METRIC 5.6 WOMEN'S PROGRESS MEASURES

Indicator 5.6.2 Non-discrimination policies for transgender

Davao Oriental State University (DOrSU) upholds the principles of equal employment opportunity, inclusivity, respect for diversity, and non-discrimination in its institutional policies, recruitment practices, and campus environment. The University's commitment is aligned with **Civil Service Commission Memorandum Circular No. 24, Series of 2016**, which establishes the enhanced maturity level indicators under the Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM). Through the Equal Employment Opportunity Principle (EEOP), the University recognizes the importance of ensuring fairness and equal opportunities in recruitment, selection and placement, learning and development, performance management, and rewards and recognition. This principle supports the removal of barriers that may result in unequal treatment based on personal characteristics, including sexual orientation, gender identity, and gender expression.

Furthermore, DOrSU's commitment to protecting the rights and dignity of individuals of diverse Sexual Orientation, Gender Identity and Expression (SOGIE) is supported by **Republic Act No. 11313**, otherwise known as the *Safe Spaces Act*. The law recognizes gender identity and expression and provides protection against gender-based sexual harassment, including homophobic and transphobic slurs and other forms of gender-based harassment. Particularly, Sections 21 and 22 establish the responsibilities of educational institutions in preventing and addressing gender-based sexual harassment by requiring appropriate reporting and complaint mechanisms and institutional measures that promote a safe and gender-sensitive environment.

In furtherance of the Safe Spaces Act, DOrSU is also guided by **Commission on Higher Education Memorandum Order No. 3, Series of 2022**, entitled *Guidelines on Gender-Based Sexual Harassment in Higher Education Institutions*. This issuance applies to both public and private higher education institutions and provides guidelines for establishing institutional policies and mechanisms to prevent, address, investigate, and resolve cases of gender-based sexual harassment and related offenses. It emphasizes the establishment of a Committee on Decorum and Investigation (CODI), the development of appropriate complaint-handling procedures, and the protection of the rights of students, faculty members, employees, and other stakeholders. The guidelines also recognize transphobic, homophobic, misogynistic, and sexist slurs as forms of gender-based sexual harassment in applicable circumstances. These provisions reinforce the University's responsibility to maintain a safe, respectful, and gender-sensitive academic and working environment for individuals of diverse gender identities and expressions.

Consistent with these principles, DOrSU demonstrates its commitment to inclusive recruitment by expressly encouraging all interested and qualified applicants to apply for employment opportunities in the University, including **Persons with Disabilities (PWDs), members of Indigenous Cultural Communities/Indigenous Peoples (ICCs/IPs), and individuals of diverse SOGIE**. This recruitment statement reflects the University's recognition that employment opportunities should be accessible to qualified individuals regardless of their personal circumstances, cultural background, or gender identity and expression. It also reinforces the principle that applicants should be considered based on their qualifications, competencies, and ability to meet the requirements of the position, without unjust discrimination.

Moreover, DOrSU promotes an inclusive and gender-responsive campus environment through the provision of **gender-neutral restroom facilities across the University campus**. These facilities provide restroom options for individuals regardless of gender identity or expression, helping promote their privacy, comfort, dignity, and sense of belonging within the academic community. This initiative reflects the University's recognition of the diverse needs of its students, employees, and other campus stakeholders and contributes to creating a safe and respectful environment where everyone can participate in university activities without unnecessary barriers or discomfort.

By aligning its human resource management practices with equal employment opportunity principles, encouraging applications from individuals of diverse backgrounds and SOGIE, adhering to national guidelines on preventing and addressing gender-based sexual harassment, and providing gender-inclusive restroom facilities, the University demonstrates its commitment to promoting diversity, respecting individual differences, and ensuring equitable opportunities for participation and advancement. Through these efforts, DOrSU contributes to establishing a safe, inclusive, and gender-responsive workplace and learning environment where every individual is valued, respected, and given the opportunity to contribute to institutional development.

References:

1. Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) Enhanced Maturity Level Indicators

https://csc.gov.ph/phocadownload/userupload/irmo/mc/2016/MC%20No.%2024%20s.%202016.pdf

3. Republic Act No. 11313 also known as Safe Spaces Act

https://lawphil.net/statutes/repacts/ra2019/ra_11313_2019.html

4. GUIDELINES ON GENDER-BASED SEXUAL HARASSMENT IN HIGHER EDUCATION INSTITUTIONS

https://unifast.gov.ph/assets/pdf/gad/CMO-No.-3-Series-of-2022.pdf

5. Sample Hiring Requirements

https://dorsu.edu.ph/career-opportunities-3/

6. Gender-Neutral Restroom Facilities across DOrSU

https://drive.google.com/drive/folders/1BPD6gRePB1hwX9gEwm80y2K0KGZHRWe4?fbclid=IwY2xjawUpNf1leHRuA2FlbQIxMABwZG9mBWJyaWQRMW1pRENMN0t1ZkRsT0x4SXpzcnRjBmFwcF9pZBAyMjIwMzkxNzg4MjAwODkyAAEeQjlvBwf6VwWAGIL8Xv3zLTZ5LYOEBy2vXjx5BUGAGKMxKO5mLaQQZvqZc4o_aem_KFF6_V2LQ9PxZrfWOoK-TA