



## 10.6.4 Anti-Discrimination Policy

The University of the Visayas has a formal anti-discrimination policy in place, effective July 15, 2024, through its *Guidelines on Equal Employment Opportunity*. This affirms the University's commitment to a transparent, fair, and inclusive admissions and employment process, ensuring that all applicants, students, and employees are treated equitably.

The guidelines explicitly prohibit discrimination on the basis of age, sex, gender or sexual orientation, religion, ethnicity or cultural background, disability or health condition, socio-economic status, political affiliation, marital or parental status, and any other characteristic protected by law. Complementing this, the *Gender and Development Activities for Students* manual (effective August 1, 2022) institutionalizes gender sensitivity and equality programs across all campuses, ensuring equal opportunities in education, scholarships, training, sports, and health services.



These policies have had a tangible impact in the University community:

- Data from AY 2024–2025 shows enrollment of persons with disabilities, solo parents, cultural minorities, LGBTQ++ students, and working students, demonstrating that diverse groups are actively participating in higher education.
- The distribution of the under-represented groups are as follows:
  - Persons with Disabilities (PWD): 15 students (0.26%)
  - Solo Parents: 29 students (0.51%)
  - Dependents of Solo Parents: 46 students (0.80%)
  - Cultural Minority (Indigenous Peoples): 9 students (0.16%)
  - LGBTQ++ Students: 88 students (1.54%)
  - Working Students: 103 students (1.80%)
  - Women: 5,427 students (94.93%)
- Clear grievance mechanisms empower students and employees to report discrimination, reinforcing trust in institutional processes.

Together, these measures demonstrate UV's comprehensive approach to fostering inclusivity, safeguarding against discrimination, and advancing SDG 10 (Reduced Inequalities) by ensuring equitable access to education and employment.

### Evidence:

- Guidelines on Equal Employment Opportunity
- Policy on Gender and Development Activities for Students

*"An internationally recognized private non-sectarian university committed to academic excellence, transformational, and innovative education."*

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## 1.0 Objective

This guideline ensures that the University of the Visayas (UV) upholds a transparent, fair and inclusive admissions process. It affirms the University's commitment to equal employment opportunity and outlines any other applicable and supportive conditions.

## 2.0 Scope

This guideline applies to all stakeholders on the establishment of Equal Employment Opportunity in the main and satellite campuses.

## 3.0 Guidelines

### 3.1. Guidelines Statement

The University of the Visayas practices strict non-discrimination policy in all aspects of its admissions procedures.

UV does not discriminate on the basis of:

- 3.1.1. Age.
- 3.1.2. Sex, gender or sexual orientation.
- 3.1.3. Religion or spiritual belief.
- 3.1.4. Ethnicity, nationality or cultural background.
- 3.1.5. Disability or health condition, provided certain requirements can reasonably be met like doctor's clearance/fit-to-work certificate.
- 3.1.6. Socio-economic status.
- 3.1.7. Political affiliation.
- 3.1.8. Marital or parental status.
- 3.1.9. Any other characteristic protected and provided for by law.

All applicants who meet UV's professional and behavioral standards are given equitable opportunity for admission.

### 3.2. Transparency and Public Posting

To ensure accountability and accessibility:

- 3.2.1. The full UV Admissions Policy, including this non-discrimination guidelines, shall be publicly posted on: the official University website; the

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Human Resources Department and in the Finance and Administrative Manual (FAM).

3.2.2. Any revisions to the guidelines shall likewise be publicly announced and posted for visitors and other stakeholders

### **3.3. Inclusive Admissions Practices**

UV is committed to fostering diversity, access, and holistic employee development. In line with this, UV shall implement appropriate positive discrimination measures, provided such measures:

3.3.1. Are consistent with Philippine Labor Laws, CHED and DOLE policies and the like.

3.3.2. Aim to support groups historically underrepresented or facing barriers.

3.3.3. Do not compromise the integrity of the University.

### **3.4. Admissions Criteria**

#### **3.4.1. Office Responsibilities**

All applicants are assessed based on merit and qualifications, using criteria including but not limited to:


- 3.4.1.1. Academic performance and records (TOR, diploma, etc.).
- 3.4.1.2. Entrance assessments like IQ test, if applicable.
- 3.4.1.3. Good moral character certificate.
- 3.4.1.4. Interviews or portfolio evaluations, when required.
- 3.4.1.5. Medical laboratory results.

### **3.5. Reasonable Accommodation**

UV ensures equal employment opportunity by providing reasonable accommodations for applicants with disabilities or other special needs, such as:

- Accessible facilities during admissions processing.
- Additional time for assessments.
- Alternative formats for interviews or testing.



