



# URDANETA CITY UNIVERSITY STRENGTHENS WORKPLACE EQUALITY THROUGH ANTI- DISCRIMINATION POLICY

Urdaneta City, Pangasinan — Upholding its commitment to the **United Nations' Sustainable Development Goal 8: Decent Work and Economic Growth**, Urdaneta City University (UCU) has reinforced its stance on workplace fairness and inclusivity through a comprehensive policy aimed at ending all forms of discrimination within the institution.

Signed by University President **Atty. Amihan April C. Mella-Alcazar, PhD**, the policy ensures that all university employees—regardless of gender, sexuality, age, religion, ethnicity, or region—are provided with equal opportunities in employment, promotion, and professional development. The measure emphasizes the University's dedication to maintaining a safe, respectful, and empowering work environment for all.

The policy outlines UCU's zero-tolerance approach to discriminatory acts and its firm resolve to address any behavior that undermines equality in the workplace. Through this directive, the university aims to promote ethical leadership, inclusivity, and gender sensitivity across all offices and departments.

Furthermore, the university has strengthened its reporting mechanisms through the Human Resource Management Office, Gender and Development Office, and the Office of the University President. These channels guarantee that cases of discrimination will be handled confidentially, investigated fairly, and resolved according to due process and existing laws.

UCU also integrates continuous awareness and training programs focused on anti-discrimination, gender equality, and inclusive work practices. These initiatives aim to equip faculty and staff with the knowledge and values needed to sustain a culture of respect and equality in the workplace.

By institutionalizing this policy, Urdaneta City University reinforces its adherence to SDG 8, ensuring that decent work is accessible to all while fostering a just and inclusive community. The university remains steadfast in its mission to be a model of equitable governance—where diversity is celebrated, fairness prevails, and every individual is given the opportunity to thrive.

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**8** DECENT WORK AND  
ECONOMIC GROWTH







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## Urdaneta City University's Policy on Ending Discrimination in the Workplace

**To:** All Faculty and Staff

**From:** Office of the University President

**Date:** June 3, 2023

**Subject:** University Policy on Ending Discrimination in the Workplace

### Purpose

This memorandum reaffirms Urdaneta City University's unwavering commitment to maintaining a work environment that is inclusive, respectful, and free from any form of discrimination. The University recognizes that diversity strengthens its professional community and is essential to upholding fairness, equality, and human dignity.

### Principles and Commitments

#### • Zero Tolerance for Discrimination

Urdaneta City University strictly prohibits discrimination in all forms, including but not limited to those based on gender, sexuality, age, religion, ethnicity, nationality, socioeconomic status, or region. Every employee of the university is entitled to equal opportunity and respect.

#### • Equal Employment Opportunity

The University ensures that all employment, promotion, and professional development decisions are based solely on qualifications, performance, and merit, without bias or prejudice.

#### • Inclusivity and Gender Sensitivity

UCU promotes inclusivity through gender-sensitive and culturally responsive policies, practices, and programs that respect the diversity of its faculty and staff.

#### • Safe and Respectful Work Environment

The University is committed to fostering a workplace where everyone feels safe, valued, and supported. Harassment, bullying, or any conduct that undermines an individual's dignity or rights will not be tolerated.

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- **Awareness and Capacity-Building Programs**

UCU regularly implements seminars, workshops, and training sessions on anti-discrimination, gender equality, and inclusive practices to strengthen awareness and uphold the principles of fairness and respect.

- **Accountability and Ethical Leadership**

All university officials, faculty, and staff are expected to model inclusive behavior and promote respect within their areas of responsibility. Leaders are held accountable for preventing and addressing discriminatory practices.

## **Reporting Procedures**

Any member of the university workforce who experiences or witnesses discrimination may file a report with the Human Resource Management Office, the Gender and Development Office, or the Office of the University President. All complaints will be handled confidentially, investigated impartially, and resolved in accordance with university policies and national laws.

## **Enforcement and Sanctions**

Confirmed cases of discrimination will result in disciplinary action consistent with the university's Code of Conduct and applicable labor laws. Sanctions may include suspension, dismissal, or other corrective measures deemed appropriate by the administration.

## **Conclusion**

Urdaneta City University remains steadfast in fostering a culture of equality, inclusivity, and respect for human rights. By upholding this anti-discrimination policy, the University reinforces its dedication to ethical governance, social justice, and the creation of a workplace where diversity is celebrated and every employee is empowered to thrive.

Respectfully yours,

**ATTY. AMIHAN APRIL C. MELLA-ALCAZAR, PhD**

University President

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