

Women's Access Policy

I. Policy Statement

a. Purpose

In alignment with Don Honorio Ventura State University's mission to foster an inclusive and equitable learning environment, this Women's Access Policy is established to promote and ensure equal opportunities for women at every stage of their academic journey—from application, participation, mentoring, through scholarships—in all academic and extracurricular activities. This policy reflects the University's commitment to upholding the right of women to fully access, engage, and thrive in higher education without barriers or discrimination.

Based from the Republic Act 9710 or The Magna Carta of Women. The Magna Carta spells out every woman's right to:

Equal treatment before the law, including the State's review and when necessary, amendment or repeal of existing laws that are discriminatory to women;

Equal access and elimination of discrimination against women in education, scholarships and training. This includes revising educational materials and curricula to remove gender stereotypes and images, and outlawing the expulsion, non-readmission, prohibiting enrollment and other related discrimination against women students.

CHED Memo No. 08 Series of 2019 "Policies and Guidelines for CHED Scholarship Programs"

CHED under RA 7722 has the mandate to provide financial assistance through scholarships to qualified and deserving students, particularly the Underprivileged and Homeless Citizens under RA 7279, Persons with Disability (PWDs) under RA No. 7277 as amended, Solo Parents and/or their Dependents under RA 8972, Senior Citizens under RA 9994 and Indigenous Peoples under RA 8371, shall be given scholarships in accordance with the requirements herein set forth.

b. Policy

Don Honorio Ventura State University is committed in supporting women's aspirations in applying to any programs offered by the University, participation to academic and extra-curricular activities, non-academic aspirations and access to scholarship grants by nurturing an environment that:

- Encourages and facilitates equal access to the University education for all women.
- Safeguards fair treatment of women in applications, admissions, participations, mentoring and scholarships given by the University and / or other sponsoring agency.
- Promotes a culture of respect, safety, and inclusivity to enhance women's participation across all university activities.
- The University shall not discriminate on the basis of gender; particularly the women, and shall not violate human rights with the understanding that women's rights are human rights; and shall work for the promotion and fulfillment of gender equality.
- The University shall undertake affirmative action to accelerate the participation and equitable representation of women within the University.

II. Scope

This policy applies to all prospective and current women students enrolled at Don Honorio Ventura State University and all its regular campuses, including those applying for admission, mentoring and scholarship opportunities and participation in extracurricular activities.

Women student who are either indigenous, women with disabilities and solo parent enrolled in the University have equal rights and access to scholarship grants either from the State University and other sponsoring agency.

III. Definition of Terms:

- a. Indigenous refers or describes any group of people, particularly women, native to a specific region. In other words, it refers to people who lived there before colonists or settlers arrived, defined new borders, and began to occupy the land.
- b. "Women with disabilities" refers to those who are suffering from restriction or different abilities, as a result of a mental, physical, or sensory impairment, to perform an activity in the manner or within the range considered normal for a human being,
- c. "Solo parent" refers to a person / woman who 'is left alone with the responsibility of parenthood due to death, detention, mental incapacity or legal separation with spouse.

IV. Roles and Responsibilities

a. Admissions Office

The Admissions Office is responsible for ensuring that admissions criteria for application, participation, mentoring and scholarships are applied equitably. Outreach initiatives to encourage women's applications, particularly in underrepresented fields, will be actively pursued in collaboration with the other relevant academic colleges / departments.

- i. Determines documents to be submitted
- ii. Review documents submitted by women student applicant

b. Office of Student Affairs

This office will oversee the creation and maintenance of a supportive campus environment, offering services that cater to women's academic non-academic needs and ensuring their inclusion in all university activities.

- i. Determines distribution of slots

c. Office of Gender and Development.

The Office of Gender and Development will monitor and assess the participation of women across all programs and activities. This office is tasked with addressing gender-related concerns, developing programs to empower women, and ensuring compliance with this policy.

d. Student Support Services.

Counseling, financial aid, academic advising, and mentorship programs will be managed to promote women's retention, success, and holistic development during their university experience.

- e. Scholarship Office
 - i. Monitors the number of scholarships grants allotted to the University
 - ii. Monitors the distribution of scholarship grants

V. Policy Procedures

1. *Equitable Application, Admissions and Acceptance.*

Don Honorio Ventura State University and all its regular campuses shall ensure that women's applications in any programs offered by the University are reviewed and assessed with full impartiality. Application, admissions and acceptance policies and procedures will be created and designed to deliver equal consideration and opportunity to all applicants, without bias toward gender, culture and marginalized women. (Note: please see implementing rules and regulations to be created in the admission)

2. *Participation of Women's Academic and Extra – Curricular Activities.*

The university commits to dynamically promoting higher education opportunities for women, particularly those from underrepresented, marginalized, or disadvantaged backgrounds. Various programs utilizing different platforms of dissemination of information will be made accessible to increase women's awareness of and participation to academic and non – academic activities.

The university shall ensure that all programs, including STEM fields and leadership positions in student organizations, are accessible to women without discrimination. Women will be encouraged and supported to participate in all academic disciplines and extracurricular activities, including those where they have traditionally been underrepresented.

3. *Mentorship and Professional Development Programs.*

Don Honorio Ventura State University commits to support women's development and growth beyond academic success by establishing mentorship programs and career development workshops that foster leadership, skill-building, and networking opportunities. Special emphasis will be placed on helping women achieve professional and academic goals aligned with their interests and aspirations.

4. *Scholarship and other Financial Support.*

Don Honorio Ventura State University will ensure that women have equal access to scholarships, grants, and other forms of financial assistance, with specific scholarships designated for women, particularly in areas where they are underrepresented. Information about financial aid opportunities will be transparently communicated to prospective female students.

Guarantee scholarship and other forms of financial assistance for women and girls, where factors such as sex, creed, civil status, sexual orientation, political or religious affiliation or belief, ethnicity, disability, pregnancy, motherhood, lack of consent of husband or any other similar discriminatory condition, and age (other than the normal provisions relating to retirement) shall not be grounds for disqualification in the grant of scholarships by the University.

5. *Equal Access to Academic and Extracurricular Opportunities.*

The university shall ensure that all programs, including STEM fields and leadership positions in student organizations, are accessible to women without discrimination.

VI. Monitoring and Review

Each office or departments responsible for accepting and reviewing documents submitted by women students will conduct regular evaluations to monitor the effectiveness of the Women's Access Policy.

This process will be created and submitted to Quality Office as part of ISO certification requirement and adherence of the University to International Standards. Data on women's application rates, acceptance, participation, number of scholarships granted will be reviewed annually to identify areas for improvement and to adapt the policy to evolving needs.

VII. Consequences of Non-Compliance

Non – compliance to Women's Access Policy of the designated department/s or office/s will render the policy created by the University ineffective since the roles and responsibilities to make sure that the policy created is followed. Any non-compliance reported with the policy shall be subject to appropriate actions in accordance with applicable laws, rules and regulations.

References:

ADMINISTRATIVE ORDER No. 11 Series of 2022 Date: July 15, 2022 Universidad De Manila Student Access Policy – Women's Applications, Entry, and Participation

CHED MO No 08 Series of 2019 Policies and Guidelines for Scholarship Programs (CSPs)

UP Gender Guidelines 2017 UP Media and Public Relations Office