

POLICY ON ACCESSIBILITY AND NON-DISCRIMINATION IN COMMUNITY EXTENSION SERVICES

Rationale

The University of Mindanao affirms its commitment to equal access, participation, and opportunity in all community extension programs. This policy ensures that no individual or group is excluded or discriminated against on the basis of age, gender, socio-economic status, disability, ethnicity, or belief. It provides a framework for inclusivity, diversity, and empowerment by fostering a supportive and respectful environment that values individual differences and enables communities to actively engage in equitable and sustainable development.

Scope

This policy applies to all community extension programs, projects, and initiatives implemented by the University of Mindanao across all campuses and partner communities. It covers all students, faculty members, staff, alumni, and institutional partners engaged in community development activities spearheaded by or in coordination with the Community Extension Center (CEC).

Guiding Principles

Inclusivity. All extension programs shall ensure equal access and participation regardless of gender, age, disability, ethnicity, or socio-economic status.

Empowerment. The University stakeholders and community members shall be engaged as active partners in identifying needs, planning activities and achieving outcomes that enhance self-reliance and capacity-building.

Equity and Social Justice. The University shall promote equity and fairness in providing opportunities, resource distribution and prioritize vulnerable or marginalized groups in its outreach efforts.

Collaboration. Extension services shall be implemented through partnerships among the University, government agencies, local organizations, and other stakeholders to maximize impact and shared responsibility.

Compliance

All units, offices, and individuals involved in community extension work are required to comply with this policy. Failure to adhere shall be subject to corrective measures under the university's rules and regulations.

Implementation and Review

The implementation of this policy shall be led by the Community Extension Center (CEC) in coordination with the Colleges/Branches or concerned organizations. CEC shall ensure that all extension projects adhere to principles of inclusivity and non-discrimination, with program

design and implementation guided by community needs assessment and participatory planning. Documentation and evaluation shall be conducted for every project to ensure program effectiveness and efficiency as well as achievement of desired outcomes with special emphasis on accessibility for persons with disabilities, gender responsiveness, and equitable community participation.

This policy shall be reviewed every three (3) years or as necessary to ensure alignment with national policies on inclusive development, CHED extension mandates, and the University's sustainability goals. Revisions shall be approved by the top management upon recommendation of the CEC through the Quality Management Office.

Signed:

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

References

Republic Act RA 10176 – Arbor Act
Department of Environmental and Natural Resources (DENR) Administrative Order No. 2010-11