Industrial University of Ho Chi Minh City

SDG 10 REDUCED INEQUALITIES

IUH RANKINGS MANAGEMENT

SDG 10

REDUCED INEQUALITIES

GIẢM BẤT BÌNH ĐẲNG

THE Sustainability Impact Ratings 2027

Năm dữ liệu	Metrics/Tiêu chí	Indicators/Chỉ số đánh giá
2025	4	14

Summary of IUH's evidence on equal access opportunities, support policies for underrepresented groups, the rights of persons with disabilities, and a safe learning and working environment.

PEACE GROUP

SDG Working Group • 7 members



Ong Mẫu Dũng

GROUP LEADER

Vice Dean · Faculty of Electronics Technology



Nguyễn Thị Hoàng Yến

MEMBER · DEPUTY HEAD

Office of Finance and Accounting



Nguyễn Ngọc Tuấn

MEMBER · LECTURER

Faculty of Health Sciences



Cù Thị Thúy Lan

MEMBER · SPECIALIST

Office of Political Affairs and Student Support



Nguyễn Lê Thùy Trâm

MEMBER · SPECIALIST

Academic Affairs Office



Nguyễn Khắc Bảo Duy

MEMBER · SPECIALIST

Office of Testing and Quality assurance



Nguyễn Đình Mai Thy

MEMBER · SPECIALIST

Office of Testing and Quality Assurance

Industrial University of Ho Chi Minh City

GROUP 10.2 – First-generation students

SDG 10 REDUCED INEQUALITIES

10.2 First-generation students

10.2	First-generation Students	Sinh viên thế hệ đầu tiên trong gia đình học đại học	
10.2.3	Number of students	Tổng số sinh viên	27154
10.2.1	Number of students starting a degree	Số sinh viên bắt đầu chương trình đào tạo	8328
10.2.2	Number of first-generation students starting a degree	Số sinh viên nhập học thuộc thế hệ đầu tiên trong gia đình học đại học	2573

10.3	International Students from Developing Countries	Sinh viên quốc tế đến từ các quốc gia đang phát triển	
10.3.1	Number of students	Tổng số sinh viên	27154
10.3.2	Number of international students from developing countries	Số sinh viên quốc tế từ quốc gia thu nhập thấp hoặc trung bình thấp được hỗ trợ tài chính	103

10.4	Proportion of Students with Disabilities	Tỷ lệ sinh viên khuyết tật	
10.4.1	Number of students	Tổng số sinh viên	27154
10.4.2	Number of students with disability	Số sinh viên khuyết tật	57
10.5	**Proportion of Employees with Disabilities**	**Tỷ lệ giảng viên, nhân viên khuyết tật**	
10.5.1	Number of employees	Tổng số giảng viên, nhân viên	2744
10.5.2	Number of employees with disability	Số giảng viên, nhân viên khuyết tật	0

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.1 | Non-discriminatory admissions policy – Implementation Plan

Non-discriminatory admissions policy.

Action plan

Strategic Direction (Thrust)	KPIs	Activities	Expected Results	Responsible Unit	Timeline
Thrust 1: Pioneering in Education and Research	Enhancing graduate quality; student enrolment rate	Develop and issue admission regulations/schemes featuring transparent and objective selection criteria and a commitment to non-discrimination on the grounds of ethnicity, religion, gender or disability.	An official admissions policy containing a non-discrimination clause has been issued and implemented.	Office of Academic Affairs	Q1–Q2 2025
Thrust 1: Pioneering in Education and Research	Enhancing programme quality to meet quality assurance standards; ensuring equitable access to education	Develop regulations on preferential admission policies, clearly specifying the legal basis, intended beneficiaries (such as people from disadvantaged areas, ethnic minorities and persons with disabilities), and the appropriate level of preference.	The document governing admission priorities clearly sets out the rationale and objectives for promoting educational equity.	Office of Academic Affairs	Q1–Q2 2025
Thrust 2: Promoting Community Engagement	Improving the effectiveness of communication channels; ensuring information transparency	Publish the full text of the latest admissions policies, regulations and schemes on IUH's official web portal and make it publicly accessible.	A direct public URL to the admissions scheme and policy on the institution's website.	Office of Academic Affairs; Information and Communitcation Center	2025
Thrust 1: Pioneering in Education and Research	Enhancing the quality and standards of educational quality assurance	Review the admissions process and provide admissions staff with training on the principles of objectivity, fairness and non-discrimination.	Minutes/report on the review of admission criteria and a list of staff members who have completed admissions training.	Office of Academic Affairs	Q2–Q3 2025
Thrust 1: Pioneering in Education and Research	Standardising management documents and internal regulations in accordance with international standards	Compile and archive documentation establishing the dates of issuance and review of admissions policies for 2021–2025, in accordance with THE standards.	A policy review report bearing an approval stamp/signature and confirming the policy's validity for the specified period.	Office of Academic Affairs	Q4 2025

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.1 | Non-discriminatory admissions policy – Implementation Plan

Non-discriminatory admissions policy.

EVIDENCE OF ACTIVITIES



Article title 1

Ensuring Transparent and Non-Discriminatory Admission Procedures

Article link

https://tuyensinh.iuh.edu.vn/

Activity description

IUH promotes equal access to higher education through transparent admission procedures and a commitment to non-discriminatory treatment of applicants. By communicating admission requirements, selection methods and relevant regulations, the University supports applicants in understanding their educational opportunities and preparing applications based on published criteria. This approach promotes consistency and accountability in admission decisions and encourages fair participation among students from diverse backgrounds. Transparent procedures also help prospective students and their families make informed educational choices, contributing to more equitable access to higher education and SDG 10 – Reduced Inequalities.



Article title 2

Expanding Educational Access through Tuition Exemptions and Financial Assistance

Article link

https://tuyensinh.moet.gov.vn/ts/van-ban/thong-tu-6-2025-tt-bgddt-cua-bo-giao-duc-va-dao-tao-sua-doi-bo-sung-mot-so-dieu-trong-quy-che-tuyen---e7411e22-3a0f-480d-857b-c0fa5dceee1b

Activity description

In 2025, IUH implemented tuition exemption and reduction guidelines for the 2025–2026 academic year, supporting students facing financial and social disadvantages. Eligible beneficiaries include students with disabilities, ethnic minority students from disadvantaged households and other groups specified under applicable government regulations. Depending on eligibility, students may receive full tuition exemption or partial reductions of 70% or 50%. The University established application procedures and submission deadlines to facilitate access to these benefits. By reducing financial barriers, these measures help disadvantaged students continue their education, support inclusive participation and contribute to SDG 10.



Article title 3

Supporting Students with Disabilities through Accessible Learning Facilities

Article link

https://tqa.iuh.edu.vn/sdgs-article-2/iuh-builds-a-supportive-learning-environment-for-students-with-disabilities/

Activity description

IUH supports inclusive higher education by improving accessibility for students with disabilities. The University has developed wheelchair-accessible pathways, ramps and other facilities intended to reduce physical barriers in academic and shared campus spaces. These measures help students with mobility limitations access classrooms, libraries and university services more conveniently and independently. Accessible infrastructure complements institutional efforts to promote equitable educational opportunities and provide appropriate support for learners with different needs. By creating a more inclusive learning environment, IUH helps students participate in academic activities and strengthens its contribution to SDG 10 – Reduced Inequalities.

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.2

Track underrepresented groups applications

Non-discriminatory admissions policy.

Strategic Direction (Thrust)	KPIs	Activities	Expected Results	Responsible Unit	Timeline
Thrust 3: Modern, well-equipped facilities that support a vibrant student experience	Advanced IT infrastructure; level of digitisation and management software systems	Establish an admissions data framework on the online portal and add data fields that allow applicant groups to be disaggregated (ethnic minorities, low-income applicants, female students and persons with disabilities), where there is a valid basis for collecting such data.	The admissions portal contains all the information fields needed to classify applicants and enrolled students by group.	Office of Academic Affairs; Center of System Management	Q1–Q2 2025
Thrust 1: Pioneering in Education and Research	Improving graduate quality; course completion rate	Prepare an analysis report on 2025 admissions, providing detailed statistics on applications, successful applicants, actual enrolments and conversion rates for each group for which data are available.	A 2025 admissions statistical report disaggregated in detail by underrepresented groups.	Office of Academic Affairs	Q3–Q4 2025
Thrust 1: Pioneering in Education and Research	Enhancing programme quality to meet quality assurance standards	Develop a document setting out the criteria for identifying the underrepresented groups that IUH will proactively monitor, and clearly explain the reasons for selecting these groups in light of the university's circumstances.	An official document identifying the underrepresented groups to be monitored and the relevant monitoring criteria.	Office of Academic Affairs; Office of Political Affairs and Student Support	Q2 2025
Thrust 3: Modern, well-equipped facilities that support a vibrant student experience	Implementing Big Data, IoT and digital tools to support management	Develop a dashboard and periodic summary reports to analyse trends in access to education and admission gaps over the years.	A visual dashboard for monitoring admissions data and reports analysing gaps in access.	Office of Academic Affairs	Q3–Q4 2025
Thrust 4: Attracting, training and developing high-quality personnel	Standardising internal regulations, information security and a professional working environment	Issue procedures for managing and protecting sensitive data (family economic circumstances, disability status and gender), clearly stipulating that only officially self-reported data may be accessed.	Information security regulations and procedures governing access rights for the database of students eligible for policy-based support.	Office of Academic Affairs	Q2 2025

Industrial University of Ho Chi Minh City

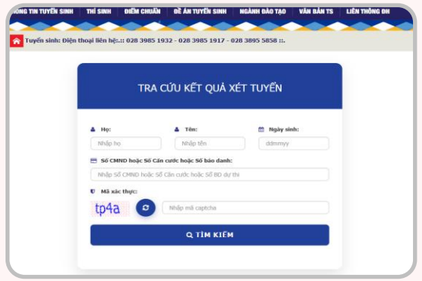
GROUP 10.6 – Measures against discrimination

SDG 10 REDUCED INEQUALITIES

10.6.2 Track underrepresented groups applications

Chính sách tuyển sinh không phân biệt đối xử.

