



STUDENT HANDBOOK

2023 EDITION

This

USTP STUDENT HANDBOOK

belongs to

Full Name

Program

Campus

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Introduction

The USTP Student Handbook (2023 Edition) contains the policies and procedures for the academic and non-academic engagements of the students. As primary constituents of this university, students are expected to rigorously follow all provisions in this handbook. It shall serve as a guide for all university stakeholders in bringing to life the university vision and mission of preparing the students to become lifelong learners and nation builders.

This handbook was first approved by the Board on September 13, 2018, under BOR Resolution No. 62, s. 2018. In compliance with the provisions of the said resolution, this handbook was reviewed, revised, and approved by the Board on December 2, 2020, under BOR Resolution No. 168, s. 2020. Another revision was made in response to the university stakeholders/representatives. The revised policies approved by BOR under Resolution No. 53, s. 2023, are incorporated into this new edition 2023.

TITLE ONE. VISION, MISSION, AND MORAL DUTY

Chapter 1. Vision

The University of Science and Technology of Southern Philippines (USTP) is a nationally-recognized Science and Technology University providing the vital link between education and the economy.

Chapter 2. Mission

The mission of the University is to: a) bring the world of work (industry) into the actual higher education and training of students; b) offer entrepreneurs the opportunity to maximize their business potentials through a gamut of services from product conceptualization to commercialization; c) contribute significantly to the National Development Goals of food security & safety and energy sufficiency & security through technology solutions.

Chapter 3. USTP Seal and Color

The University is represented by its University colors and seal. The atomic particles in the seal reflect the University's vision of being a nationally-recognized Science and Technology University providing the vital link between education and the economy. They are shaped into a stylized map of the Mindanao islands, depicting the traditional weaving patterns to represent the rich and varied peoples and cultures of Southern Philippines. The linked particles represent the strong community of students, staff, and faculty establishing strong linkages with other stakeholders such as the industry and the government, all committed to excellence in the field of Science and Technology with the goal of serving the greater community. The visual image

of a sphere brings to mind the University's goal of becoming a premier and globally competitive institution. The University colors shall be navy blue, white and yellow. The color navy blue symbolizes importance, confidence, power, authority, intelligence, stability, and unity. The color white symbolizes purity, cleanliness, and peace. The color yellow is derived from the sun, which is an emblem of glory and brilliance. It also symbolizes hope, happiness, life, spirituality, and optimism.

Chapter 4. Graduate Attributes

The USTP Graduate is an innovative and entrepreneurial thought leader and game changer in the academe and the world of work. S/he possesses the following Institutional Graduate Attributes:

1. Innovative Thinking – A USTP graduate generates new ideas or new ways of approaching things to create possibilities and opportunities.
2. Critical Thinking – A USTP graduate objectively examines a situation by gathering information from all possible sources and evaluates both the tangible and intangible aspects, as well as the implications of any course of action.
3. Resilience – A USTP graduate thrives, grows, and develops competence in the face of adverse circumstances.
4. Empathy – A USTP graduate identifies and understands another's situation and feelings allowing for caring relationships as well as understanding and connecting with those who may be different.
5. Teamwork and Collaboration – A USTP graduate works effectively and respectfully with diverse teams. This includes assuming shared responsibility for collaborative work and valuing the individual contributions made by each team member.

6. Communication Skills – A USTP graduate presents and articulates views, thoughts, and ideas by effectively using oral, written, multimedia, and nonverbal communication skills in a variety of forms and context.

Chapter 5. Core Values

Setting the right behavior and perspectives is fundamental in the fulfillment of one's goals. Thus, the University agreed upon the following core values that would guide its members and stakeholders in all their undertakings and move them towards the right path:

1. Unselfish Dedication – Selfless commitment and complete fidelity towards a course of action or goal.
2. Social Responsiveness – Ethical/moral responsibility leading to corrective action on social issues and contributions for the betterment of the environment and the community's quality of life.
3. Transformational Leadership – Leading through inspiration and by example to foster positive change with the end goal of developing followers into leaders.
4. Prudence – Self-governance leading to circumspection and good judgment in the management of affairs and use of resources.

