

VERSION NO. 1	MANUAL TITLE ACADEMIC AFFAIRS MANUAL	DOCUMENT NO. AAM 23.12
	DOCUMENT NAME GENDER AND DEVELOPMENT ACTIVITIES FOR STUDENTS	REVISION NO. 0
		EFFECTIVITY DATE AUGUST 1, 2022
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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
	6. Facilitates in the evaluation of activities and makes proceedings and reports thereafter.
SASC Director	7. Assists the GAD Focal Person in the deployment of GAD programs and activities targeting the student population.
	8. Supervises and monitors the deployment of GAD program and activities for students.
Student Development Coordinator /Program Coordinators	9. Supervises students in their active involvement of the GAD Programs.
	10. Coordinates with Academic Program Coordinators in the dissemination of GAD activities to students.
Decorum Officer	11. Monitors and sanctions students who display unbecoming behaviour particularly in violation of GAD policies.
Guidance Advocate	12. Guides and counsel students who may have violated the policies for GAD.
CAO	13. Reviews report on relevant GAD Programs and activities for academic units and non-teaching academic units and makes recommendations to university president.
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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