EVIDENCE OF ACTIVITIES



1

Article title

Developing an Admissions Data System and Tracking Tools for Underrepresented Groups' Applications

Article link

https://tuyensinh.iuh.edu.vn/trungtuyen?pKeys=ilOtWIQgc9I%3D&pDotXetTuyen=Nesmaq7fmxQ%3D&pDotXT=ilOtWIQgc9I%3D&pCoSo=1

Activity description

The Industrial University of Ho Chi Minh City (IUH) has integrated dedicated data fields into its admissions management system to measure and track applications, admission results, and enrollment of underrepresented groups (including female students, ethnic minority students, low-income learners, and persons with disabilities). By using an automated data dashboard, the University closely monitors the conversion rate from application submission to official enrollment in 2025. This practical measurement helps accurately identify educational access gaps, thereby developing appropriate support policies.



2

Article title

Publishing the 2025 Admissions Trend Analysis Report by Specific Target Groups

Article link

https://iuh.edu.vn/vi/ba-cong-khai/ba-cong-khai-nam-hoc-2024-2025-2046.html

Activity description

IUH prepares and publicly releases periodic statistical reports for 2025 on the number of applications and admission rates by target group. The report clearly analyzes the basis for selecting the monitored groups (such as ethnic minorities, economically disadvantaged backgrounds, and non-traditional learners), helping the University evaluate the effectiveness of its priority policies. The trend analysis results show a marked increase in the enrollment rate of disadvantaged students, reflecting IUH's efforts to promote a diverse and equitable educational environment.



3

Article title

Procedures for Managing and Securing Sensitive Data on Learners' Personal Information

Article link

https://doantn.iuh.edu.vn/upload/files/capnhatthongtinsinhvien_v2.pdf

Activity description

IUH issues strict procedures for managing and protecting personal data regarding sensitive information (such as economic circumstances, disability status, or learners' self-declared information). Data is collected only on the basis of voluntary self-declaration or official records for the purpose of student support. All data is subject to strict access permissions, ensuring absolute privacy for students while still effectively serving the measurement, trend analysis, and improvement of educational equality in line with the SDG 10 standards.

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.3 Track underrepresented groups applications

Planned activities to recruit students and personnel from underrepresented groups.

Action plan

Strategic Direction (Thrust)	KPIs	Activities	Expected Results	Responsible Unit	Timeline
Thrust 1: Pioneering in Education and Research & Thrust 4: Attracting, Training and Developing Personnel	Improving admissions quality; diversifying recruitment sources for personnel	Develop the 2025 admissions and recruitment plans/strategies, clearly identifying objectives and priority groups (students/staff from disadvantaged areas, ethnic minorities, persons with disabilities and women in technical fields).	The 2025 admissions plan and recruitment plan include specific targets for underrepresented groups.	Office of Academic Affairs	Q1–Q2 2025
Thrust 2: Promoting Community Engagement	Expanding community engagement activities; reaching local prospective students	Organise targeted outreach programmes, including career-orientation communication campaigns at schools in remote and disadvantaged areas and in communities with limited access to higher education.	A report on the series of local admissions outreach activities and the number of students from disadvantaged groups who received counselling.	Office of Academic Affairs; Information and Communitcation Center	Q1–Q3 2025
Thrust 5: Sustainability and Financial Autonomy	Student support fund equivalent to at least 8% of tuition fee revenue	Implement financial assistance packages and access-enhancing policies, including entrance scholarships, tuition fee waivers/reductions, living-cost support and application-fee assistance for students from disadvantaged groups.	Decisions approving incentive scholarships for enrolment and a list of students in difficult circumstances who received support.	Office of Academic Affairs; Office of Political Affairs and Student Support; Office of Finance and Accounting	Q2–Q4 2025
Thrust 4: Attracting, Training and Developing Personnel	Diversifying recruitment and expanding personnel recruitment channels	Improve personnel recruitment procedures and announcements by adding equal employment opportunity statements and encouraging women applying for technical positions, ethnic minority applicants and applicants with disabilities to apply.	Recruitment announcements and personnel recruitment regulations containing provisions to promote equal opportunities.	Office of Human Resources and Administration	2025
Thrust 1: Pioneering in Education and Research & Thrust 4: Attracting, Training and Developing Personnel	Meeting admissions/graduation targets; number of positions successfully filled	Consolidate and evaluate implementation results by compiling statistics on outreach applications, admission rates among prospective students, and the actual number of personnel recruited from underrepresented groups in 2025.	A 2025 summary report evaluating the effectiveness of admissions action programmes and diverse personnel recruitment programmes.	Office of Academic Affairs; Office of Human Resources and Administration	Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 10.6 – Measures against discrimination

SDG 10 REDUCED INEQUALITIES

10.6.3 Track underrepresented groups applications

Hoạt động có kế hoạch để tuyển người học và nhân sự từ các nhóm ít được đại diện.

EVIDENCE OF ACTIVITIES



Article title 1

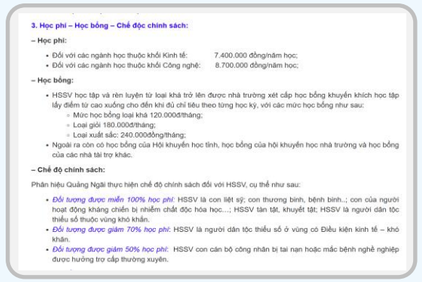
2025 Regular Undergraduate Admission Information – Industrial University of Ho Chi Minh City

Article link

https://tuyensinh.iuh.edu.vn/

Activity description

IUH applies admission priority policies for applicants from underrepresented groups in accordance with the regulations of the Ministry of Education and Training (MOET). Applicants from Area 1 (KV1 – remote, isolated, and especially disadvantaged areas) receive 0.75 priority points. Applicants in Priority Group 1 (UT1 – Vietnamese citizens who are ethnic minorities with permanent household registration of more than 18 months in Area 1) receive 2.0 priority points added to their total admission score. In addition, the University applies a direct admission policy for applicants from poor districts and applicants from ethnic minority groups with especially small populations.



Article title 2

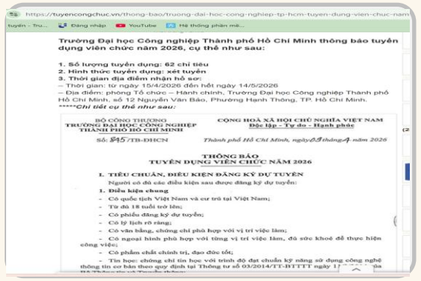
Tuition Support and Admission Program at the Quang Ngai Campus (Disadvantaged Regions)

Article link

https://qn.iuh.edu.vn/giai-dap-thac-mac/thong-tin-can-biet-ve-tuyen-sinh-dai-hoc-2017-tai-phan-hieu-quang-ngai/

Activity description

IUH implements a 2+2 training program exclusively for learners from the Central region and disadvantaged areas at the IUH Quang Ngai Campus, applying a 50% tuition reduction for the first 2 years. The University proactively coordinates with local Study Promotion Associations to provide scholarship stipends for ethnic minority students from disadvantaged areas in order to maintain equitable access to higher education.



Article title 3

Industrial University of Ho Chi Minh City Recruits Public Employees in 2026

Article link

https://tuyencongchuc.vn/thong-bao/truong-dai-hoc-cong-nghiep-tp-hcm-tuyen-dung-vien-chuc-nam-2026/?utm_source=chatgpt.com

Activity description

The recruitment process for staff, lecturers, and public employees at IUH is conducted openly and transparently nationwide through 2 rounds of selection (application screening and professional interview). The University creates equal application opportunities, without discrimination based on gender, region, or religion, for candidates who meet the required professional qualifications. The University waives the screening fee for public employee recruitment to encourage broad participation from candidates of diverse backgrounds.

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.4 Anti-discrimination policies

University-wide anti-discrimination policy.

Action plan

Strategic Direction (Thrust)	KPIs	Activities	Expected Results	Responsible Unit	Timeline
Thrust 4: Attracting, Training and Developing High-quality Personnel	Standardising management documents and internal regulations in accordance with international standards	Develop and issue an institution-wide anti-discrimination policy document that clearly defines prohibited conduct, the persons covered and implementation responsibilities.	A decision promulgating the university-wide Anti-Discrimination Policy, with clauses prohibiting discrimination based on gender, age, ethnicity, religion, sexual orientation and disability.	Office of Human Resources and Administration	Q1–Q2 2025
Thrust 1: Pioneering in Education and Research & Thrust 4: Personnel Development	Increasing satisfaction with a fair learning and working environment	Review and expand the scope of the policy to comprehensively cover admissions, education and training, student management, recruitment, personnel evaluation, and IUH's facilities and support services.	A review report and evidence showing that the policy covers admissions, learning, employment, and activities/services at IUH.	Office of Academic Affairs; Office of Human Resources and Administration; Office of Political Affairs and Student Support	Q2 2025
Thrust 3: Modern Facilities and a Vibrant Student Environment	Upgrading channels for receiving information and handling online feedback	Establish confidential reporting mechanisms and channels (email inbox, hotline and online reporting portal); issue handling procedures and rules to protect individuals who submit reports.	Procedures for receiving and handling confidential reports, together with rules ensuring the safety of whistleblowers/reporting persons.	People's Inspection Committee; Office of Human Resources and Administration; Office of Political Affairs and Student Support	Q2–Q3 2025
Thrust 2: Promoting Community Engagement	Organising internal communication campaigns and campus cultural activities	Develop training materials and a guidance handbook, and organise communication sessions to disseminate the anti-discrimination policy to all students, lecturers and employees.	Guidance materials, photographs and reports on training/communication sessions to raise awareness of equality and anti-discrimination.	IUH Trade Union; Youth Union; Information and Communitcation Center; Office of Political Affairs and Student Support	Q2–Q4 2025
Thrust 2: Promoting Community Engagement	Enhancing public access to and transparency of information on the web portal	Publish the full policy on IUH's official web portal; update and archive records establishing its issuance date; and conduct periodic reviews in accordance with THE standards.	A URL providing public access to the latest version of the policy on the IUH website; minutes of periodic policy reviews.	Information and Communitcation Center; Office of Human Resources and Administration	Q3–Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 10.6 – Measures against discrimination