Chapter 6. Moral Duty of the University to the Community

Public office is a public trust. Public officers and employees must at all times be accountable to the people and serve with the highest degree of responsibility, integrity, loyalty, and efficiency and shall remain accountable to the people (Philippine Constitution, Art. XI, Sec. 1). It is the duty of every member of the University community to be committed to the attainment of its vision, mission, goals, and objectives in the most effective, efficient, economical, and judicious manner. The rule of law shall

be respected in the exercise of power and authority, and in the discharge of duties by all officials, staff member, faculty members, and office personnel. Bound to be conscious of their accountability to the public, they shall endeavor to discharge the legal duties inherent in their respective positions with the spirit of teamwork and the highest standard of professionalism.

TITLE TWO. ACADEMIC REGULATIONS

Chapter 1. Academic Calendar and Class Size

Art. 1. Academic Calendar

The USTP academic calendar shall be approved by the Board of Regents. Each semester shall consist of at least 18 weeks. Class work in the mid-year session shall be equivalent to class work in one semester. All class hours lost due to fortuitous events such as typhoons and earthquakes shall be made up for.

Art. 2. Class Size

Class sizes shall adhere to quality standards set by the University regarding the proper ratio between the number of students per faculty to ensure quality instruction with respect to local and international standards. Class size shall be determined based on the method of instruction and availability of facilities. As a rule, class size in lecture classes for the general education subjects shall not be less than 30 students. As much as practicable, class size for laboratory classes shall not be less than 30 students. No class shall be divided into sections to suit the personal needs or convenience of the instructor.

Chapter 2. Admission and Registration

Art. 1. Admission

No student shall be discriminated against and denied admission to the University by reason of sex, nationality, religion, political affiliation, or physical disability (RA 10919, Section 47). Because of varying situations and capabilities of applicants, each campus shall implement their campus admission guidelines (e.g., acceptance rate, cut-off scores, quota), provided these guidelines are in alignment with the general admission policy of the university. Each program may set admission requirements and guidelines specific to their specialization and may have admission cut-off scores, as well as percentage requirements per subject. Board programs offered across the system shall have the same cut-off score/subject percentage requirements. Following the selective admission policy of the university, students must satisfy all the requirements prescribed by their college/department, aside from the minimum requirements for each level as indicated below:

1. Pass the Admission Test
2. With Good Moral Character

Section 1. Admission Application Requirements

1. **Incoming Freshmen** (Grade 12 Graduating Students)
 - a. Duly accomplished Application Form (Form is available at the Admissions and Scholarships Office or downloadable at ustp.edu.ph)
 - b. Photocopy of Form 138/Grade 12 Report Card with First to Third Quarter Grades signed by the Class Adviser (For the New Academic Calendar: August to May, First to Second Quarter Grades)
 - c. Good Moral Character
 - d. Photocopy of School ID

- e. 2 pcs. 2x2 recent identical ID Photo with white background (Selfie photo not accepted)
 - f. Active Email Address (necessary for computer-based test)
2. **Transferees** - A transferee is a student who comes from another school and must take the admission test. S/he may be admitted in any program of the university provided that:
- a. his/her situation does not match any of the conditions stipulated in the Selective Retention; should the applicant's situation match with the aforementioned conditions, the major subjects reckoned in the computation should correspond to the major subjects in the program applied for.
 - b. s/he gets approval from the Dean concerned before taking the admission test.
 - c. s/he passes the screening process and meets all the admission requirements.
 - d. his/her admission does not exceed the enrollment quota of the school-year and specialization.
 - e. s/he has completed more than one semester of the old curriculum (students who have completed only the first semester of the old college curriculum may be admitted to ladderized programs).
 - f. s/he can submit the following required documents:
 - i. duly accomplished Application Form (Form is available at the Admissions and Scholarships Office or downloadable at ustp.edu.ph)
 - ii. original copy of Transcript of Records & Honorable Dismissal
 - iii. evaluation Slip from the Chair and Dean of the chosen degree program

