



# UCU STRENGTHENS EMPLOYEE RIGHTS WITH FAIR APPEALS POLICY IN LINE WITH SDG 8

Urdaneta City University (UCU) continues to champion fairness and decent work practices through its newly implemented Policy on Employee Rights and Pay Appeals, reinforcing its alignment with the United Nations' Sustainable Development Goal (SDG) 8: Decent Work and Economic Growth. The policy guarantees that all employees academic and non-academic have the right to a transparent and fair process to appeal matters concerning their employment rights or compensation.

The initiative underscores UCU's commitment to ethical governance, equitable treatment, and accountability in the workplace. Under the policy, employees can formally file appeals regarding their pay or other employment-related concerns through the Human Resource Management Office (HRMO). The process ensures impartial evaluation, confidentiality, and protection from retaliation, with final decisions overseen by the Office of the University President.

University President Atty. Amihan April C. Mella-Alcazar, PhD, emphasized that the policy reflects UCU's dedication to providing a safe, fair, and responsive work environment where every employee's voice is valued. By institutionalizing this structured grievance process, UCU not only promotes employee welfare but also strengthens trust and transparency across all levels of the organization.

Through this policy, UCU continues to embody the principles of SDG 8 by fostering decent work, promoting fair compensation, and ensuring just treatment for all members of its workforce—cementing its role as a model of ethical and sustainable employment practices in higher education.

MAKE SDG #8 A REALITY

