

URDANETA CITY UNIVERSITY STRENGTHENS CAMPUS INCLUSION WITH ANTI-HARASSMENT POLICY IN SUPPORT OF SDG 10

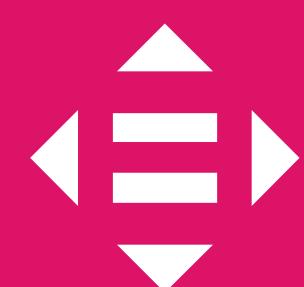
Urdaneta City University (UCU) has reinforced its dedication to equity and inclusivity by implementing a robust Anti-Harassment Policy, aligning with the United Nations' Sustainable Development Goal 10: Reduced Inequalities. This initiative underscores the university's commitment to providing a safe, respectful, and discrimination-free environment for all students, faculty, staff, and campus visitors.

The policy clearly prohibits all forms of harassment and discrimination, including those based on race, gender, religion, ethnicity, disability, sexual orientation, and socio-economic status. It establishes mechanisms for reporting, investigating, and addressing complaints, ensuring that any incidents are handled fairly, confidentially, and promptly. UCU also emphasizes preventive measures, conducting regular seminars, workshops, and awareness campaigns to foster a culture of respect and inclusivity across campus.

By institutionalizing the Anti-Harassment Policy, Urdaneta City University demonstrates leadership in promoting human rights and social equity. The policy not only safeguards the well-being of the university community but also actively contributes to reducing inequalities and empowering underrepresented groups. Through this initiative, UCU affirms that a respectful and supportive environment is fundamental to achieving SDG 10 and cultivating a university culture where everyone can thrive.

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ANTI-HARASSMENT POLICY

Urdaneta City University

Effective Date: April 1, 2023

Review Date: April 15, 2024

I. Purpose

The purpose of this policy is to establish a clear and comprehensive framework to prevent and address all forms of harassment within **Urdaneta City University (UCU)**. This policy ensures that every member of the university—students, faculty, staff, and visitors—is treated with dignity, respect, and fairness.

In alignment with **Sustainable Development Goal 10 (Reduced Inequalities)**, this policy supports the university's commitment to fostering an inclusive environment where diversity is valued and no individual is discriminated against based on gender, disability, age, ethnicity, religion, sexual orientation, or any other status.

II. Scope

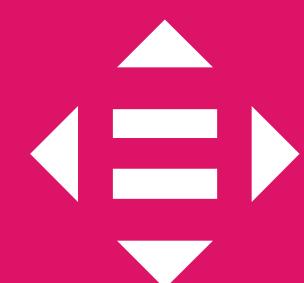
This policy applies to all members of the UCU community, including but not limited to:

- Students (undergraduate and graduate)
- Faculty and administrative staff
- Contracted service providers
- Visitors, guests, and partner organizations within the university premises or during UCU-sanctioned events

This policy covers harassment in any form—**verbal, physical, visual, digital, or psychological**—that occurs on or off campus and is related to university activities.

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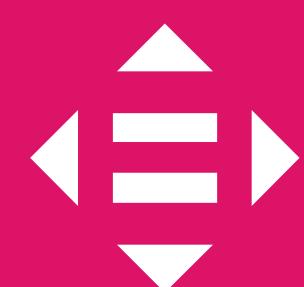
III. Definitions

- **Harassment:** Any unwelcome behavior, whether verbal, non-verbal, physical, or digital, that creates an intimidating, hostile, or offensive environment for another person.
- **Sexual Harassment:** Any unwanted sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature that affects an individual's education, employment, or participation in university activities.
- **Bullying:** Repeated or intentional behavior that humiliates, intimidates, or harms another person physically or emotionally.
- **Complainant:** The individual reporting harassment.

Respondent: The individual accused of engaging in harassment.

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IV. Policy Statement

Urdaneta City University strictly prohibits all forms of harassment. The university recognizes that harassment undermines equality, academic integrity, and social harmony—core principles embodied in **SDG 10: Reduced Inequalities**.