- iv. 2 pcs. 2x2 recent identical ID Photo with white background (Selfie photo not accepted)
 - v. active Email Address (necessary for computer-based test)
 - g. Good Moral character
3. **High School Graduate of the Old Basic Education Curriculum and ALS (Alternative Learning System).** Certified applicants can only enroll in Ladderized Programs, after evaluation by the Dean/Campus Director. Should the applicant wish to enroll in regular programs, s/he must be required to undergo bridging classes. The following requirements should be submitted:
- a. duly accomplished Application Form (Form is available at the Admissions and Scholarships Office or downloadable at ustp.edu.ph)
 - b. photocopy of Form 138/Report Card
 - c. 2 pcs. 2x2 recent identical ID Photo with white background (Selfie photo not accepted)
 - d. Good Moral Character
 - e. active email address (necessary for computer-based test)

4. **Foreign/International Students**

Foreign/international student applicants must submit the following requirements to take the Admission Test:

- a. Complete and valid credentials from previous school (equivalent to Senior High School)
- b. Duly accomplished Application Form (Form is available at the Admissions and Scholarships Office or downloadable at ustp.edu.ph)
- c. Photocopy of School ID
- d. 2 pcs. 2x2 recent identical ID Photo with white background (Selfie photo not accepted)
- e. Active Email Address (necessary for computer-based test)

After passing the admission test, foreign/international students shall submit the following requirements for the issuance of the Notice of Admission (NOA):

1. Must comply with all the prescribed requirements stipulated in Executive Order No. 285, s. 2000 (Amending the Guidelines Governing the Entry and Stay of Foreign Students in the Philippines):
 - a. Five (5) copies of the Student's Personal History Statement (PHS) duly signed by him, both in English and in his national alphabet accompanied by his personal seal, if any, and containing, among others, his left and right thumbprints and a 2x2-inch photograph on plain white background taken not more than six months prior to submission.
 - b. A notarized affidavit of support including bank statements or notarized notice of grant for institutional scholars to cover expenses for the student's accommodation and subsistence, as well as school dues and other incidental expenses.
 - c. Scholastic records duly authenticated by the Philippine Foreign Service Post located in the student applicant's country of origin or legal residence.
 - d. Photocopy of data page of the student's passport showing date and place of birth, and birth certificate or its equivalent duly authenticated by the Philippine Foreign Service Post.
2. A foreign student may be admitted based on availability of slots of the course applied for.

After the student's compliance with the requirements, the University shall issue a Notice of Acceptance (NOA) to the student and submit a duplicate copy thereof of the DFA. These documents shall be hand-carried to the DFA by the school's designated liaison officer under a cover letter on the school's official stationery signed by the school registrar and stamped with the school's dry seal requesting that a student visa be issued to the person named therein. The DFA shall indorse the documents to the Philippine Foreign Service Post located in the student's country of origin or legal residence for the issuance of the student visa after ascertaining the student's identity and admissibility under existing DFA regulations.

Issuance of Visas (Executive Order No. 285, s. 2000):

Foreign students whose applications for student visa are approved are required to secure their visa from the Philippine Foreign Service Post in their country of origin or legal residence, regardless of where they are at the time of application.

The Philippine Foreign Service Post shall notify the student in writing of the receipt of the documents and require him to appear in person before a Consular Officer for interview and compliance with consular requirements. In addition to the documents transmitted to the post of the DFA, the following requirements shall be submitted by the student to the Consular Office:

1. Original copy of the school's NOA containing a clear impression of the school's dry seal.
2. Police clearance issued by the national police authorities in the student's country of origin or legal residence, authenticated by the Philippine Foreign Service Post having consular jurisdiction over the place; and
3. Medical health certificate issued by an authorized physician including but not limited to standard-size chest x-ray, HIV, Hepatitis B clearance. The consular office

shall not assume the task of determining the student's scholastic fitness for the program applied for and shall issue the student visa as soon as all the requirements are accomplished. A notice of visa issuance shall be furnished by the DFA to the school, the CHED, BI and NBI and the NICA as soon as it receives a report to this effect from the issuing post.

