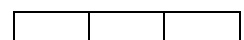
Article 49

Recommendations as intended in Article 48 determined by the Chancellor's Decree.

Part Five Recovery

Article 50

- (1) The PPK Unit facilitates the recovery of victims.
- (2) Form of recovery facilitation as intended in paragraph (1), in the form of:
 - a. implementation of the victim's recovery period during the period determined
by the Chancellor;
 - b. Collaboration with related parties for provision Victim recovery;
 - c. notification to related parties within USU that:
 1. During the recovery period, the victim has status as an employee of USU obtains rights in accordance with statutory provisions;



2. during the recovery period for victims who have student status, the study period is not reduced or is not considered study leave; and/or
 3. Victims who have the status of Students who are academically left behind, have the right to receive additional academic guidance from lecturers; And
 - d. monitoring the victim's recovery process and the development of the victim's condition through coordination with service providers Victim recovery.
- (3) Pemberian fasilitas pemulihan Korban selain sebagaimana dimaksud pada ayat (2), dilakukan dengan persetujuan Korban.

Article 51

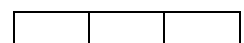
- (1) In the event that the Reported Party is not proven to have committed Violence, the PPK Unit provides recommendations to the Chancellor to restore the good name of the Reported Party.
- (2) Restoration of the Reported Party's good name as intended in paragraph (1), determined by the Chancellor's Decree.

Part Six

. Recurrence prevention measures

Article 52

- (1) Measures to prevent the recurrence of violence at least include improvements to:
 - a. learning as referred to in Article 8 paragraph (2);
 - b. strengthening governance as intended in Article 8 paragraph (3); And
 - c. strengthening community culture as referred to in Article 8 paragraph (4).
- (2) Strengthening learning as intended in paragraph (1) letter a, can take the form of:
 - a. developing module materials;
 - b. develop learning methodology;
 - c. carry out dissemination and socialization of module material intensively;
 - d. evaluate understanding of module material; and/or
 - e. other activities for repetition Violence.
- (3) Improved governance strengthening as referred to in paragraph (1) letter b, covers at least improving the formulation and implementation of USU policies in Prevention and Handling of Violence.



- (4) Improvements in strengthening community culture as referred to in paragraph (1) letter c, covers at least Intensive outreach and education to USU employees and students regarding prevention and Handling Violence.
- (5) The PPK Unit assists the Chancellor in taking action Prevention of recurrence of violence as referred to in paragraphs (1) to paragraphs (4).

Article 53

Further provisions regarding implementation mechanisms Prevention and Handling of Violence, as well as the working mechanisms of the PPK Unit are regulated by the Chancellor.

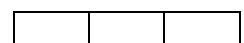
CHAPTER VIII
RE-EXAMINATION

Article 54

- (1) In the case of the Chancellor's Decree as intended in Article 49, is considered unfair, Victims or The reported party has the right to request a re-examination.
- (2) Request for re-examination as intended in paragraph (1), submitted through the USU reporting channel.

Article 55

- (1) Re-examination is carried out by the PPK Unit. (2) Results of re-examination as referred to in paragraph (1), in the form of:
 - a. strengthen the Chancellor's Decree as follows referred to in Article 49; or
 - b. provide recommendations to USU to:
 - 1. The Chancellor changes the Chancellor's Decree; or
 - 2. Cancel the Chancellor's Decree, as referred to in Article 49.
- (3) Recommendations to the Chancellor to make changes
The Chancellor's decision as referred to in paragraph (2) letter b number 1, is in the form of weights or lighten the sanctions in the Chancellor's Decree.
- (4) Recommendation to the Chancellor to cancel The Chancellor's Decree as referred to in paragraph (2) letter b number 2, takes the form of revocation of the Chancellor's Decree accompanied by follow-up:
 - a. restoration of the perpetrator's good name; or
 - b. imposition of administrative sanctions on perpetrators.
- (5) Re-examination decision by the PPK Unit as intended in paragraph (1), is final.
- (6) Technical instructions for re-examination are determined by PPK Unit.



CHAPTER IX
RIGHTS OF VICTIM, WITNESS AND REPORTED

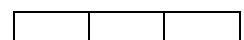
Article 56

- (1) Victims and Reporters have the right to:
- a. information on the stages and progress of handling reports of alleged violence;
 - b. protection from threats or Violence from Reported Persons and/or other parties;
 - c. protection against potential recurrence of violence;
 - d. protection of confidentiality of identity and case information;
 - e. access to educational services;
 - f. protection against job loss;
 - g. provision of information regarding rights and facilities protection; and/or
 - h. assistance service, protection and/or recovery as needed.
- (2) Witnesses have the right to:
- a. protection of confidentiality of identity and case information;
 - b. protection from threats or Violence from Reported Persons and/or other parties;
 - c. access to educational services;
 - d. protection against job loss;
 - e. provision of information regarding rights and facilities protection; And
 - f. assistance, protection and/or recovery services according to their needs.
- (3) The Reported Party is entitled to:
- a. information on stages of handling suspected reports Violence;
 - b. protection of confidentiality of identity and case information; and/or
 - c. assistance services, in the case of the Reported Party are Persons with Disabilities.

CHAPTER X
MONITORING AND EVALUATION

Article 57

- (1) The Chancellor is obliged to monitor and evaluate the Prevention and Handling of Violence.
- (2) Monitoring and evaluation results report as follows referred to in paragraph (1), submitted to the Chancellor at least 1 (one) time in 6 (six) months or at any time if necessary.
- (3) Monitoring and evaluation results report as follows referred to in paragraph (2), contains:
- a. Violence Prevention activities;
 - b. survey results conducted by the PPK Unit;
 - c. Violence reporting data;
 - d. Violence Handling activities; And
 - e. violent activities.



CHAPTER XI
CLOSING

Article 58

This Chancellor's Regulation comes into force on the date it is stipulated.

Established in Medan
On September 30, 2024

CHANCELLOR

MURYANTO AMIN
NIP 197409302005011002