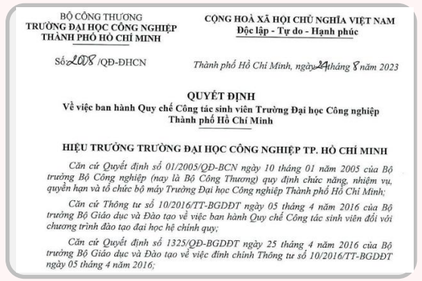
SDG 10 REDUCED INEQUALITIES

10.6.4 Anti-discrimination policies

Chính sách chống phân biệt đối xử trong toàn Trường

EVIDENCE OF ACTIVITIES

1



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Số: 2008 /QĐ-ĐHCN

Thành phố Hồ Chí Minh, ngày 24 tháng 8 năm 2023

QUYẾT ĐỊNH
Về việc ban hành Quy chế Công tác sinh viên Trường Đại học Công nghiệp Thành phố Hồ Chí Minh

HIỆU TRƯỞNG TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP TP. HỒ CHÍ MINH

Căn cứ Quyết định số 01/2005/QĐ-BCN ngày 10 tháng 01 năm 2005 của Bộ trưởng Bộ Công nghiệp (nay là Bộ Công Thương) quy định chức năng, nhiệm vụ, quyền hạn và tổ chức bộ máy Trường Đại học Công nghiệp Thành phố Hồ Chí Minh;

Căn cứ Thông tư số 10/2016/TT-BGDĐT ngày 05 tháng 4 năm 2016 của Bộ trưởng Bộ Giáo dục và Đào tạo về việc ban hành Quy chế Công tác sinh viên đối với chương trình đào tạo đại học hệ chính quy;

Căn cứ Quyết định số 1325/QĐ-BGDĐT ngày 25 tháng 4 năm 2016 của Bộ trưởng Bộ Giáo dục và Đào tạo về việc đính chính Thông tư số 10/2016/TT-BGDĐT ngày 05 tháng 4 năm 2016;

Article title

Regulations on Student Affairs at IUH

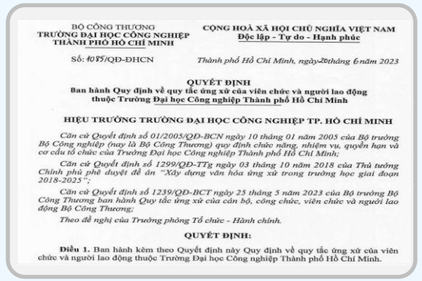
Article link

10.6.4_Chính sách chống phân biệt đối xử - Google Drive

Activity description

Decision No. 2008/QĐ-ĐHCN dated August 24, 2023, promulgating the Regulations on Student Affairs at IUH, establishes a management framework for student affairs, in which Article 3 requires ensuring democracy, objectivity, fairness, openness, and transparency. Article 5 stipulates that students are respected and treated equally, informed about study, training, and related regimes and policies, and have the right to provide feedback, make recommendations, and file complaints regarding their legitimate rights and interests. Article 4 also requires students to promptly report negative behavior and violations to their faculty, functional offices, the Rector, or competent authorities. The promulgation and dissemination of the Regulations contribute to raising awareness of rights, responsibilities, and fair treatment in the learning environment,

2



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Số: 1085/QĐ-ĐHCN

Thành phố Hồ Chí Minh, ngày 20 tháng 6 năm 2023

QUYẾT ĐỊNH
Ban hành Quy định về quy tắc ứng xử của viên chức và người lao động thuộc Trường Đại học Công nghiệp Thành phố Hồ Chí Minh

HIỆU TRƯỞNG TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP TP. HỒ CHÍ MINH

Căn cứ Quyết định số 01/2005/QĐ-BCN ngày 10 tháng 01 năm 2005 của Bộ trưởng Bộ Công nghiệp (nay là Bộ Công Thương) quy định chức năng, nhiệm vụ, quyền hạn và cơ cấu tổ chức của Trường Đại học Công nghiệp Thành phố Hồ Chí Minh;

Căn cứ Quyết định số 1299/QĐ-TTg ngày 03 tháng 10 năm 2018 của Thủ tướng Chính phủ phê duyệt đề án "Xây dựng văn hóa ứng xử trong trường học giai đoạn 2018-2025";

Căn cứ Quyết định số 1239/QĐ-BCT ngày 25 tháng 5 năm 2023 của Bộ trưởng Bộ Công Thương ban hành Quy tắc ứng xử của cán bộ, công chức, viên chức và người lao động Bộ Công Thương;

Theo đề nghị của Trưởng phòng Tổ chức - Hành chính.

QUYẾT ĐỊNH:

Điều 1. Ban hành kèm theo Quyết định này Quy định về quy tắc ứng xử của viên chức và người lao động thuộc Trường Đại học Công nghiệp Thành phố Hồ Chí Minh.

Article title

Regulations on the Code of Conduct for Public Employees and Workers of the Industrial University of Ho Chi Minh City

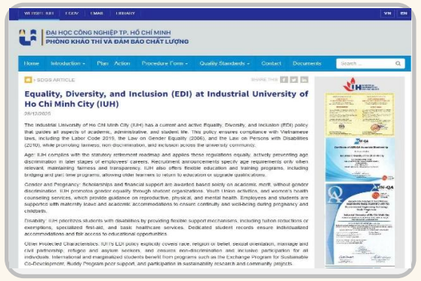
Article link

https://ptchc.iuh.edu.vn/quy-dinh/quy-dinh-ve-quy-tac-ung-xu-cua-vien-chuc-va-nguoi-lao-dong-thuoc-truong/

Activity description

The Regulations on the Code of Conduct for public employees and workers (Decision No. 1085/QĐ-ĐHCN, June 20, 2023) apply to public employees and workers currently working at IUH (Article 1), based on Decision No. 1299/QĐ-TTg (2018) and Decision No. 1239/QĐ-BCT (2023). The Regulations require proper performance of obligations under the law on public employees and the Labor Law (Article 5.1.đ); they prohibit favoritism, discrimination, and prejudice against learners (Article 8.4) as well as intimidation (Article 8.8). Leaders must behave fairly and objectively, must not retaliate against subordinates, and must evaluate personnel impartially (Articles 6.2, 6.4); Article 9.1 gives priority to assisting pregnant women who come to make contact; Article 5.2.d prohibits disclosing the names and statements of whistleblowers. Regarding the mechanism, the Office of Organization and Administration takes the lead, in coordination with the Office of Political Affairs and Student Support, in inspection and supervision (Article 14); the University Trade Union disseminates the Regulations; violations are subject to reminders, public criticism, or recommended disciplinary action (Article 15).

3



Article title

Equality, Diversity, and Inclusion (EDI) at the Industrial University of Ho Chi Minh City (IUH)

Article link

Equality, Diversity, and Inclusion (EDI) at Industrial University of Ho Chi Minh City (IUH) - Phòng Khảo thí và Đảm bảo Chất lượng

Activity description

IUH has an Equality, Diversity, and Inclusion (EDI) policy currently in effect, applicable to students, public employees, and workers in study and work. The policy complies with the Labor Code (Consolidated Document No. 125/VBHN-VPQH, August 27, 2025), the 2006 Law on Gender Equality, and the 2010 Law on Persons with Disabilities: Article 8 of the Labor Code strictly prohibits discrimination in labor, including on the basis of gender, and Article 136 requires ensuring gender equality in recruitment, job assignment, training, and wages. Regarding the mechanism, the Office of Organization and Administration and the Office of Political Affairs and Student Support supervise implementation; violations are subject to reminders, criticism, or recommended disciplinary action.

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.5 University diversity officer

Focal point/unit responsible for diversity, equity, inclusion and human rights.

Action plan

Strategic Direction (Thrust)	KPIs	Activities	Expected Results	Responsible Unit	Timeline
Thrust 4: Attracting, Training and Developing High-quality Personnel	Strengthening the organisational structure; standardising the internal governance system	Develop and issue a Rector's decision establishing a committee/council or assigning a dedicated officer responsible for diversity, equity, inclusion and human rights, clearly specifying their authority and responsibilities.	An approved and issued decision establishing a committee/task force or assigning a focal-point officer, clearly stating the assigned duties and authority.	Office of Human Resources and Administration	Q1–Q2 2025
Thrust 4: Attracting, Training and Developing High-quality Personnel	Enhancing management effectiveness and clearly defining the functions and duties of units	Develop a detailed description of the functions and duties of the focal-point unit/officer, including policy research and advice, monitoring the implementation of human rights and gender equality, and organising inclusion activities.	An official document defining the functions, duties and operating mechanism of the focal point responsible for diversity and inclusion.	Office of Human Resources and Administration	Q2 2025
Thrust 2: Promoting Community Engagement & Thrust 4: Personnel Development	Organising training programmes, skills workshops and internal communications	Develop and issue the 2025 activity plan, implementing a series of seminars, training sessions and communication events to raise awareness and support disadvantaged groups across the university.	The approved 2025 activity plan; training materials and minutes/photographs of the training and communication sessions conducted.	IUH Trade Union; Youth Union	Q2–Q4 2025
Thrust 5: Strengthening Sustainable Financial Autonomy	Effectively allocating and managing recurrent expenditure budgets for development programmes	Prepare estimates and allocate implementation resources, including operating funds and workplace facilities, and establish an inter-unit coordination mechanism to enable the responsible committee/officer to perform their duties.	A decision approving the operating budget estimate and a document setting out the inter-departmental resource coordination mechanism.	Office of Finance and Accounting; Office of Facilities Management; Office of Human Resources and Administration	Q1–Q3 2025
Thrust 4: Attracting, Training and Developing High-quality Personnel	Improving internal monitoring effectiveness and periodic strategic evaluation reporting	Hold periodic meetings and review activities; prepare an annual report and draft policy advisory documents/reports for submission to the University Board of Rectors on diversity, equity and inclusion.	Minutes of periodic meetings; the 2025 annual summary report and policy advisory/recommendation documents submitted to university leadership.	Office of Human Resources and Administration	Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 10.6 – Measures against discrimination

