

REDUCING INEQUALITIES THROUGH FAIR ADMISSIONS: UPHOLDING SDG 10 IN HIGHER EDUCATION

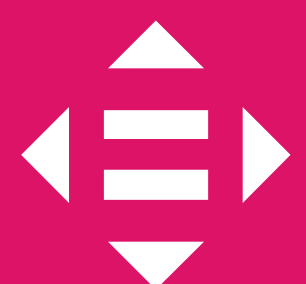


One of the fundamental principles of Sustainable Development Goal 10 (SDG 10): Reduced Inequalities is ensuring that institutions not only welcome diversity but actively take planned actions to promote it. In higher education, this responsibility extends to both student admissions and the recruitment of staff and faculty members. A university's inclusivity is not defined merely by who is admitted, but by who is encouraged, supported, and empowered to be part of the academic community.

At Urdaneta City University (UCU), inclusivity is not left to chance—it is strategically embedded in the university's recruitment, admissions, and human resource development systems. UCU recognizes that certain groups, such as ethnic minorities, persons with disabilities (PWDs), low-income individuals, indigenous peoples, women, LGBT persons, and other marginalized sectors, have historically faced barriers in accessing education and employment opportunities. As part of its commitment to SDG 10, UCU implements planned initiatives to bridge these gaps through targeted recruitment programs, scholarships, faculty development opportunities, and community outreach.

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URDANETA CITY UNIVERSITY OPENS ONLINE ADMISSION FOR 2ND SEMESTER A.Y. 2024–2025: PROMOTING FAIR AND INCLUSIVE ACCESS TO HIGHER EDUCATION



Online Application

UCU COLLEGE ADMISSION TEST

Second Semester A.Y. 2024-2025
Starts on **October 31, 2024** until **November 13, 2024**

Apply at enroll.ucu.edu.ph/cat/

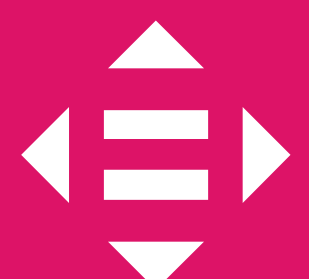


In pursuit of equitable and inclusive access to higher education, Urdaneta City University (UCU) continues to uphold fairness and transparency in its admission process through the UCU College Admission Test (UCU-CAT). For the 2nd Semester of Academic Year 2025–2026, the university officially opened its online application period from October 16 to October 31, 2025, welcoming high school graduates (old curriculum), Grade 12 students, ALS passers, and transferees to apply via its official portal.

The digital platform simplifies the application process, allowing prospective students from various locations to conveniently register and participate in the admission procedures without the need to travel. This initiative helps minimize both geographical and financial barriers, ensuring that every qualified applicant—regardless of background or circumstance—has the opportunity to pursue higher education at UCU.

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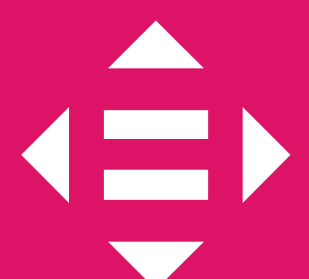
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Through the standardized admission test, UCU guarantees that all applicants are evaluated objectively based on merit. Moreover, the online system enables the university to efficiently collect relevant data that supports data-driven decision-making, particularly in identifying and addressing gaps in representation among applicants.

The UCU-CAT stands as a testament to the university's firm commitment to Sustainable Development Goal 10 (Reduced Inequalities) by promoting inclusivity and fairness in the admission and selection process. By providing accessible, technology-driven pathways to tertiary education, Urdaneta City University continues to empower aspiring students to achieve their academic goals and contribute meaningfully to society.

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POLICY AND PROCEDURES ON NON-DISCRIMINATORY AND INCLUSIVE ADMISSIONS

Urdaneta City University

Effective Date: April 1, 2023

Review Date: April 1, 2024

I. Purpose

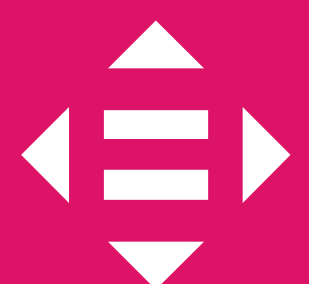
The purpose of this policy is to establish a clear, fair, and inclusive admissions framework that ensures all applicants are given equal opportunity for admission to **Urdaneta City University (UCU)**. This policy reflects UCU's commitment to the principles of equality, diversity, and inclusion in alignment with **Sustainable Development Goal 10 (SDG 10): Reduced Inequalities**. It provides a structured approach to prevent discrimination and, where necessary, apply appropriate positive action to promote equitable access to higher education.

II. Scope

This policy applies to all colleges, departments, and administrative units of Urdaneta City University involved in the admissions process. It covers all programs offered by the university, including undergraduate, graduate, and non-degree programs.

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III. Definitions

Non-Discrimination:

The practice of ensuring that no applicant is treated unfairly or denied admission on the basis of race, color, gender, religion, ethnicity, disability, sexual orientation, socio-economic background, or political affiliation.

Positive Discrimination (Affirmative Action):

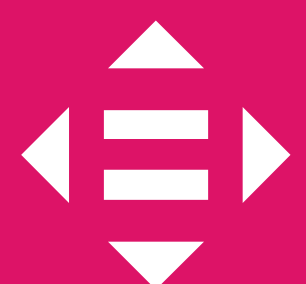
The implementation of fair and justified measures that provide additional consideration to individuals or groups who are historically underrepresented or disadvantaged, in order to promote equality of opportunity.

