

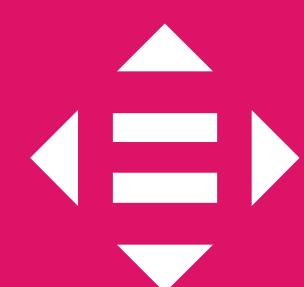
UPHOLDING EQUALITY THROUGH ANTI-DISCRIMINATION POLICY IN URDANETA CITY UNIVERSITY

The pursuit of equality and fairness is at the core of **Sustainable Development Goal 10 (SDG 10): Reduced Inequalities**, which emphasizes eliminating discrimination and promoting inclusivity in all sectors of society. In higher education, this principle translates into establishing an **anti-discrimination policy** that ensures a safe, respectful, and equitable environment for every member of the academic community.

At **Urdaneta City University (UCU)**, this commitment to equality is embodied in its **Anti-Discrimination Policy**, which protects all students, faculty, and staff from unfair treatment based on race, ethnicity, gender, religion, disability, socio-economic status, sexual orientation, or any other characteristic unrelated to academic or professional performance. The policy upholds the university's belief that diversity is a strength and that education must be accessible and inclusive to everyone.

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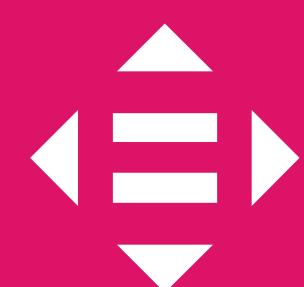
Through this policy, UCU promotes a culture of respect and understanding across its community. The university has clear **mechanisms for reporting and addressing discriminatory behavior**, ensuring that all members feel safe to voice concerns without fear of retaliation. Training programs and seminars on gender sensitivity, inclusivity, and equality are conducted regularly to educate both students and staff on their rights and responsibilities.

By institutionalizing this policy, **Urdaneta City University** demonstrates its alignment with **SDG 10**, taking tangible steps to reduce inequalities and uphold human dignity within the academic environment. The existence of an anti-discrimination framework not only safeguards individuals but also strengthens the institution's integrity and social responsibility.

Ultimately, UCU's anti-discrimination policy affirms that education must be an arena of equal opportunity — a space where diversity is celebrated, fairness is non-negotiable, and every person has the right to learn, teach, and work without prejudice or bias.

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URDANETA CITY UNIVERSITY ANTI-DISCRIMINATION POLICY

Policy Created: 2023

Policy Reviewed: 2024

I. Purpose

Urdaneta City University (UCU) upholds equality, fairness, and respect for all. This policy promotes an inclusive and discrimination-free environment in support of **Sustainable Development Goal 10 (SDG 10): Reduced Inequalities.**

It ensures that all members of the university community are treated with dignity, regardless of background or personal characteristics.

II. Scope

This policy applies to all students, faculty, staff, and visitors of UCU, covering all academic programs, administrative services, and extracurricular activities.

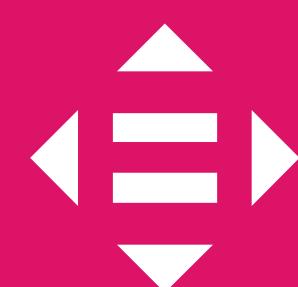
III. Key Definitions

- **Discrimination:** Unfair or unequal treatment based on race, gender, religion, ethnicity, disability, sexual orientation, or socio-economic status.

Harassment: Verbal, physical, or written behavior that intimidates, insults, or creates a hostile environment.

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IV. Policy Statement

UCU does not tolerate any form of discrimination or harassment. Admission, employment, and evaluation decisions shall be based solely on merit and institutional criteria.

All members of the UCU community have the right to learn, work, and participate in an atmosphere of respect and equality. Any proven act of discrimination or harassment will result in appropriate disciplinary action.

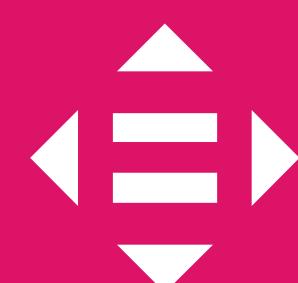
V. Procedures

1. Reporting

- Students may file complaints with the **Office of Student Affairs (OSA)**.
- Faculty and staff may report cases to the **Human Resource Management Office (HRMO)**.
- Reports should be submitted in writing and will be handled confidentially. Anonymous reports may be considered if sufficient information is provided.

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2. Investigation and Action

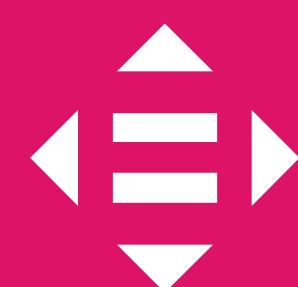
- A designated committee shall review complaints within **ten (10) working days.**
- Both complainant and respondent will have the opportunity to present their statements.
- Verified violations will lead to corrective or disciplinary measures as stated in the **University Code of Conduct.**

3. Awareness and Prevention

- UCU will regularly conduct **seminars, orientations, and campaigns** on inclusivity, gender sensitivity, and respect.
- Awareness initiatives will be integrated into academic and administrative activities.

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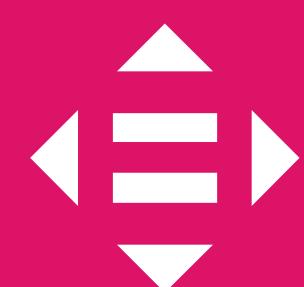
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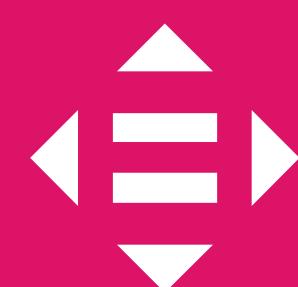
VI. Responsibilities

- **University Leadership:** Ensure compliance with anti-discrimination standards and national laws.
- **HRMO:** Implement the policy for employees and maintain records of cases and resolutions.
- **OSA:** Handle student-related cases and lead advocacy programs on inclusivity.

All Members: Practice fairness, respect diversity, and report any form of discrimination or harassment.

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VII. Review and Monitoring

This policy shall be reviewed **every two years** or as necessary to ensure alignment with institutional goals and SDG 10.

VIII. Conclusion

Through this Anti-Discrimination Policy, **Urdaneta City University** reaffirms its commitment to equality, inclusivity, and human rights. By fostering a safe and respectful campus for all, UCU continues to build a community that values diversity and advances social equity.

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