

POLICY ON NON-DISCRIMINATION AGAINST WOMEN

Rationale

The University of Mindanao is committed to create an environment that promotes the rights of women and prevents discrimination against them in compliance with existing laws.

Scope

This Policy applies to all members of the UM community: directors, officers, employees, students, parents, and other stakeholders.

Definition of Discrimination of Women

Discrimination of women refers to any gender-based distinction, exclusion, or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field.

It includes any act or omission, including by law, policy, administrative measure, or practice, that directly or indirectly excludes or restricts women in the recognition and promotion of their rights and their access and enjoyment of opportunities, benefits or privileges (Section 4 [b], RA 9710, or Magna Carta of Women).

Guiding Principles

Equal Opportunities in Employment. Women shall be treated equally as men in terms of employment, training, promotion, assignment, and all aspects of employment. Women shall not be refused employment or dismissed for reasons related to her gender or marital status, or due to pregnancy outside of marriage. Women shall not be offered inferior terms and conditions of employment on the basis of their gender. They shall be given equal pay for like work as with men.

Equal Access to Education and Training. Women shall be granted equal access to education, training, and scholarships. Women shall not be denied enrollment or refused re-admission due to gender, marital status, or pregnancy outside of marriage

Protection Against Violence, Sexual Harassment, Bullying and Gender-Based Harassment. Women employees and students shall be protected from all forms of violence, sexual harassment, bullying and gender-based harassment. Warning signs shall be installed in conspicuous places in the workplace and classrooms to increase awareness on anti-violence against women, anti-sexual harassment, anti-bullying, and gender-based harassment. A mechanism that will allow anonymous reporting of incidents involving any of the above-mentioned acts shall be developed. Reports of incidents involving any of the said acts should be promptly addressed.

Safe and Healthy Working Conditions for Working Mothers. Women shall be provided safe and healthy working conditions. Lactation stations shall be installed and working

mothers shall be allowed breastfeeding breaks in order to promote breastfeeding. Working mothers shall be allowed maternity leaves during pregnancy and childbirth in accordance with the law. Pregnancy and childbirth cannot be grounds for dismissal, demotion, and denial of opportunities.

Workshops and Awareness

The University shall conduct sessions to educate all stakeholders on the laws protecting women against violence, sexual harassment, gender-based harassment, and discrimination.

Support Services

The University shall provide support for the management, treatment, and intervention of mental health problems of women.

Disciplinary Consequences

The University shall impose strict penalties for violence, harassment, or discrimination committed against women.

Implementation

The Human Resource Management and Development Office (HRMDO) shall be responsible for the strict enforcement of this Policy.

Reporting

Any victim of or witness to the commission of any discriminatory act against women is encouraged to report the incident through any of the following channels: HRMDO, Office of the Student Affairs, Office of the Vice President for Administration, Chief Academic Officer, Deans, Department Heads, or via anonymous reporting mechanisms such as hotlines or suggestion boxes.

Disciplinary Consequences

Appropriate penalties shall be imposed against violators of this Policy in accordance with the Code of Conduct and Discipline or the Student Handbook, as the case may be, and other related policies.

Signed:

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

Reference

RA No. 7877 – Anti-Sexual Harassment Act of 1995
RA No. 9262 – Anti-Violence Against Women and Children Act of 2004
RA No. 9710 – Magna Carta of Women
RA No. 10028 – Expanded Breastfeeding Promotion Act of 2009
RA No. 10627 – Anti-Bullying Act of 2013
RA No. 11313 – Safe Spaces Act