Admissions Committee:

A university body responsible for evaluating applications and ensuring compliance with the principles and procedures outlined in this policy.

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IV. Policy Statement

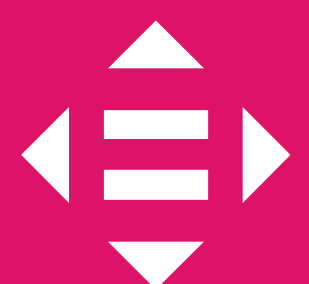
Urdaneta City University is committed to maintaining an admissions process that is transparent, fair, and based on merit. The university upholds the right of every qualified individual to be considered for admission without bias or prejudice.

UCU recognizes that equality in education requires not only the removal of barriers, but also proactive measures to support applicants who have experienced systemic disadvantage. Therefore, the university allows the implementation of **positive discrimination measures**, where appropriate, to promote access among marginalized or underrepresented groups.

This policy shall be publicly posted on the UCU website and made available in all admissions offices to ensure transparency and public accountability.

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V. Procedures

V.1. Admissions Guidelines

V.1.1. Application Evaluation

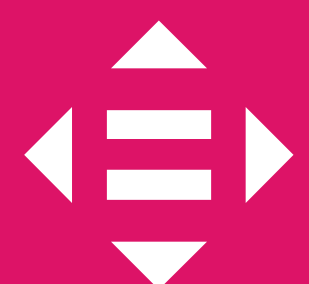
- All applications shall be assessed based on academic merit, aptitude, and potential.
- Evaluations must adhere to standardized criteria approved by the Admissions Committee.
- Personal characteristics unrelated to academic or program requirements shall not influence admissions decisions.

V.1.2. Non-Discrimination Measures

- Admissions staff must undergo training on inclusive practices and anti-discrimination principles.
- Any form of bias—intentional or unintentional—during evaluation shall be subject to administrative review.

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V.1.3. Positive Discrimination Implementation

- UCU may provide equitable admission consideration to applicants from underprivileged communities, indigenous peoples, persons with disabilities, or those from economically disadvantaged backgrounds.
- Such measures must be justified, documented, and consistent with UCU's mission to promote inclusivity and educational equity.

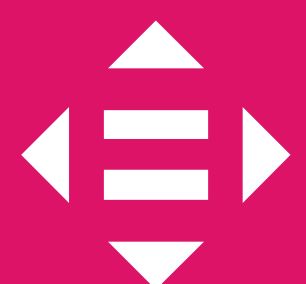
V.2. Transparency and Accountability

V.2.1. Public Posting

- The Non-Discriminatory and Inclusive Admissions Policy shall be made publicly accessible through official UCU platforms, including the university website and admission brochures.

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V.2.2. Documentation

- All admissions decisions must be properly documented to ensure traceability and fairness.
- Records shall be reviewed annually to ensure compliance with this policy.

V.3. Monitoring and Evaluation

V.3.1. Annual Review

- The Admissions Committee shall conduct an annual review of the admissions process to evaluate its fairness, effectiveness, and alignment with SDG 10 objectives.

V.3.2. Feedback Mechanism

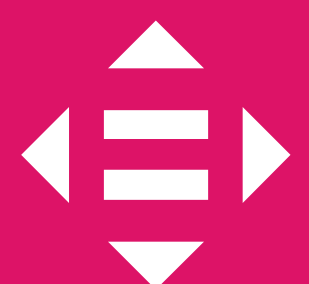
- Applicants may submit feedback or complaints regarding discriminatory practices to the Office of Student Affairs or the Admissions Committee for investigation.

V.3.3. Continuous Improvement

- Findings from reviews and feedback shall be used to update and enhance the admissions policy and procedures.

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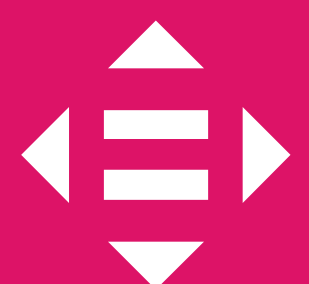
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VI. Roles and Responsibilities

Admissions Committee

- Implements and enforces the admissions policy.
- Conducts evaluations and ensures adherence to non-discriminatory practices.

Office of Student Affairs

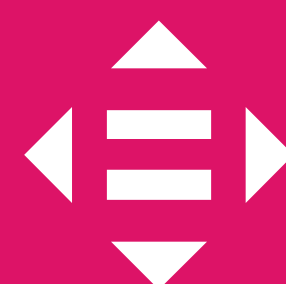
- Handles applicant grievances related to admissions fairness.
- Conducts regular awareness sessions on inclusivity and equality.

University Leadership

- Reviews and approves policy updates.
- Ensures institutional compliance with national laws and global goals related to equality in education.

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VII. Policy Review

This policy was created in **2023** and reviewed in **2024** to ensure its continued relevance, effectiveness, and alignment with the university's mission and the principles of **SDG 10: Reduced Inequalities**. Future reviews shall occur annually or as necessary based on institutional developments and policy evaluation outcomes.

VIII. Conclusion

By implementing this **Non-Discriminatory and Inclusive Admissions Policy, Urdaneta City University** reaffirms its commitment to equality, diversity, and inclusivity in higher education. This policy not only strengthens institutional integrity but also ensures that education at UCU remains a powerful instrument for reducing inequalities and empowering future generations.

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