SDG 10 REDUCED INEQUALITIES

10.6.5 University diversity officer

Đầu mối/đơn vị phụ trách đa dạng, bình đẳng, hòa nhập và quyền con người

EVIDENCE OF ACTIVITIES



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Số: 2742/QĐ-ĐHCN — Thành phố Hồ Chí Minh, ngày 05 tháng 12 năm 2022

QUYẾT ĐỊNH
Về việc ban hành Quy định chức năng, nhiệm vụ của các đơn vị thuộc Trường Đại học Công nghiệp Thành phố Hồ Chí Minh

HIỆU TRƯỞNG TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP TP. HỒ CHÍ MINH

Căn cứ Quyết định số 01/2003/QĐ-BCN ngày 10 tháng 01 năm 2003 của Bộ Trưởng Bộ Công nghiệp (nay là Bộ Công Thương) quy định chức năng, nhiệm vụ, quyền hạn và cơ cấu tổ chức của Trường Đại học Công nghiệp Thành phố Hồ Chí Minh;

Căn cứ Luật Giáo dục đại học ngày 18 tháng 6 năm 2012; Luật Sửa đổi, bổ sung một số điều của Luật Giáo dục đại học ngày 19 tháng 11 năm 2018;

Căn cứ Nghị định số 99/2019/NĐ-CP ngày 30 tháng 12 năm 2019 của Chính phủ quy định chi tiết và hướng dẫn thi hành một số điều của Luật sửa đổi, bổ sung một số điều của Luật Giáo dục đại học;

Căn cứ Quyết định số 1308/QĐ-ĐHCN ngày 03 tháng 11 năm 2020 của Hiệu trưởng Trường Đại học Công nghiệp Thành phố Hồ Chí Minh về việc Ban hành Quy chế tổ chức và hoạt động của Nhà trường;

Theo đề nghị của Trưởng phòng Tổ chức - Hành chính,

QUYẾT ĐỊNH:

Điều 1. Ban hành kèm theo Quyết định này Quy định chức năng, nhiệm vụ của các đơn vị thuộc Trường Đại học Công nghiệp Thành phố Hồ Chí Minh.

Điều 2. Quyết định này có hiệu lực kể từ ngày ký và thay thế các văn bản đã ban hành.

Điều 3. Trưởng phòng Tổ chức - Hành chính, Trưởng các đơn vị thuộc Trường chịu trách nhiệm thi hành Quyết định này./.

Nơi nhận:
- Như Điều 3;
- Đảng bộ, ChiBộ;
- Lưu: VT, TCHC.

HIỆU TRƯỞNG

TS. Phan Hồng Hải

Article title

1

IUH Issues Regulations on the Functions and Duties of Its Units, Creating a Basis for Organizing Support and Safeguarding Learners' Rights

Article link

https://drive.google.com/file/d/1LhO8JuiqcrGexou6Sg1GLHRcJT7oQr6l/view

Activity description

The Industrial University of Ho Chi Minh City issued Decision No. 2742/QĐ-ĐHCN dated December 5, 2022, which stipulates the functions and duties of its affiliated units, including the responsibilities of the Office of Student Affairs and the Student Counseling and Support Center in managing and supporting learners. The duties include carrying out work related to student regimes and policies, coordinating the distribution of scholarships, and providing counseling and support to students facing difficulties in their studies and daily lives. The Regulations create a basis for organizing learner support activities, contributing to improved access to services and inclusion in the higher education environment



Trang chủ | Giới thiệu | Hoạt động | Văn bản | Biểu mẫu | Tuyển dụng | Liên hệ

QUY ĐỊNH | QUY CHẾ | QUYẾT ĐỊNH | HƯỚNG DẪN

Quy định về quy tắc ứng xử của viên chức và người lao động thuộc Trường

29/06/2023

Tải về và Xem

BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Số: 405/QĐ-ĐHCN — Thành phố Hồ Chí Minh, ngày 29 tháng 6 năm 2023

QUYẾT ĐỊNH
Ban hành Quy định về quy tắc ứng xử của viên chức và người lao động thuộc Trường Đại học Công nghiệp Thành phố Hồ Chí Minh

HIỆU TRƯỞNG TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP TP. HỒ CHÍ MINH

Căn cứ Quyết định số 01/2003/QĐ-BCN ngày 10 tháng 01 năm 2003 của Bộ trưởng Bộ Công nghiệp (nay là Bộ Công Thương) quy định chức năng, nhiệm vụ, quyền hạn và cơ cấu tổ chức của Trường Đại học Công nghiệp Thành phố Hồ Chí Minh;

Căn cứ Quyết định số 1299/QĐ-TTg ngày 03 tháng 10 năm 2018 của Thủ tướng Chính phủ phê duyệt đề án "Xây dựng văn hóa ứng xử trong trường học giai đoạn 2018-2025";

Căn cứ Quyết định số 1239/QĐ-BCT ngày 25 tháng 5 năm 2023 của Bộ trưởng Bộ Công Thương ban hành Quy tắc ứng xử của cán bộ, công chức, viên chức và người lao động Bộ Công Thương;

Article title

2

IUH Issues Regulations on the Code of Conduct for Public Employees and Workers of the Industrial University of Ho Chi Minh City

Article link

https://ptchc.iuh.edu.vn/quy-dinh/quy-dinh-ve-quy-tac-ung-xu-cua-vien-chuc-va-nguoi-lao-dong-thuoc-truong/

Activity description

The Industrial University of Ho Chi Minh City issued the Regulations on the Code of Conduct for public employees and workers to establish standards of behavior in the workplace, contributing to a professional, respectful, and responsible organizational culture. Where the provisions clearly express requirements for fair treatment, respect for differences, non-discrimination, and prevention of insulting or harassing behavior, the document can be used as evidence of efforts to promote equality and limit discriminatory practices at the University.



Sinh viên trao đổi trực tiếp với thành viên Tổ Tư vấn học đường

Article title

3

IUH Establishes the School Counseling and Student Social Work Team, Strengthening Support and Inclusion Mechanisms for Learners

Article link

https://drive.google.com/file/d/1UpfUdHU9w_wzdXhdOMDzB2ubDPa2qrwQ/view

Activity description

The Industrial University of Ho Chi Minh City issued a decision to establish the School Counseling and Student Social Work Team, assigning it to counsel and support learners on academics, gender, social relationships, psychology, life skills, career guidance, legal policies, and social work services. The Team operates under the direct management of the Office of Political Affairs and Student Support, with members from functional units, the Youth Union, and the teaching staff. Establishing a multidisciplinary counseling mechanism creates a basis for students to seek support when facing difficulties, contributing to a friendly and inclusive learning environment.

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.6 Support for underrepresented groups

Mentoring, counselling or peer support programmes for underrepresented groups.

Action plan

Strategic Direction (Thrust)	KPIs	Activities	Expected Results	Responsible Unit	Timeline
Thrust 1: Pioneering in Education and Research & Thrust 4: Personnel Development	Improving training quality and reducing the dropout rate; developing staff and lecturers' capacity	Develop a mentor–mentee matching plan and issue a handbook for academic and career mentoring specifically for students and lecturers from underrepresented groups (ethnic minorities, persons with disabilities and women in technical fields).	An approved mentor–mentee matching plan; mentoring guidance materials and a list of participating pairs.	Office of Political Affairs and Student Support; Office of Academic Affairs	Q1–Q4 2025
Thrust 3: Modern Facilities and a Vibrant Student Environment	Increasing satisfaction with the learning environment, safety and student support services	Establish and publish a regular schedule for psychological counselling, academic advising and career guidance; operate a dedicated counselling room to ensure convenient access for individuals from disadvantaged groups.	A publicly issued regular counselling schedule; records/logbooks tracking psychological and career counselling cases involving disadvantaged groups.	Office of Political Affairs and Student Support; Youth Union – Student Association	2025
Thrust 3: Modern Facilities and a Vibrant Student Environment	Promoting student clubs, academic teams and student skills support	Establish and maintain a Peer Support Network, hometown student clubs and support groups for students with disabilities and students facing hardship to help them integrate into the university environment.	A decision establishing the peer support network/clubs; plans and reports on regular meetings and activities.	Youth Union – Student Association; Office of Political Affairs and Student Support	Q1–Q4 2025
Thrust 2: Promoting Community Engagement	Diversifying official communication channels and improving access to information	Develop materials identifying eligible beneficiaries, issue procedures explaining how to register for support programmes, and widely communicate the information through the university's portals and social media channels.	Guidelines for registering for support programmes that clearly identify eligible groups; communication posts on the university website and fan page.	Office of Political Affairs and Student Support	Q1–Q2 2025
Thrust 1: Pioneering in Education & Thrust 4: Personnel Development	Improving the effectiveness of quality monitoring for support services provided to students and employees	Collect data, conduct satisfaction surveys and prepare a final evaluation report on the effectiveness of mentoring, counselling and peer support programmes implemented in 2025.	The 2025 annual report, including the number of participants, survey feedback and progress made by beneficiary students/personnel.	Office of Political Affairs and Student Support; Office of Testing and Quality Assurance	Q4 2025

Industrial University of Ho Chi Minh City

NHÓM 10.6 – Measures against discrimination

SDG 10 REDUCED INEQUALITIES

10.6.6 Support for underrepresented groups

Chương trình cố vấn, tư vấn hoặc hỗ trợ đồng đẳng cho các nhóm ít được đại diện.