Section 2. Mid-Year School Admission Policy

1. **Cross-enrollees.** Students of other institutions who desire to enroll during mid-year term may only do so with a Permit-to-Study, a written permission of the Head or Registrar of the institution where they are in regular residence.
2. **Transferees.** Transferees are not admitted during the mid-year term. A mid-year Permit-to-Study is not an admission to a regular program of the university. Freshmen and Transferees should apply for admission before the start of the regular semestral classes.

Section 3. Admission Affirmative Action.

Approved admission regulations for Indigenous Peoples (IP's), Internally Displaced Persons (IDPs), and students from disadvantaged and vulnerable sectors of the region shall be implemented upon presentation of certifications from the regional offices of the National Commission on Indigenous Peoples (NCIP), National Commission for Refugees, Immigrants, and Internally Displaced Persons (NCFRMI), and the Department of Social Welfare and Development (DSWD). Please refer to Title Six. Student Services, [Chapter 12. Affirmative Action Program](#) and [Chapter 13. Special Admission for Talented Students \(Aspects\) Guidelines](#).

Section 4. Inter-Campus Admission.

Students enrolling in other campuses do not need to take the admission test and may enroll in courses of the same program following approved guidelines for registration. A student seeking to enroll in another program from another campus shall be subjected to the guidelines for shiftees and other existing policies. Board programs must require the same admission cut-off score for such shiftees.

Art. 2. Registration

Upon passing the admission test, students are required to enroll within the specified period. All applicants, including freshmen, returnees, cross-enrollees, transferees, shiftees, irregular students, and foreign students, must comply with the registration requirements set by the university. A student must be officially registered in order to receive credit for course work.

Section 1. Medical Certificate Requirement upon Enrollment

To ensure the safety, security, and well-being of the students: a) all new students (freshmen and transferees) are required to submit medical certificates with a recent (not older than 6 months) chest x-ray result attached; c) these medical certificates will serve as baseline health reference for curricular and non-curricular activities throughout the school year. Section 47 of RA 10919 stipulates that no student shall be discriminated against or denied admission to the university by reason of physical disability.

Section 2. Freshmen Students.

Upon enrolment, a freshman should submit the following:

1. original copy of Form 138 (report card)

2. original copy of Certificate of Good Moral Character.
3. original Copy of PSA authenticated Birth Certificate.
4. one copy of 2x2 ID photo; and
5. original Copy of PSA authenticated Marriage contract, for married female students.

Section 3. Student Transferees

A student coming from another school who wishes to enroll in USTP shall be referred to as a transferee (including students from other USTP campuses).

1. Student transferees must submit the following upon enrollment:
 - a. Certificate of Transfer Credentials.
 - b. Transcript of Records (TOR) with 'For Evaluation Purposes Only' remarks.
 - c. Average grade requirement (GWA/GPA)
 - d. Certificate of Good Moral Character; and
 - e. Original Copy of Marriage contract, for married female transferees.
2. The student transferee must apply for accreditation of subjects during enrolment period. The accreditation will be determined by the department chairperson of the subject concerned and approved by the Dean.
 - a. The student should already have submitted an original TOR upon admission. Should the original TOR not be available for valid reasons, a copy of the transcript of records with the remarks COPY FOR USTP should be submitted by the student before the Registrar acts on the validation of accredited subjects. Validation of accredited subjects should be done within the period of three (3) semesters from the date of admission to the college.
 - b. Only the subjects leading to a degree program taken by transferees shall be validated and

accredited. The subjects to be accredited should have the same course titles and number of units to earn credits. Should the titles be dissimilar, the Chair shall ask for the course syllabus to determine whether the course contents are similar for the course to earn units. Should the number of units differ, only courses whose number of units are greater than what is prescribed by the university shall be accredited.

