



Employment Pay Equity

Sunway University is committed to promote fairness and equity, diversity and inclusion in the workplace. We aim to create a culture that respects and values each other's differences, promotes equality and diversity, and encourages individuals to grow and develop in order to realize their full potential.

Diversity and inclusion are closely tied to our core values of integrity, humility and excellence which are embedded into every facet of our business and goals. Sunway University aims to attract and retain a diverse pool of employees at all levels and to provide them with fair and equal opportunity without discrimination. Pay equity is being practised for staff members' compensation & benefits and recognition & rewards. Staff are compensated and rewarded based on merits of their qualification, experience and performance, regardless of religion, ethnicity, sexual orientation, gender, or age.

Staff are similarly employed if the performance of the job requires similar skill, effort, and responsibility, and the jobs are performed under similar working conditions.

Career advancement and promotion opportunities are available to all employees who demonstrate necessary skills and competency required for the job. No employee shall be deprived of any career advancement opportunities due to gender, ethnicity, age, sexual orientation or religion.

The university shall review the salary structure and ensure that it is free from any form of discrimination and inequality arising from differences in gender, ethnicity or other factors.

This policy was adopted on 24 November 2004
The latest revision was made on 08 October 2021