

POLICY ON THE PREVENTION AND REDRESS OF SEXUAL HARASSMENT

Rationale

The University of Mindanao is committed to maintaining a learning and working environment that upholds the dignity, safety, and equality of all members of its academic community. This policy defines, prohibits, and provides mechanism for addressing sexual harassment and related misconduct in accordance with Republic Act No. 7877 (Anti-Sexual Harassment Act of 1995), Republic Act 11313 (Safe Spaces Act), and relevant CHED and DOLE issuances.

Scope

This policy applies to all members of the University of Mindanao and covers all forms of sexual harassment occurring within the University premises or during University-related activities, whether on-site, off-campus, or online. It likewise applies to any act that adversely affects an individual's physical, psychological and emotional wellbeing. All members, regardless of rank or position, share the responsibility to uphold this policy and ensure a safe, respectful, and harassment-free community.

Guiding Principles

Dignity and Respect. Every member of the University community has the right to an environment free from sexual harassment, intimidation, and exploitation.

Inclusivity and Equality. The University ensures protection for all individuals regardless of gender, status, or affiliation and promotes gender sensitivity and awareness across all levels.

Confidentiality. All reports and proceedings shall be handled with utmost confidentiality to protect the privacy and dignity of all parties involved.

Due Process and Fairness. Investigations concerning harassments shall observe impartiality, procedural fairness, and the presumption of innocence until proven otherwise.

Accountability. All persons in authority or supervision are responsible for preventing and responding to incidents of sexual harassment, and shall be held accountable for inaction or negligence.

Compliance

Compliance with this policy is mandatory. Non-compliance may result in disciplinary action or issuance of corrective actions as per university regulations with reference to UM Student Manual, Employee Manual and OPM 21.11.

Implementation and Review

The implementation of this policy shall be jointly undertaken by the Human Resource Management and Development Office (HRMDO) and the Office of Student Affairs (OSA) in coordination with Student Conduct Committee (SCC) and Personnel Disciplinary Board (PDB)

or its equivalent. These units shall ensure that all complaints are received, investigated, and resolved promptly, with full regard for confidentiality, fairness, and due process.

All members of the University community, particularly those in positions of authority, are expected to uphold accountability by preventing, addressing, and reporting incidents of sexual harassment. Continuous education, awareness campaigns, and capacity-building activities shall be conducted to strengthen compliance and promote a culture of respect and gender sensitivity.

This policy shall be reviewed every three (3) years or when deemed necessary, in consultation with the HRMDO, OSA, SDC and PDB, to ensure alignment with prevailing laws, institutional policies, and best practices. Any revisions shall be subject to the approval of the Management through the Executive Committee.

Signed:

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

References

Republic Act No. 7877 – Anti-Sexual Harassment Act of 1995
Republic Act No. 11313 – Safe Spaces Act
OPM 21.11
UM Student Manual
UM Employee Manual