

## Policy on Non-Discrimination Against Transgender Individuals

### Purpose

Urdaneta City University (UCU) is committed to maintaining an inclusive environment where all individuals are treated with respect, fairness, and dignity. This policy on Non-Discrimination Against Transgender Individuals is established to ensure that all members of the UCU community, regardless of gender identity or expression, have equal access to academic, employment, and campus life opportunities.

### Scope

This policy applies to all students, faculty, staff, administrators, contractors, and visitors within the UCU community.

### Policy Statement

UCU prohibits any form of discrimination, harassment, or exclusion based on gender identity or gender expression. The university promotes an environment where transgender individuals are fully supported in their academic, professional, and personal endeavors. Any acts of discrimination, exclusion, or harassment against transgender individuals will be addressed promptly and effectively.

### Guiding Principles

- 1. Equal Access and Opportunities:** UCU ensures that all individuals, regardless of gender identity or expression, have equal access to academic programs, employment, campus facilities, and extracurricular activities. This includes equitable access to scholarships, student services, and campus resources.
- 2. Respect for Gender Identity and Expression:** All members of the UCU community are expected to respect each individual's self-identified gender and preferred name and pronouns. UCU will make reasonable efforts to accommodate individuals' preferences in official records, documentation, and day-to-day interactions within the university.
- 3. Zero Tolerance for Harassment or Discrimination:** UCU will not tolerate any form of harassment, discrimination, or bullying based on gender identity or expression. Any actions that create a hostile or unwelcoming environment for transgender individuals will result in disciplinary action.
- 4. Confidentiality and Privacy:** UCU is committed to maintaining the confidentiality of transgender individuals' personal information and records. The university respects the privacy of each individual regarding their gender identity and any related documentation.
- 5. Inclusive Facilities and Accommodations:** UCU will provide access to facilities, such as restrooms and locker rooms, that correspond to each individual's gender identity. Additionally, the university will work to provide gender-neutral facilities where feasible and requested.
- 6. Education and Awareness:** UCU is dedicated to promoting understanding and respect for gender diversity. The university will provide ongoing training and awareness programs for students, faculty, and staff to foster an inclusive culture that respects and supports transgender individuals.
- 7. Fair and Inclusive Admissions and Hiring Practices:** UCU is committed to fair, inclusive, and non-discriminatory admissions and hiring practices. Gender identity or expression will not affect an applicant's eligibility or qualifications for admission, employment, or advancement within the university.

### Reporting and Resolution

Anyone within the UCU community who experiences or witnesses discrimination or harassment based on gender identity or expression is encouraged to report the incident

(075) 600 - 1507

to the Office of Academic and Student Affairs or the designated GAD Officer. All reports will be handled with confidentiality and respect, following UCU's procedures for fair investigation and resolution.

### **Policy Implementation**

The Office of External Affairs and Linkages, in partnership with Human Resources, is responsible for implementing and monitoring this policy. Regular reviews will be conducted to ensure that UCU's practices continue to support a safe, inclusive, and equitable campus environment for transgender individuals.

### **Accountability**

All members of the UCU community are expected to uphold this policy and contribute to a respectful, inclusive campus culture. Any violations of this policy will result in appropriate disciplinary action as outlined in university regulations.

### **Conclusion**

Urdaneta City University is dedicated to fostering an inclusive environment that embraces diversity and provides equal opportunities for all, including transgender individuals. Through this policy, we affirm our commitment to a campus where everyone is supported to reach their fullest potential in an atmosphere of respect and equality.

**Effective Date:** June 30, 2022

**Review Date:** June 1, 2023