

## **POLICY ON EQUALITY, DIVERSITY AND INCLUSION**

### **Rationale**

The University of Mindanao recognizes the benefits of having a diverse community of employees and students, and is committed to eliminating discrimination, advancing equality of opportunities, and fostering good relations between people. Thus, the University hereby adopts this Policy On Equality, Diversity and Inclusion.

### **Statement of Principle**

The University is committed to exercise equality, fairness, and respect for all its employees (whether regular, temporary, contractual, casual, full-time or part-time) and its students, and not to discriminate on the basis of gender, sexual orientation, age, marital status, pregnancy, social status, political beliefs, religion, ethnicity, disability, or other distinguishing characteristics that are not relevant to their ability to work or capacity to learn (referred to as Attributes). It shall create a working, learning, and social environment free of bullying, harassment, and discrimination.

### **Scope**

This Policy applies to all employees, students, and stakeholders transacting business with the University. It covers all facets of the University's activities. For employees, it includes recruitment, determination of terms and conditions of employment, training and development, career advancement, working environment, and termination of employment. For students, it includes their admission and education.

### **Policy**

**Recruitment:** UM shall implement a fair system of evaluating and selecting applicants for employment. UM shall ensure that no applicant shall be discriminated against on the basis of their Attributes.

**Terms and Conditions of Employment:** Employees should receive equal pay for like work. Attributes of the employee shall not be used as criterion to determine the terms and conditions of employment. UM will regularly review its practices in the determination of terms and conditions of employment.

**Training and Development:** All employees shall be given fair and equal opportunity for professional development through trainings, mentorship, and other means for career advancement regardless of Attributes. Through trainings and mentorship, employees can develop their full potential, so their talents and resources can be fully utilized to maximize their efficiency.

**Career Advancement:** No employee shall be discriminated against on the basis of their Attributes for purposes of promotions. UM shall adopt objective criteria in determining promotions, free from discrimination on the basis of Attributes.

**Working Environment:** All employees shall be treated with dignity and respect. UM shall create a working environment free from bullying, harassment or discrimination. UM shall promptly address complaints of bullying, harassment and discrimination and, if warranted, impose appropriate disciplinary sanctions against employees who engage in such acts.

**Termination of Employment:** No employee shall be dismissed from employment on the basis of their Attributes.

**Open Admission:** In order to provide students from different backgrounds and social standing the opportunity to obtain an education, the University shall continue with its open admission policy.

**Education:** Deliver adequate and quality instruction to meet the educational needs of the students and provide them an equal opportunity to achieve and demonstrate their full academic potential. To achieve this objective, the University will continue its practice of having its different programs assessed by national and international accreditors in order to continuously improve the standards and quality of education. The University will also continue to regularly review and update its teaching and learning materials to ensure they are positive, diverse, and do not contain stereotyping content and language.

**Learning Environment:** Create a learning environment that observes equality and is free from bullying, harassment, and discrimination.

**Equal Access:** All students shall be given equal access to all benefits, services, facilities, classes, and subjects including sports and other extra-curricular activities.

**Diverse Representation in Decision-Making:** Ensure that diverse voices are heard in decision-making.

**Mentorship and Support:** Provide mentorship and support programs for students, regardless of their Attributes.

**Collaboration:** Collaborate with student organizations, community groups, and external partners to promote inclusivity.

### **Awareness and Education**

All employees and students shall be informed of this Policy, including their rights and responsibilities, through orientation and seminars.

### **Monitoring and Evaluation**

This Policy shall be regularly monitored and evaluated to determine its relevance and effectiveness.

### **Compliance**

All members of the University community are expected to uphold the principles of equality, diversity and inclusion in their conduct, decisions, and interactions. Concerns or violations of

this Policy may be reported to the Human Resource Management and Development Office (HRMDO), the Office of Student Affairs (OSA), or the Office of Legal Affairs. Reports will be treated with confidentiality and addressed in accordance with University policies. Non-compliance may result in appropriate disciplinary action, as provided by existing rules and regulations.

### **Implementation and Review**

The University reflects and manifests equality, diversity and inclusion in various regular academic and faculty retooling programs, initiated by the HRMDO for the workforce and by the OSA for the students. All academic units likewise conduct programs and activities that demonstrate equality, diversity and inclusion.

This Policy shall be reviewed at least once every two (2) years, or as necessary, to ensure its continued relevance and effectiveness. The review shall be initiated and led by the HRMDO or any designated office or committee, and submitted to the Quality Management Office for review and evaluation. Proposed revisions shall be subject to the approval of the Executive Committee, in accordance with established institutional procedures.

Signed:

**(Sgd) GUILLERMO P. TORRES, JR.**  
University President