- c. Subjects to be accredited must not exceed 30% of the total number of units prescribed in the curriculum.
- d. Transfer students will not be allowed to enroll in any subject the prerequisite(s) of which have been taken elsewhere, have not yet been validated, or repeated and passed.
- e. If the number of units earned outside the University is less than the prescribed units of the course, the student should enroll the course as offered in the University.
- f. All subjects and units taken from any SUC within the last five (5) years at the time of transfer may be credited provided that, they are prescribed in the curriculum and have the same course content and number of units, and subject to residency requirement.
- g. All subjects and units taken from any private institutions within the last five (5) years at the time of transfer, with courses duly accredited by any accrediting agency under the Federation of Accrediting Agencies in the Philippines (FAAP) may be credited, provided that, they are prescribed in the curriculum and have the same course content and number of units, and subject to residency requirement.
- h. Only units earned by foreign students in the collegiate level shall be given credit.

- i. TESDA – Technical vocational courses can earn college degree credits for subjects they have already taken under the Philippine Credit Transfer System (PCTS) Joint Memo circular No. 01 2023 of CHED and PCTS
- j. Transferees from other private institutions with courses not yet accredited by any accrediting agency under the FAAP should undergo validation of subjects as prescribed in the validation/accreditation process.
- k. Subjects not officially enrolled by the students are not given credit nor included in their permanent record and Transcript of Records.

Section 4. Returnee.

The student who withdrew from the program or was granted a Leave of Absence (LOA) or who went AWOL for one semester or more and wishes to re-enroll in the university shall be referred to as a student returnee. Returnees shall undergo re-entry interviews by guidance counsellors/department chairs/college deans and are subject to availability of slots, as well as the selective retention and residency policies enforced at the time of their return.

Section 5. Shiftees.

A student seeking to shift from one program to another within the university should have completed one school year (two semesters) and must file an application for shifting. As admitted/qualified students at the university, shiftees need not submit themselves to admission processes (e.g., admission test, admission requirements). The approval of their application is determined by the conditions and requirements set by the University (e.g., qualifying exam, grades, accreditation of

subjects, etc.) and must be duly approved by the Deans of both Colleges. Subjects taken may be accredited only if the subjects from the previous program have substantially the same course description, title, and number of units as those of the new program. The Chair prepares and administers the qualifying exam (if applicable), reviews the students' grades, and recommends the same for the approval of the Dean. The Dean may open another section to accommodate those who are qualified. Shiftees from other campuses from within the system shall follow the same guidelines but must complete two years of study before they can apply/ shift to another program in another campus.

Section 6. Foreign/International Students.

Upon arrival in the Philippines, the foreign/international student, as part of the requirements for processing his/her entry, shall report immediately to the BI Students Desk for registration.

Foreign/international students may enroll in USTP after complying with the following requirements:

1. Must have complete and valid credentials
2. Must comply with all the prescribed registration requirements of the College/Program, such as:
 - a. College Admission Test Result (passed)
 - b. Certificate of Completion of a Secondary Education Curriculum or equivalent
 - c. Original Transcript of Record or equivalent
 - d. Personal Data Sheet (from admission)
 - e. Alien Certificate of Registration (ACR)
 - f. Certificate of Residence for Temporary Students (CRTS)
 - g. Student Visa
 - h. Security Clearance from his/her Embassy
 - i. Resident Guarantor of his/her character

3. Must meet all the prescribed requirements by Department of Foreign Affairs (DFA) and Background Investigation(BI).

Arrival and Stay in the Philippines of Foreign/International Students (Executive Order No. 285, s. 2000):

The student's authorized period of stay shall be consistent with the length of the course of study to which he has been accepted by a Philippine school. The initial period is one year, then, is renewed by the BI Student Desk every semester and for cause, maybe approved for one year.

A foreign student who wishes to pursue another degree program higher than the original course completed shall submit all appropriate clearances/indorsements to include Personal History Statement form duly accomplished, notarized affidavit of support, official transcript of record, NBI clearance and NOA from his admitting school and other concerned agencies to the BI for approval and subsequent processing of student visa extensions.