EVIDENCE OF ACTIVITIES

1



Article title

Tuition Waiver and Reduction Policies and Study Cost Support for Priority Student Groups

Article link

https://iuh.edu.vn/vi/phong-cong-tac-chinh-tri-va-ho-tro-sinh-vien.html?utm_source=chatgpt.com

Activity description

The Office of Political Affairs and Student Support receives, guides, and processes applications for tuition waivers and reductions and study cost support for students with disabilities, students from disadvantaged backgrounds, and students under preferential policies.

2



Article title

Supporting New Students: From Initial Orientation to Integration and Continued Study

Article link

https://iuh.edu.vn/vi/kham-pha-iuh/2-nam-tai-quang-ngai-2-nam-tai-tphcm-tiet-kiem-chi-phi-trai-nghiem-da-moi-truong-quyen-loi-tron-ven-2022.html

Activity description

Orientation week, upperclass mentors, clubs, and academic advisors help new students become familiar with the environment, find accommodation, and continue their studies.

3



Article title

Housing Support Policy Helping Students Reduce Financial Pressure and Continue Their Studies

Article link

https://iuh.edu.vn/upload/files/2025/09/HD-04-2025.pdf?utm_source=chatgpt.com

Activity description

The 2025–2026 academic year guidelines provide a 100% dormitory fee waiver for certain policy beneficiary groups, orphans, or students in special circumstances, and a 50% reduction for students from poor and near-poor households and certain other groups.

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.7 Accessible facilities

Facilities and accessibility for persons with disabilities.

Action plan

Strategic Direction (Thrust)	KPIs	Activities	Expected Results	Responsible Unit	Timeline
Thrust 3: Modern, well-equipped facilities that support a vibrant student experience	Upgrading and completing campus infrastructure	Upgrade, install and maintain physical accessibility infrastructure, including wheelchair ramps, lifts with Braille buttons, unobstructed pathways, wide entrances, accessible toilets and priority parking spaces for persons with disabilities.	A report on the completion of physical accessibility infrastructure items and a list of facility locations that meet accessibility standards for persons with disabilities.	Office of Facilities Management; Office of Planning and Investment	Q1–Q3 2025
Thrust 3: Modern, well-equipped facilities that support a vibrant student experience	Ensuring facility safety and enhancing quality assurance standards	Conduct comprehensive periodic campus accessibility surveys and audits for persons with disabilities; compile a list of physical barriers and develop a remediation and renovation plan.	Campus facility survey/audit minutes, an inventory of identified barriers and an approved remediation plan.	Office of Facilities Management; Office of Planning and Investment	Q2 2025
Thrust 3: Modern, well-equipped facilities that support a vibrant student experience	Planning facilities towards a green campus and smart amenities	Integrate Universal Design standards into all design, renovation and new construction documents, as well as the acceptance procedures for lecture halls, the library and dormitories.	Design drawings, appraisal records and facility acceptance minutes demonstrating compliance with accessibility design requirements.	Office of Facilities Management; Office of Planning and Investment	2025
Thrust 3: Modern, well-equipped facilities that support a vibrant student experience	Developing advanced ICT infrastructure; digital transformation in learning and management	Improve digital information accessibility by optimising the university website portal and LMS, providing digital materials, and adding assistive technology features for people with sensory disabilities.	A technical report confirming the accessibility features of the website/LMS and an inventory of digitised learning materials supporting persons with disabilities.	Center of System Management; Information and Communitcation Center; Library Center	Q2–Q4 2025
Thrust 2: Promoting Community Engagement	Making information public and improving the quality of support services	Prepare a set of visual evidence for 2025: take photographs with captions identifying infrastructure locations, issue a campus map showing accessible routes and usage instructions, and prepare periodic maintenance reports.	An accessibility map of campus facilities for persons with disabilities; a set of visual evidence photographs tagged with coordinates/locations; and the 2025 maintenance logbook.	Office of Facilities Management; Information and Communitcation Center	Q3–Q4 2025

Industrial University of Ho Chi Minh City

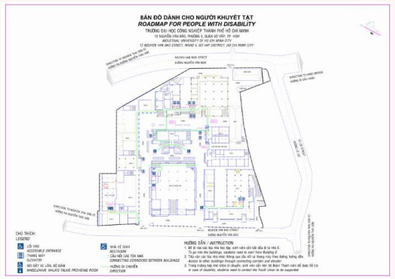
GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.7 Accessible facilities

Facilities and accessibility for persons with disabilities.

EVIDENCE OF ACTIVITIES



Article title 1

Developing Barrier-Free Pathways and an Accessibility Map

Article link

https://tqa.iuh.edu.vn/sdgs-article-2/accessible-campus-facilities-for-people-with-disabilities-at-the-industrial-university-of-ho-chi-minh-city-iuh/

Activity description

Industrial University of Ho Chi Minh City (IUH) promotes equal access to campus facilities through barrier-free pathways and an Accessibility Map at its main campus. The map identifies accessible entrances, connecting corridors, elevators, restrooms, medical facilities and support services, helping students and visitors with disabilities navigate the university environment. These facilities reduce physical barriers, improve independence and enable people with mobility limitations to reach classrooms, academic buildings and essential services more conveniently. By strengthening campus accessibility, IUH supports inclusive participation in university life, promotes equal opportunities and contributes to SDG 10 – Reduced Inequalities.



Article title 2

Improving Accessible Buildings and Essential Campus Facilities

Article link

https://tqa.iuh.edu.vn/sdgs-article-2/accessible-campus-facilities-for-people-with-disabilities-at-the-industrial-university-of-ho-chi-minh-city-iuh/

Activity description

IUH provides accessibility facilities across its academic and administrative buildings, including wheelchair ramps, elevators, wide corridors, accessible restrooms and directional signage. These features support the mobility and independence of students, staff and visitors with disabilities. Accessible infrastructure helps reduce difficulties in moving between buildings, attending classes and using shared university facilities. It also creates a safer and more convenient environment for individuals requiring mobility assistance. By maintaining and improving accessible infrastructure, IUH strengthens equal access to education and campus services, supports the dignity and participation of people with disabilities, and advances the objectives of SDG 10.



Article title 3

Providing Mobility Assistance and Coordinated Support for Students with Disabilities

Article link

https://tqa.iuh.edu.vn/disability-support-unit-at-industrial-university-of-ho-chi-minh-city-iuh/

Activity description

IUH provides coordinated support for students with disabilities through its Office of Political Affairs and Student Support. Three designated staff members serve as contact points for receiving assistance requests, identifying individual needs and coordinating appropriate support with academic units and university services. Available facilities include wheelchairs, mobility assistance equipment and access to the University Medical Unit. Students may also receive academic guidance, counselling and support in participating in campus activities. These services complement accessible infrastructure by addressing individual barriers to learning and university life. Through coordinated assistance and student-centred support, IUH promotes inclusion, independence and equitable educational opportunities for students with disabilities, contributing to SDG 10 – Reduced Inequalities.

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.8 Disability support services

Support services for persons with disabilities.

Action plan

Strategic Direction (Thrust)	KPIs	Activities	Expected Results	Responsible Unit	Timeline
Thrust 3: Modern, well-equipped facilities that support a vibrant student experience	Improving the quality of amenities and the student support environment	Prepare a guidance handbook and establish a dedicated information page publicly listing support services for persons with disabilities (counselling, academic assistance and daily-living amenities), together with the groups eligible to use them.	A handbook on support for persons with disabilities; a URL for the service information page on the IUH portal.	Office of Political Affairs and Student Support; Information and Communitcation Center	Q1–Q2 2025
Thrust 4: Attracting, Training and Developing High-quality Personnel	Standardising internal governance procedures and service mechanisms for students and employees	Assign a unit/focal-point officer responsible for services for persons with disabilities; issue procedures for receiving applications and specify the timeframes for providing support.	A decision assigning the focal-point officer/unit; a flowchart showing the registration process and receipt of support requests from persons with disabilities.	Office of Political Affairs and Student Support; Office of Human Resources and Administration	Q1–Q2 2025
Thrust 2: Promoting Community Engagement	Expanding the volunteer network and activities supporting students	Establish a direct support team (personal assistants, student volunteers providing mobility/note-taking assistance, and sign-language interpreting arrangements) for persons with disabilities in their studies and daily activities.	A list of support volunteers; records and minutes documenting individual assistance/sign-language interpreting cases.	Youth Union – Student Association; Office of Political Affairs and Student Support	Q2–Q4 2025
Thrust 1: Pioneering in Education and Research & Thrust 3: IT Infrastructure	Implementing flexible teaching and examinations in accordance with OBE standards; digitising learning materials	Provide technological solutions and examination accommodations, including hearing-assistance devices/software, text magnification, alternative document formats, separate examination rooms and extended examination time.	Guidelines on adapted examinations for persons with disabilities; handover records for assistive equipment and an inventory of learning materials in accessible formats.	Office of Academic Affairs; Office of Testing and Quality Assurance; Library Center; Center of System Management	2025
Thrust 1: Pioneering in Education & Thrust 4: Personnel Development	Monitoring the quality of support services; increasing stakeholder satisfaction	Monitor and compile the actual number of support services provided, and conduct satisfaction surveys on services delivered to students and staff with disabilities in 2025.	The 2025 annual report on support services for persons with disabilities, including the number of requests received, activity evidence and survey feedback.	Office of Political Affairs and Student Support; Office of Human Resources and Administration	Q4 2025

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.8 Disability support services

Support services for persons with disabilities.

EVIDENCE OF ACTIVITIES



Article title 1

Providing Academic Assistance and Personalised Learning Support for Students with Disabilities

Article link

https://tqa.iuh.edu.vn/disability-support-unit-at-industrial-university-of-ho-chi-minh-city-iuh/

Activity description

IUH provides academic assistance for students with disabilities through coordination between the Office of Political Affairs and Student Support, faculties, lecturers and academic units. Support includes academic counselling, learning guidance and consideration of appropriate arrangements based on individual needs. The University helps students address learning difficulties, access academic resources and participate more effectively in educational activities. This student-centred approach reduces barriers to learning, encourages independent development and promotes equal academic opportunities. Through coordinated and personalised academic support, IUH strengthens inclusive education and contributes to SDG 10 – Reduced Inequalities.