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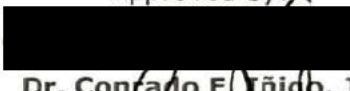
### 3.6. Reporting and Grievances


Applicants who believe they have experienced discrimination, directly or indirectly, may file a complaint through:

- Human Resources Department
- Administration

### 3.7. Review of Guidelines

This guideline shall undergo periodic review, at least every three (3) years, to ensure its continued relevance, effectiveness and alignment with national laws and best practices in inclusive environment.

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<b>VERSION NO.</b> <b>1</b>	<b>MANUAL TITLE</b> <b>ACADEMIC AFFAIRS MANUAL</b>	<b>DOCUMENT NO.</b> <b>AAM 23.12</b>
	<b>DOCUMENT NAME</b>  <b>GENDER AND DEVELOPMENT ACTIVITIES FOR STUDENTS</b>	<b>REVISION NO.</b> <b>0</b>
		<b>EFFECTIVITY DATE</b> <b>AUGUST 1, 2022</b>
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## 1.0 Objectives

- 1.1 To ensure gender sensitivity and equality from across all campuses of the University of the Visayas and to provide a safe and inclusive learning environment.
- 1.2 To ensure that both men and women can participate in and benefit from development in a way that it is equitable.
- 1.3 To ensure that all male and female students and employees are capacitated and supported to grow and be productive.

## 2.0 Scope

This covers all university internal stakeholders who are involved in the Gender and Development programs and activities.

## 3.0 Policies

- 3.1 Each campus shall have a Gender and Development Focal Person (GFP) as designated by the administration to design Gender and Development (GAD) Programs and to monitor their deployment from across all campuses.
- 3.2 Student organization committee shall be created by the SASC Director to act as a counterpart of the GAD Focal person and assist in the conduct of all GAD programs and activities.
- 3.3 Equal opportunities shall be granted to female and male in terms of education, scholarships, and training opportunities in non-traditional skills training in vocational and tertiary schools.
- 3.4 Fair judgment to female who became pregnant out of wedlock, will not be turned as away or refuse her admission at the university.
- 3.5 Gender sensitivity and equality trainings, seminars and/ or webinars shall be conducted regularly to all students and employees. The activities shall include but not limited to the following:
  - 3.5.1 Marginalization in the Economic Sphere;
  - 3.5.2 Subordination in the Political Sphere;
  - 3.5.3 Gender Stereotyping;
  - 3.5.4 Multiple Burden;
  - 3.5.5 Violence Against Women;
  - 3.5.6 Equality and Equity;
  - 3.5.7 Respect;
  - 3.5.8 Safe Spaces Act; and
  - 3.5.9 Cultural Revolution.

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- 3.6 Opportunity to participation in competitive and non-competitive sports as a method of achieving excellence and promoting physical and social well-being is open to all regardless of age, gender, race and among others.
- 3.7 All are equally eligible for athletic and working scholarships should there be a provision for this matter.
- 3.8 Gender sensitive and responsive health and well-being services shall be bestowed to all students and employees regardless of age, gender, race and among others.
- 3.9 Violation to the indicated policies shall be dealt with accordingly based on the Student Manual for students.


#### 4.0 Narrative Procedures

Person Responsible	Activities
CFAO & CAO	1. Designate GAD Focal Person.
SASC Director	2. Supervises GAD for student related programs and activities.
GAD Focal Person (GFP)	3. Designs, implements and monitors all GAD related programs and activities.
	4. Conceptualizes the Project Management Framework relative to the creation of GAD related programs and activities and submits report to CFAO and CAO for recommendation.
	5. Supervises and monitors the deployed GAD activities
SASC Director	6. Facilitates in the evaluation of activities and makes proceedings and reports thereafter.
	7. Assists the GAD Focal Person in the deployment of GAD programs and activities targeting the student population.
Student Development Coordinator /Program Coordinators	8. Supervises and monitors the deployment of GAD program and activities for students.
	9. Supervises students in their active involvement of the GAD Programs.
Decorum Officer	10. Coordinates with Academic Program Coordinators in the dissemination of GAD activities to students.
Guidance Advocate	11. Monitors and sanctions students who display unbecoming behaviour particularly in violation of GAD policies.
CAO	12. Guides and counsel students who may have violated the policies for GAD.
University President	13. Reviews report on relevant GAD Programs and activities for academic units and non-teaching academic units and makes recommendations to university president.
	14. Approves appropriate and relevant GAD programs and activities.

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## 5.0 List of Forms

- 5.1 Gender and Development Program Progress Monitoring Checklist
- 5.2 Gender and Development Activity Evaluation Form

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