

POLICY AND GUIDELINES ON NON-DISCRIMINATION IN EDUCATION

I. Policy Statement

Don Honorio Ventura State University (DHVSU) is committed to providing an inclusive and equitable educational environment. By promoting diversity and preventing discrimination, this policy upholds the institution's commitment to an inclusive and equitable academic environment.

1. The institution strictly prohibits any form of discrimination based on ethnicity, religion, gender, age, disability, socioeconomic status, sexual orientation, or any other personal characteristic protected by law.
2. All academic programs, extracurricular activities, and institutional services must be designed to ensure equitable access for all individuals.
3. Recruitment, admission, hiring, and promotion processes must be conducted in a fair and non-discriminatory manner.
4. The institution shall implement awareness and training programs to educate stakeholders on the importance of diversity, equity, and inclusion.
5. The institution commits to adhering to the principles outlined in relevant laws and guidelines, including the Philippine Constitution, Article II, Section 13, the Safe Spaces Act (RA 11313), and the Anti-Discrimination Law (RA 10913).

Implementation Guidelines

1. Admissions and Enrollment

Admissions policies must be merit-based and free from bias or discrimination, in accordance with CMO No. 01, Series of 2015.

Any applicant who feels they have been discriminated against may file a formal complaint following the grievance procedure.

2. Curriculum and Teaching Practices

Faculty members must ensure that teaching materials and methods respect and reflect diversity, as mandated by CMO No. 04, Series of 2015.

Discriminatory language or behavior in classrooms is strictly prohibited.

3. Facilities and Accessibility

The institution must ensure that all facilities are accessible to individuals with disabilities, in alignment with CMO No. 47, Series of 2016.

Reasonable accommodations will be provided to meet the needs of diverse learners.

4. Extracurricular Activities

The design and execution of extracurricular activities must align with inclusivity principles as outlined in CMO No. 09, Series of 2013.

5. Complaint Resolution

A designated committee will be responsible for handling discrimination-related complaints.

Complaints must be addressed promptly, confidentially, and with fairness to all parties involved

II. Scope

This policy applies to all students, faculty, staff, and other stakeholders involved in the institution's academic and non-academic activities, including but not limited to admissions, teaching, learning, extracurricular programs, and administrative operations with the following objectives:

1. To provide equal access to education and related activities for all individuals.
2. To create a learning environment that respects diversity and promotes inclusion.
3. To establish guidelines for addressing complaints related to discrimination.
4. To ensure compliance with applicable laws and standards on non-discrimination and equality.

III. Definition of Terms

Discrimination - Any distinction, exclusion, or restriction made based on ethnicity, religion, gender, age, disability, socioeconomic status, sexual orientation, or other personal characteristics that impair the recognition, enjoyment, or exercise of equal rights and opportunities.

Diversity - The presence and recognition of differences among individuals, including but not limited to ethnicity, religion, gender, age, abilities, and socioeconomic backgrounds.

Equity - The fair treatment of all individuals, ensuring everyone has access to opportunities and resources tailored to their specific needs.

Inclusion - The practice of creating environments in which all individuals feel welcomed, valued, and supported, regardless of their backgrounds or characteristics.

Reasonable Accommodations - Necessary and appropriate modifications or adjustments to ensure individuals with disabilities or specific needs can access educational opportunities on an equal basis with others.

Safe Space - A physical or virtual environment where individuals are free to express themselves without fear of harassment, discrimination, or retaliation, in accordance with the Safe Spaces Act (RA 11313).

Complaint Resolution Committee - A designated group of individuals tasked with investigating and addressing complaints related to discrimination in a fair, confidential, and timely manner.

Personal Characteristics - Attributes or identities explicitly safeguarded against discrimination by law, such as ethnicity, religion, gender, disability, and sexual orientation.

CMOs (Commission on Higher Education Memoranda) - Official issuances by the Commission on Higher Education (CHED) in the Philippines that provide guidelines and standards for educational institutions.

Anti-Discrimination Law (RA 10913) - Legislation prohibiting discrimination in various forms and promoting equal opportunities for all individuals.

IV. Roles and Responsibilities

University President

Lead the overall implementation of the policy and ensure all administrative offices comply. Advocate for diversity, equity, and inclusion in institutional goals and strategies.

Vice Presidents

Vice President for Academic Affairs

Oversee the development and integration of inclusive curricula and policies in academic programs.

Vice President for Research, Innovation, Training, & Extension

Ensure research and extension projects promote non-discrimination and inclusivity.

Vice President for Administration and Finance

Allocate resources to support diversity and inclusion initiatives.

Vice President for Student Affairs and Services: Monitor student activities and services to ensure alignment with this policy.

Deans and Campus Directors

Ensure that each college or campus adheres to the principles of non-discrimination in all academic and extracurricular activities.

Promote inclusivity among faculty, staff, and students within their respective units.

Directors of Administrative Offices

Planning and Development Office: Develop plans that prioritize inclusivity and accessibility across all programs and services.

Physical Plant and Facilities: Ensure campus infrastructure complies with accessibility standards.

GAD Focal Point System: Lead initiatives that promote gender and development awareness.

Library Services Office: Provide inclusive library services and resources that cater to diverse needs.

Student Affairs and Services: Handle student grievances related to discrimination. Develop programs to educate students on diversity and inclusion.

Quality Assurance Offices: Monitor and evaluate compliance with the policy across all units. Provide feedback and recommend improvements to ensure the policy's effectiveness.

Grievance Committee:

Investigate complaints of discrimination or policy violations promptly and fairly. Recommend appropriate actions or penalties for policy violations.

Faculty and Staff:

Foster an inclusive learning and working environment.

Participate in regular training on diversity, equity, and inclusion.

Students:

Uphold the principles of non-discrimination in all interactions and activities.

Report instances of discrimination through established channels.

V. Monitoring and Review

The institution will regularly review and assess the effectiveness of this policy through surveys, feedback mechanisms, and audits. Recommendations for improvement will be implemented to ensure continuous adherence to non-discrimination standards. Compliance with CMO 8, Series 2024, will also be evaluated.

This policy will be reviewed every three years or as necessary to align with new legal requirements, institutional goals, and best practices.

VI. Consequences of Non-compliance

Non-compliance with this policy will result in disciplinary actions, which may include warnings, suspension, or termination, depending on the severity of the violation.

VII. References

CMO No. 01, Series of 2015

CMO No. 04, Series of 2015

CMO No. 47, Series of 2016

CMO No. 09, Series of 2013

CMO 8, Series 2024

Safe Space Act RA 11313

Anti-Discrimination Law (Republic Act No. 10913)

Philippine Constitution, Article II, Section 13 - Right to Education