Article title 2

Providing Psychological Counselling and Healthcare Support for Students with Disabilities

Article link

https://tqa.iuh.edu.vn/disability-support-unit-at-industrial-university-of-ho-chi-minh-city-iuh/

Activity description

IUH supports students with disabilities through psychological counselling, emotional support and healthcare services. The Office of Political Affairs and Student Support provides guidance on academic challenges, personal difficulties, university adaptation and student well-being. The University Medical Unit offers primary healthcare, first aid, health consultation and coordination with external medical facilities when necessary. These services help students access appropriate assistance, manage challenges affecting their studies and participate in university life with greater confidence. By integrating psychological care with essential healthcare services, IUH promotes student well-being, inclusion and equitable educational opportunities, supporting SDG 10 – Reduced Inequalities.



Article title 3

Strengthening Coordinated Institutional Care through the Disability Support Unit

Article link

https://tqa.iuh.edu.vn/disability-support-unit-at-industrial-university-of-ho-chi-minh-city-iuh/

Activity description

IUH coordinates disability support services through the Office of Political Affairs and Student Support, with three designated staff members serving as contact points for students requiring assistance. These staff members receive support requests, identify individual needs and coordinate appropriate measures with faculties, academic units, the University Medical Unit, the Youth Union and the Student Association. The support framework covers academic guidance, campus accessibility, healthcare, psychological counselling and participation in student activities. Requests are reviewed, relevant services are coordinated and support measures are monitored through student feedback. The framework also emphasises confidentiality, non-discrimination and respect for individual needs. Through coordinated institutional care, IUH helps reduce barriers to education, strengthens student independence and promotes an inclusive university environment.

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.9 Disability access scheme

Support services for persons with disabilities.

Action plan

Strategic Direction (Thrust)	KPIs	Activities	Expected Results	Responsible Unit	Timeline
Thrust 1: Pioneering in Education and Research; Thrust 4: Personnel Development	Improving training quality and supporting learners in accordance with OBE standards; comprehensive personnel development	Develop and implement a dedicated mentoring programme for persons with disabilities: define development objectives and participants, assign mentors, establish a regular activity schedule and record outcomes.	A mentoring programme plan for persons with disabilities; a list of mentor–mentee assignments; activity logs/schedules and mentoring outcome reports.	Student Counselling and Support Center; Office of Academic Affairs; Office of Human Resources and Administration	Q1–Q4 2025
Thrust 5: Strengthening Sustainable Financial Autonomy; Thrust 3: Vibrant Student Environment	Student support fund meeting the minimum proportion of revenue; student support services	Implement other targeted support packages, including dedicated scholarships, financial assistance for purchasing specialised equipment, digital skills training, and career guidance/employment transition support.	Decisions awarding dedicated scholarships; handover records for learning support equipment; and a list of training courses on inclusion skills and transition support.	Office of Political Affairs and Student Support; Office of Finance and Accounting	Q2–Q4 2025
Thrust 2: Promoting Community Engagement	Enhancing public access to and transparency of information through official communication channels	Issue programme access procedures: define selection criteria, provide instructions for registration/referral of beneficiaries, and publish contact-point information on the university portal.	Guidelines for registering for the support programme for persons with disabilities; an article and a publicly accessible URL on the IUH website.	Office of Political Affairs and Student Support; Information and Communitcation Center	Q1–Q2 2025
Thrust 5: Strengthening Sustainable Financial Autonomy; Thrust 2: Community Service	Mobilising and diversifying non-budgetary funding sources; establishing partner connections	Prepare an operational and resource allocation plan, including budget and coordinating personnel, and connect with social organisations/businesses to co-sponsor the 2025 support programme for persons with disabilities.	The 2025 programme implementation plan; a decision approving the budget estimate; and memoranda of understanding (MOUs) with organisations supporting persons with disabilities.	Office of Finance and Accounting; Office of Political Affairs and Student Support; Office of Science Management and International Affairs	Q1–Q3 2025
Thrust 1: Pioneering in Education & Thrust 4: Personnel Development	Monitoring support service quality; information confidentiality and campus safety	Compile data, conduct feedback surveys and prepare an evaluation report on the 2025 disability access programme, in compliance with personal information confidentiality principles.	The 2025 programme evaluation report, including an inventory of activities, the number of beneficiaries and survey feedback (with personal information coded to protect confidentiality).	Office of Testing and Quality Assurance; Office of Political Affairs and Student Support	Q4 2025

Industrial University of Ho Chi Minh City

GROUP 10.6 – Measures against discrimination

SDG 10 REDUCED INEQUALITIES

10.6.9 Disability access scheme

Dịch vụ hỗ trợ dành cho người khuyết tật.

EVIDENCE OF ACTIVITIES



Article title 1

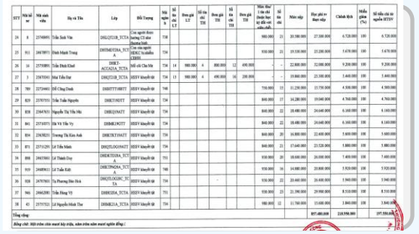
IUH Implements Support Mechanisms for Persons with Disabilities and Promotes an Inclusive, Equal Educational Environment

Article link

https://tqa.iuh.edu.vn/disability-support-unit-at-industrial-university-of-ho-chi-minh-city-iuh/

Activity description

The Industrial University of Ho Chi Minh City (IUH) has developed support mechanisms for persons with disabilities, students from disadvantaged backgrounds, and other groups of learners who need special support in order to promote equal access to education and inclusion in the university environment. The Office of Political Affairs and Student Support is designated as the coordinating focal point, with staff responsible for receiving requests, identifying needs, and coordinating with relevant units. Forms of support include academic counseling, appropriate learning accommodations, health care, psychological support, improved accessibility of facilities, and encouragement to participate in student activities.



Article title 2

Decisions on Tuition Waivers and Reductions for Semesters 1 and 2 of the 2025–2026 Academic Year

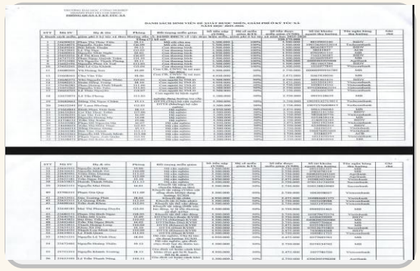
Article link

https://bit.ly/4kaGxwc
https://bit.ly/3W0PMFj
https://bit.ly/4ywyygr
https://bit.ly/4iBvpX5

Activity description

The Industrial University of Ho Chi Minh City issues decisions approving the lists and funding for tuition waivers and reductions for students who meet the eligibility requirements under State regulations and University policies. On the basis of applications that have been received, checked, and reviewed, the Office of Finance and Accounting coordinates with relevant units to waive, reduce, or disburse support funds to the right beneficiaries, at the right level, and within the prescribed timeframe.

The implementation of tuition waiver and reduction policies helps ease the financial burden and supports students in continuing their studies. This activity demonstrates the University's commitment to ensuring fairness in access to education, limiting economic barriers, and promoting an inclusive educational environment, so that no learner has limited learning opportunities because of financial circumstances.



Article title 3

Decisions on Dormitory Fee Waivers and Reductions for the 2025–2026 Academic Year

Article link

https://bit.ly/4BjDwjr

Activity description

The Industrial University of Ho Chi Minh City issues decisions approving the list of students who receive waivers or reductions of dormitory room fees under the University's regulations and support policies. Based on applications that have been received, checked, and reviewed, relevant units coordinate to waive or reduce fees for the right beneficiaries, at the right level, and in an open and transparent manner.

This policy helps reduce living costs and enables students under preferential policies, students with disabilities, and students from disadvantaged backgrounds to access safe and stable housing during their studies.

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.10 Disability accommodation policy

Reasonable accommodation policy/strategy for persons with disabilities, with an appropriate financial mechanism.

Action plan

Strategic Direction (Thrust)	KPIs	Activities	Expected Results	Responsible Unit	Timeline
Thrust 4: Attracting, Training and Developing High-quality Personnel; Thrust 1: Pioneering in Education	Standardising management documents and internal regulations in accordance with international standards	Draft and issue a policy/strategy on reasonable accommodation for persons with disabilities: clearly define the concept and scope (learning, work and daily activities), and assign responsibilities to each unit.	A decision promulgating the university-wide Reasonable Accommodation Policy for persons with disabilities, together with detailed provisions assigning responsibilities.	Office of Human Resources and Administration; Office of Academic Affairs	Q1–Q2 2025
Thrust 1: Pioneering in Education and Research; Thrust 4: Personnel Development	Increasing satisfaction with a fair and equitable learning and working environment	Develop and issue a procedure for receiving reasonable accommodation requests: design application forms, specify supporting documentation, set out assessment steps and approval authority, and commit to a processing timeframe.	An approved standard operating procedure (SOP) for handling reasonable accommodation requests; online/paper application forms.	Office of Political Affairs and Student Support; Office of Human Resources and Administration	Q2 2025
Thrust 1: Pioneering in Education & Thrust 3: Modern Facilities	Implementing flexible teaching and assessment in accordance with OBE standards; optimising campus amenities	Implement various forms of accommodation based on individual needs, including adjustments to examination formats/timing, provision of alternative digital learning materials, rescheduling of class timetables/work schedules, modification of workspaces and provision of assistive devices.	An inventory of reasonable accommodations actually implemented; approved records of adapted examination arrangements/class schedules/work schedules.	Office of Academic Affairs; Office of Testing and Quality Assurance; Office of Facilities Management; Library Center	2025
Thrust 5: Strengthening Sustainable Financial Autonomy	Student support fund; effective allocation and management of recurrent expenditure budgets	Establish a dedicated financial mechanism: prepare an annual budget estimate, set spending limits and payment/disbursement procedures for purchasing equipment, modifying spaces and providing individual support for persons with disabilities.	A decision approving the estimated budget items for reasonable accommodation; regulations on managing and disbursing support funds.	Office of Finance and Accounting; Office of Facilities Management	Q1–Q3 2025
Thrust 1: Pioneering in Education & Thrust 4: Personnel Development	Improving quality monitoring effectiveness; protecting information and personal data	Compile implementation records and prepare a 2025 annual report on cases in which the reasonable accommodation policy was applied, ensuring compliance with confidentiality standards and anonymisation of sensitive personal data.	The 2025 annual report on implementation of the reasonable accommodation policy, together with a list of supported cases (with personal data anonymised).	Office of Political Affairs and Student Support; Office of Human Resources and Administration	Q4 2025

