

Policy on Non-Discrimination Against Women

Purpose

Urdaneta City University (UCU) is committed to creating an academic environment where all individuals, regardless of gender, have the opportunity to thrive. This policy on Non-Discrimination Against Women seeks to ensure equality, respect, and fairness within our community by prohibiting discrimination based on gender. Our goal is to foster an inclusive culture that promotes academic, professional, and personal development for all.

Scope

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

Policy Statement

UCU strictly prohibits discrimination against women in any form. This includes, but is not limited to, discrimination in admissions, hiring, promotions, evaluations, and access to resources, programs, and facilities. Our commitment extends to all areas of academic and campus life, promoting equitable treatment, respect, and opportunity.

Guiding Principles

- 1. Equal Opportunities:** UCU ensures that women have equal opportunities to participate in all educational programs, employment, and campus activities. This commitment includes equitable representation in leadership roles, academic opportunities, and professional development.
- 2. Access to Resources:** Women students, faculty, and staff are granted full access to scholarships, mentorship programs, support services, and academic resources, including areas where women may have historically been underrepresented, such as STEM, Agriculture, and other technical fields.
- 3. Zero Tolerance for Discrimination or Harassment:** Any behavior that discriminates against or harasses women on the basis of gender is strictly prohibited and will result in disciplinary action. UCU will investigate all reports of discrimination or harassment promptly, with a commitment to ensuring a safe environment for all.
- 4. Fair and Transparent Hiring and Admissions:** Hiring and admissions practices will be fair, transparent, and free from gender bias. UCU will actively work to eliminate any barriers to women's full participation and representation in all academic and employment sectors.
- 5. Support for Career and Leadership Development:** UCU commits to supporting women's career advancement and leadership development. Opportunities will include mentorship, leadership workshops, networking events, and other programs designed to foster women's growth and representation in leadership roles.

Reporting and Resolution

Any member of the UCU community who believes they have been subjected to or witnessed discrimination against women is encouraged to report the matter to the Office of Academic and Student Affairs or the designated Gender and Development Officer. UCU will handle all reports with confidentiality, impartiality, and respect, following established procedures for resolution and support.

Policy Implementation

The Office of Academic and Student Affairs, along with Human Resources, will oversee the implementation of this policy. UCU will conduct regular reviews of its policies, practices, and programs to ensure ongoing compliance with non-discrimination principles and best practices in gender equity.

Accountability

All members of the UCU community are expected to uphold this policy and contribute to an environment free from gender discrimination. Violations of this policy will be met with appropriate disciplinary action in accordance with university regulations.

Conclusion

Urdaneta City University is committed to fostering an inclusive and equitable campus that celebrates and respects the contributions of women. Through this policy, we affirm our dedication to a learning and working environment where all individuals are empowered to achieve their full potential.

Effective Date: June 1, 2022

Review Date: May 30, 2023