UCU is committed to:

1. Maintaining a **safe and respectful environment** for all.
2. Ensuring **confidential and impartial** procedures for reporting and investigating complaints.
3. Promoting awareness and education to prevent harassment and discrimination.
4. Protecting individuals from retaliation when reporting incidents in good faith.

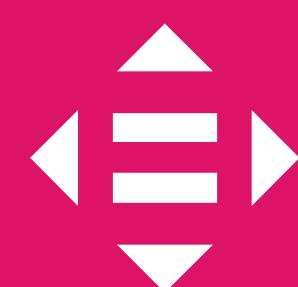
V. Procedures

V.1. Reporting Mechanism

1. Any member of the university community may file a complaint with the **Guidance and Counseling Office, Office of Student Affairs and Services (OSAS)**, or **Human Resource Management Office (HRMO)**.
2. Complaints may be submitted in writing, verbally, or through the official university reporting system.
3. Anonymous reports may be reviewed depending on the available evidence and credibility.

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V.2. Investigation Process

- 1.Upon receipt of a complaint, the responsible office will conduct a **preliminary assessment** within five (5) working days.
- 2.A formal investigation will be initiated if sufficient evidence is found.
- 3.The respondent will be informed of the allegations and given the opportunity to respond.
- 4.All proceedings will be **confidential**, and both parties' rights will be protected.
- 5.Findings and recommended actions shall be reported to university leadership for approval and implementation.

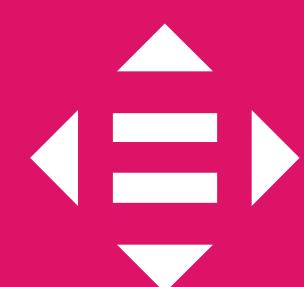
V.3. Disciplinary Actions

Depending on the severity of the offense, disciplinary actions may include:

- Verbal or written warning
- Suspension
- Dismissal from employment or expulsion from the university
- Mandatory counseling or rehabilitation

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V.4. Support and Protection for Complainants

UCU provides counseling, academic accommodations, and necessary adjustments to protect complainants from retaliation or further harm during the investigation process.

V.5. Prevention and Awareness Programs

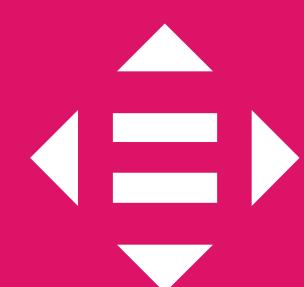
1. The university shall conduct **regular seminars, workshops, and orientations** promoting awareness of harassment prevention.
2. Posters, brochures, and digital materials will be distributed to strengthen understanding of respectful conduct.
3. Anti-harassment campaigns will be aligned with **SDG 10's advocacy for inclusivity and equality**.

VI. Roles and Responsibilities

- **Office of Student Affairs and Services (OSAS)**
 - Handles student-related cases and conducts awareness activities.
- **Human Resource Management Office (HRMO)**
 - Manages staff and faculty complaints and ensures fair investigation.
- **Guidance and Counseling Office**
 - Provides psychological and emotional support to victims and respondents.
- **University Leadership**
 - Reviews policy implementation and ensures institutional accountability.

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VII. Monitoring and Evaluation

- Annual reviews of reported cases will be conducted to assess policy effectiveness.
- Feedback from students and employees will be collected to improve anti-harassment mechanisms.
- Results will be included in UCU's **Annual SDG Compliance and Inclusion Report**.

VIII. Policy Review

This policy shall be reviewed annually to ensure alignment with national laws, Commission on Higher Education (CHED) policies, and the United Nations Sustainable Development Goals (particularly SDG 10).

IX. Relation to SDG 10: Reduced Inequalities

This policy contributes directly to **SDG Target 10.3**, which promotes ensuring equal opportunity and reducing inequalities of outcome by eliminating discriminatory laws, policies, and practices. By implementing a strong anti-harassment framework, UCU reinforces its dedication to **building an inclusive and equitable academic community** where everyone can learn and work free from fear or discrimination.

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