Industrial University of Ho Chi Minh City

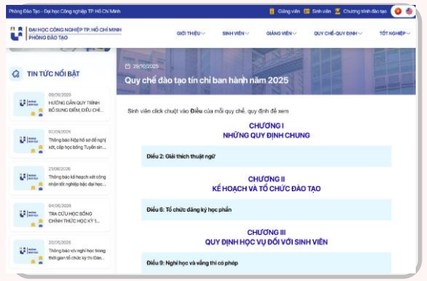
GROUP 10.6 – Measures against discrimination

SDG 10 REDUCED INEQUALITIES

10.6.10 Disability accommodation policy

Chính sách/chiến lược điều chỉnh hợp lý cho người khuyết tật, có cơ chế tài chính phù hợp.

EVIDENCE OF ACTIVITIES



Article title 1

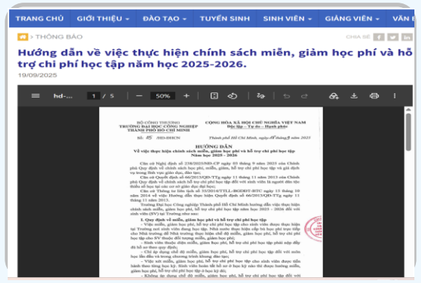
Credit-Based Training Regulations Issued in 2025

Article link

https://pdt.iuh.edu.vn/quy-che-dao-tao

Activity description

Under Article 23 of the Regulations, students with disabilities or impaired mobility who hold appropriate medical certification are considered for exemption from the Physical Education and National Defense and Security Education courses.



Article title 2

Guidelines on Tuition Waivers and Reductions for the 2025–2026 Academic Year

Article link

https://qn.iuh.edu.vn/thong-bao/huong-dan-ve-viec-thuc-hien-chinh-sach-mien-giam-hoc-phi-va-ho-tro-chi-phi-hoc-tap-nam-hoc-2025-2026/

Activity description

In the guidelines for implementing the 2025–2026 tuition waiver and reduction policy, IUH identifies students with disabilities as eligible to be considered for a tuition waiver under the prescribed conditions. The Office of Political Affairs and Student Support receives and checks applications; the Office of Finance and Accounting consolidates and processes funds and submits them to the competent authority for approval.



Article title 3

Guidelines on Dormitory Room Fee Waivers and Reductions for the 2025–2026 Academic Year

Article link

https://iuh.edu.vn/upload/files/2025/09/HD-04-2025.pdf

Activity description

The 2025–2026 guidelines stipulate that students with disabilities are eligible to be considered for a 50% reduction in dormitory room fees. The Dormitory Management Office receives and consolidates applications to implement the policy.

Industrial University of Ho Chi Minh City

GROUP 10.6 – MEASURES AGAINST DISCRIMINATION

SDG 10 REDUCED INEQUALITIES

10.6.11 Anti-harassment policies

University-wide policy on the prevention of and response to harassment.

Action plan

Strategic Direction (Thrust)	KPIs	Activities	Expected Results	Responsible Unit	Timeline
Thrust 3: Improving Student Life and Building a Modern Campus	Expanding student amenities (satisfaction rate with healthcare, physical training and campus life activities)	Develop and issue an anti-harassment policy applicable university-wide and to all IUH activities, clearly identifying prohibited conduct, the persons covered and implementation responsibilities.	A university-level Anti-Harassment Policy document clearly identifying prohibited conduct and applying to all university officials, employees and learners.	Office of Political Affairs and Student Support; Office of Human Resources and Administration	Q1–Q2 2025
Thrust 3: Improving Student Life and Building a Modern Campus	Enhancing student counselling/support services (number of counselling/support services; student satisfaction with the services)	Establish a confidential reporting mechanism by opening reporting channels (secure email, hotline and confidential counselling room); issue regulations to protect reporting persons and prevent retaliation.	Regulations establishing a confidential reporting mechanism and protecting whistleblowers/victims from threats and retaliation.	People's Inspection Committee; Office of Political Affairs and Student Support	Q2 2025
Thrust 3: Improving Student Life and Building a Modern Campus	Enhancing student counselling/support services (number of counselling/support services and cases handled to support learners)	Issue a standard operating procedure (SOP) for receiving and handling harassment cases across the university, specifying the steps for examination and verification, protective measures for affected persons, disciplinary measures and notification of outcomes.	An approved institution-wide SOP for handling reports and resolving harassment cases, applied consistently across the university.	Office of Political Affairs and Student Support; Office of Human Resources and Administration	Q2–Q3 2025
Thrust 2: Promoting Community Engagement	Expanding community engagement activities to foster active citizenship (number of courses/training and educational events for students on social and humanitarian issues)	Prepare a guidance handbook, organise specialised training sessions and implement communication campaigns to prevent intimidating and harassing conduct affecting students, lecturers and employees.	A code of conduct handbook; a list of staff, lecturers and students participating in anti-harassment training sessions.	Youth Union – Student Association; IUH Trade Union; Office of Political Affairs and Student Support; Information and Communitcation Center	Q2–Q4 2025
Thrust 2: Promoting Community Engagement	Diversifying communication channels (number of channels; diversity of published content; number of interactions)	Publish the full text of the latest policy on IUH's web portal; archive records establishing its issuance date and periodically review it to meet THE Portal criteria.	A URL providing public access to the policy document on the website; minutes of policy reviews confirming its validity during the assessment cycle.	Information and Communitcation Center; Office of Human Resources and Administration	Q3–Q4 2025

Industrial University of Ho Chi Minh City

GROUP 10.6 – Measures against discrimination

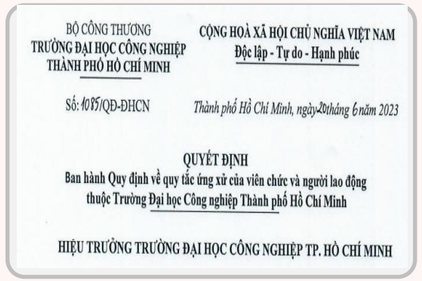
SDG 10 REDUCED INEQUALITIES

10.6.11 Anti-harassment policies

Chính sách phòng, chống quấy rối trong toàn Trường.

EVIDENCE OF ACTIVITIES

1



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Số: 1095/QĐ-ĐHCN — Thành phố Hồ Chí Minh, ngày 28 tháng 6 năm 2023

QUYẾT ĐỊNH
Ban hành Quy định về quy tắc ứng xử của viên chức và người lao động thuộc Trường Đại học Công nghiệp Thành phố Hồ Chí Minh

HIỆU TRƯỞNG TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP TP. HỒ CHÍ MINH

Article title

Decision Promulgating the Code of Conduct for Public Employees and Workers of the Industrial University of Ho Chi Minh City

Article link

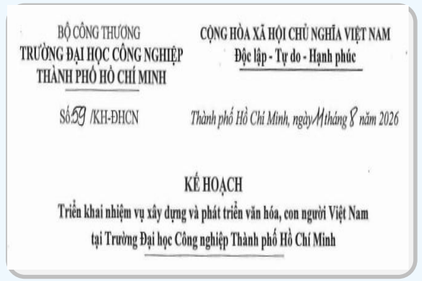
https://drive.google.com/file/d/1eoZxuHQppm-wT6JmuLueC8iZFz9MYEHP/view?usp=sharing

Activity description

The Regulations apply to public employees and workers currently working at the Industrial University of Ho Chi Minh City (IUH) and define standards for communication, conduct, and behavior in the course of work. The purpose of the Regulations is to enhance public service culture and build standard conduct, working style, and work manner for the workforce of public employees and workers. Thereby, they contribute to ensuring professionalism, integrity, responsibility, dynamism, transparency, and effectiveness in public service activities, suitable for the higher education environment.

At the same time, the Regulations create a basis for each public employee and worker to self-adjust their behavior and uphold cultural values and standards of conduct at work as well as in social relationships. In addition, the Regulations emphasize the responsibility of heads of agencies and units in implementing and supervising public service culture, and they also serve as a basis for competent authorities to consider responsibility in cases of violating conduct standards while performing duties and public service.

2



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Số: 59 /KH-ĐHCN — Thành phố Hồ Chí Minh, ngày 14 tháng 8 năm 2026

KẾ HOẠCH
Triển khai nhiệm vụ xây dựng và phát triển văn hóa, con người Việt Nam tại Trường Đại học Công nghiệp Thành phố Hồ Chí Minh

Article title

Plan for Implementing Tasks on Building and Developing Vietnamese Culture and People at the Industrial University of Ho Chi Minh City

Article link

https://drive.google.com/file/d/1o_HdVA7lWxlqAjv6Mg3ueiVpW8IHarmw/view?usp=sharing

Activity description

The Industrial University of Ho Chi Minh City develops a plan to implement tasks under Official Dispatch No. 4176/BGDĐT-HSSV dated July 6, 2026, of the Ministry of Education and Training, in order to concretize the guidelines and tasks on building and developing Vietnamese culture and people in the field of education.

