



“Breaking Barriers: UCU’s Non-Discrimination Policy Supports Women’s Equality”

Urdaneta City, Philippines — In a significant step towards fostering an inclusive and equitable academic environment, Urdaneta City University (UCU) has officially released a policy that emphasizes non-discrimination against women. This policy, developed in alignment with the university’s Gender and Development (GAD) program, underscores UCU’s commitment to creating a campus free from gender bias and discrimination.

A Commitment to Gender Equality

The newly released policy aims to address and eliminate gender-based discrimination in all aspects of university life, from admissions to academic programs and faculty recruitment to campus activities. By integrating GAD principles into the university’s daily operations, UCU ensures that women, regardless of their background or chosen field of study, are treated with fairness, respect, and equality.

UCU’s Gender and Development Head, explained the significance of the policy: “At UCU, we strive to cultivate a learning environment where all students and staff, regardless of gender, have equal opportunities to succeed. This policy is part of our broader efforts to eliminate discrimination and uphold the dignity of women in all spheres of academic and professional life.”

Key Aspects of the Non-Discrimination Policy

The non-discrimination policy includes several key provisions designed to promote gender equality and ensure women are not subject to unfair treatment based on gender. Some of the main features include:

- **Equal Access to Educational Opportunities:** The policy guarantees that women have the same opportunities as men in accessing academic programs, scholarships, research projects, and other academic resources.
- **Fair Treatment in Recruitment and Hiring:** UCU’s new guidelines ensure that women are given equal consideration in faculty recruitment, promotions, and administrative appointments, striving for a balanced representation across all academic disciplines.
- **Protection Against Gender-Based Harassment:** The policy includes strong measures to protect students, staff, and faculty from gender-based violence, harassment, and exploitation. Clear reporting channels and support systems are provided to address complaints and prevent such incidents on campus.
- **Inclusive Campus Culture:** UCU’s policy promotes an inclusive campus culture where women are encouraged to participate in leadership roles, student organizations, and extracurricular activities without fear of discrimination or bias.

Aligning with National and Global Standards

This move is part of UCU’s ongoing commitment to align its policies with national and international gender equality standards. The university is fully supportive of the Philippine government’s Gender and Development (GAD) mandates and the United Nations Sustainable Development Goal (SDG) #5, which aims to achieve gender equality and empower all women and girls.





“The policy reinforces our institutional commitment to gender equity and aligns with our broader goal of creating a diverse, respectful, and inclusive academic environment,” said Dr. [University Representative’s Name]. “We believe that gender equality is essential to the growth and success of the university community, and we are proud to lead the way in supporting women’s rights and opportunities.”

Looking Ahead

With the introduction of this policy, UCU is not only ensuring that women are afforded equal rights within the university but also setting a precedent for other academic institutions to follow. The university is committed to continuously reviewing and updating its practices to maintain an environment that is both supportive and inclusive of all genders.

As UCU continues to advocate for gender equality in education, the release of this non-discrimination policy marks an important milestone in the university’s efforts to create a more just and equitable academic community for everyone.