The Plan aims to create substantive changes in the awareness and actions of officials, lecturers, workers, and students regarding the position and role of Vietnamese culture and people in building, developing, and defending the Fatherland. At the same time, the tasks are concretized into practical activities suited to the characteristics of a multidisciplinary higher education institution, linked to training high-quality human resources.

In addition, IUH focuses on building a healthy and civilized school culture environment and cultivating political steadfastness, ethics, a pure lifestyle, civic awareness, a sense of responsibility, aspiration to contribute, and awareness of preserving the national cultural identity among learners.

3



BỘ CÔNG THƯƠNG
TRƯỜNG ĐẠI HỌC CÔNG NGHIỆP THÀNH PHỐ HỒ CHÍ MINH

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Số: 1210/QĐ-ĐHCN — Thành phố Hồ Chí Minh, ngày 25 tháng 8 năm 2023

QUYẾT ĐỊNH
Ban hành Quy tắc ứng xử của người học Trường Đại học Công nghiệp Thành phố Hồ Chí Minh

Article title

Decision Promulgating the Code of Conduct for Learners of the Industrial University of Ho Chi Minh City

Article link

https://drive.google.com/file/d/1P8RoNNxJmzRdrlwx_4Fjx1p6dMB0Dz5F/view?usp=sharing

Activity description

The Code aims to guide the behavior of postgraduate students and undergraduate students in accordance with social ethical standards and the fine customs and traditions of the nation, and in line with the University's practical conditions. The Code pursues two main purposes:

- Regulating conduct: Establishing civilized and proper standards of conduct for learners; promptly preventing and effectively handling negative behaviors that lack educational value within the University.
- Building school culture: Contributing to a healthy, friendly, safe, and civilized educational environment.

The Code applies to all postgraduate students and undergraduate students currently studying at the Industrial University of Ho Chi Minh City. Each learner is responsible for complying with the standards of conduct, contributing to building the image of learners with ethics, a sense of responsibility, and appropriate behavior, while maintaining a positive, respectful, and friendly learning environment at the University.

Industrial University of Ho Chi Minh City

IMPLEMENTATION RESULTS
OPERATIONAL EXECUTION IN VERIFIED DATA YEAR 2024–2025
Comprehensive Audit of Implemented Actions Across All Evaluation Indicators of SDG 10

SDG 10 REDUCED INEQUALITIES

1. EQUITABLE ACCESS & ADMISSIONS (10.6.1–3)

Non-Discriminatory Admissions (10.6.1):

- Promulgated the 2025 Regular Undergraduate Admission Scheme with transparent, non-discriminatory criteria across all 4 admission tracks (>10,300 targets).
- Applied statutory affirmative action bonus points: KV1 (+0.75 pts) and Priority Group 1 (UT1: +2.0 pts) for ethnic minorities from remote areas.
- Implemented a 50% tuition reduction for the first 2 years of the 2+2 programme at Quang Ngai Campus, widening regional higher education access.

Tracking & Diverse Recruitment (10.6.2 & 10.6.3):

- Deployed dedicated admissions tracking modules on the portal to monitor applicant-to-enrolment conversion rates for underrepresented cohorts.
- Enacted strict data governance procedures safeguarding sensitive student records (socioeconomic status, disability status).
- Open national recruitment for public employees with zero application screening fees and explicit equal opportunity provisions.

2. INCLUSION CHARTERS & MENTORING (10.6.4–6)

Institutional Anti-Discrimination (10.6.4):

- Enacted Decision No. 1085/QD-DHCN (Code of Conduct for Public Employees) strictly prohibiting prejudice, favoritism, and discrimination against learners.
- Issued Decision No. 2008/QD-DHCN (Regulations on Student Affairs) guaranteeing democratic rights, equal treatment, and formal grievance avenues.
- Publicly endorsed the institution-wide Equality, Diversity, and Inclusion (EDI) Policy aligned with Vietnam's 2019 Labour Code and Gender Equality Law.

Diversity Unit & Peer Mentoring (10.6.5 & 10.6.6):

- Codified unit mandates via Decision No. 2742/QD-DHCN; established the multidisciplinary School Counselling & Student Social Work Team.
- Operated dedicated student counselling suites providing psychological aid, academic guidance, and social welfare consultations.
- Maintained active Peer Support Networks, regional student associations, and structured upperclass mentoring during orientation weeks.

3. DISABILITY WELFARE & ANTI-HARASSMENT (10.6.7–11)

Disability Access & Audits (10.6.7 & 10.6.8):

- Completed campus accessibility walkthroughs identifying barriers; scheduled maintenance for wheelchair ramps, Braille elevators, and accessible toilets.
- Provided individualized exam accommodations: extended testing durations, separate quiet test venues, and accessible digital courseware.

Targeted Schemes & Reasonable Accommodation (10.6.9-10):

- Approved tuition waivers and 50%–100% dormitory fee exemptions for severely disabled students and social welfare beneficiaries.
- Enacted Credit-Based Training Regulations (Article 23) granting formal exemptions from Physical Education and National Defence courses for disabled learners.

Anti-Harassment & Whistleblower Protection (10.6.11):

- Promulgated Decision No. 2020/QD-DHCN (Code of Conduct for Learners) and Plan No. 59/KH-DHCN cultivating healthy campus culture.
- Established confidential reporting hotlines, secure inboxes, and strict non-retaliation protections for whistleblowers.

Industrial University of Ho Chi Minh City

PERFORMANCE BENCHMARKING

Benchmarking Results Against THE Impact Ratings 2026 (Previous Cycle vs. Current Audit Cycle)

SDG 10 REDUCED INEQUALITIES

Indicator Category	Previous Cycle (THE 2026)	Current Audit (THE 2027)	Strategic Evolution & Outlook
Metric 10.2 & 10.3 First-Gen & Developing (31% Weight)	First-generation student tracking was survey-based and manual; lacking audited FTE extracts of supported regional developing-nation learners.	Established ~35% first-gen baseline via SIS surveys; disbursed VND 2.855B in full-ride bursaries for 64 Lao students at Quang Ngai Campus.	Systemic Integration: Streamlined automated data extraction from SIS/ERP in full compliance with THE denominator definitions.
Metric 10.4 & 10.5 Disability Headcounts (23% Weight)	Disabled learner and staff data remained fragmented; lacked centralized confidential self-declaration workflows and audited FTE counts.	Verified comprehensive disability rosters: tuition and housing fee waivers granted; formalized sensitive personal data governance SOP.	Data Consolidation: Eliminated reporting deficits by establishing an audited, privacy-protected institutional disability data ledger.
Category 10.6 Measures Against Discrimination (19% Weight)	Equity clauses were dispersed across disparate internal memos; lacked dedicated Diversity Officer role and standalone targeted recruitment schemes.	Verified 11/11 qualitative indicators: inclusive admissions policy, School Counselling Team, published EDI charter, and Article 23 PE/Defence exemptions.	Policy Institutionalization: Formalized a comprehensive institutional framework codifying anti-discrimination, equality, and learner safeguards.
Metric 10.1 Research & Scopus Publications (27% Weight)	Limited indexed publications directly addressing systemic inequality, human rights, and inclusive higher education pedagogy.	Expanded interdisciplinary Scopus publications bridging social equity, inclusive STEM education, and regional welfare support mechanisms.	Academic Uplift: Strengthened Field-Weighted Citation Impact (FWCI) and international co-authorship across Humanities, Law, and Economics.

Industrial University of Ho Chi Minh City

STRATEGIC PLAN FOR THE COMING YEAR

Four High-Impact Action Pillars to Position SDG 10 as a Premier Scoring Asset for IUH's Global Rank

SDG 10 REDUCED INEQUALITIES

1. CODIFYING DIVERSITY & INCLUSION CHARTERS

- Promulgate a formal Rector's Decision establishing the institutional 'University Diversity, Equity, and Inclusion (EDI) Committee'.
- Officially designate the University Diversity Officer with clearly defined cross-departmental oversight and policy advisory mandates.
- Institutionalize a university-wide 'Reasonable Accommodation Policy' for students and staff with disabilities, backed by dedicated funding.
- Issue an institution-wide Standard Operating Procedure (SOP) for confidential harassment reporting and whistleblower non-retaliation.

2. DATA GOVERNANCE & QUANTITATIVE METRICS AUDIT

- Complete and reconcile 100% of FTE quantitative datasets: First-Gen (10.2.1), Developing-Nation Students (10.3.1), and Disabled Learners/Staff (10.4.1 & 10.5.1).
- Embed confidential self-declaration modules within the student SIS and staff ERP portals to automate verified FTE reporting.
- Migrate all evidence from private Google Drive folders to dedicated, publicly accessible URLs on the university's tqa.iuh.edu.vn portal.
- Standardize policy audit trails with official approval stamps and periodic review logs confirming validity within the 2021–2025 assessment window.

3. PHYSICAL ACCESSIBILITY & INCLUSIVE SERVICES

- Execute an independent, campus-wide physical accessibility audit, establishing a multi-year barrier remediation and renovation roadmap.
- Publish a bilingual 'Campus Accessibility Map' detailing wheelchair ramps, tactile paving, Braille lifts, and specialized restrooms.
- Upgrade digital accessibility across the web portal and LMS, integrating screen-reader compatibility and accessible digital textbook formats.
- Deploy a dedicated Disability Peer Support Corps and formalize personalized examination accommodation workflows across all academic departments.

4. INCLUSIVE CURRICULUM & COMMUNITY ADVOCACY

- Systematically review academic syllabi to eliminate cultural and gender biases while integrating diverse, multicultural perspectives (Inclusive Curriculum).
- Sustain the 50% tuition reduction policy for the 2+2 programme at Quang Ngai Campus, expanding higher education access for Central Vietnam.
- Scale regional scholarship programs, offering full bursaries and language preparatory training for students from neighboring ASEAN nations.
- Commission interdisciplinary Scopus Q1/Q2 research projects focusing on social inclusion, educational equity, and regional social safety nets.