Authorization for conversion from tourist's visa category to that of a student visa or issuance of Special Study Permit (Executive Order No. 285, s. 2000):

The concerned school and the Inter-Agency members shall provide assistance to the foreigners who are already in the country under any valid visa arrangement and who apply/petition for the conversion of their status to 9f student visa or for the issuance of a Special Study Permit provided all relevant prerequisites are complied with, and provided further, that safeguards to national security concerns/interests are adequately and appropriately undertaken by all concerned agencies.

Section 7. Cross-enrolling Students

1. From Other Higher Education Institutions. The student from other schools who wishes to cross-enroll in USTP

shall submit a Permit to Study issued by his/her home institution to be approved by the Dean concerned and the University Registrar.

2. Inter-campus Enrolment. Students from other campuses may enroll in another campus without taking another university admission test. In all cases, the students should present to the host-registrar a certification from the deans/academic heads of both campuses. Inter-campus enrollees may process their enrolment under the following modes:
 - a. Cross-enrolment of courses (GE or courses of same program) offered in another campus. This is allowed for the following valid reasons: 1) the student is graduating and/or 2) the course is not offered in the campus of origin during the semester. Courses taken in other campuses should not exceed 40% of the required courses in the curriculum.
 - b. Transferring from one campus to another (same program). Only students who have completed two years of study shall be allowed to transfer from one campus to another, and for valid reasons as determined by the host Dean/Academic Head (e.g., job opportunities, family transfer, etc.). Students should have the same cut-off score as required by the host program and should comply with the requirements set by the host program.
 - c. Transferring from one campus to another and shifting to another program. This constitutes a shifting from one program to another and shall be subject to the existing policy on shifting. This policy also stipulates that such a shift from another campus will be allowed only if the student has completed two years of study. Board programs must require the same admission cut-off score for such shiftees.

Section 8. Shifting from Old to New Curriculum

1. If a student shifts to a new curriculum, courses taken based on the old curriculum should be validated for equivalency with the courses in the new curriculum. Accreditation should be recommended by the chair and approved by the Dean of the college handling the concerned course.
2. If shifting to the new curriculum is not beneficial to the student (i.e., the student has taken more than 75% of the courses in the old curriculum or if shifting to the new curriculum will further extend the student's program of study), the student can proceed with the old curriculum as usual if the remaining courses to be taken are still being offered in the university. If not:
 - a. Existing courses (in the new curriculum) equivalent to courses in the old curriculum may be enrolled in by the student and credited towards the remaining courses in the old curriculum, upon the recommendation of the Chair and approval of the Dean. Subjects with similar course contents (not necessarily course titles) will be accredited, upon review of the syllabus. Should the number of units differ, only courses whose number of units are greater than what is prescribed by the university shall be accredited.
 - b. If there is no existing course equivalent to the phased-out course, the student should be advised to file a petition to open the course, subject to availability of faculty to handle the concerned course.

Art. 3. Changing/Adding/Dropping of Subjects

Changing, adding, and dropping subjects may be allowed within the first week of classes of regular semesters under the following

conditions: opening of new sections, dissolved subject(s), approved change of subject schedule and/or conflict of schedules. Dropping of subject/s beyond the prescribed schedule may be allowed subject to evaluation and approval of the Dean/Academic head concerned, provided that the dropping is done for meritorious reasons such as conflict in work schedule, health reasons, late dissolution of class, and other valid reasons that the Dean/Academic Head may deem meritorious. Provided further that the total number of absences incurred by the student prior to his/her application for dropping of subject/s does not exceed 17% of the total contact hours of the said subject/s. Moreover, official dropping of subject/s must be done before the scheduled Midterm examination. Should the above provisions not be met, the policy on “Dropped due to Absence” shall take effect.

Changing/Adding/Dropping of Subjects may be allowed during the mid-year term but only within the enrolment period to mitigate implications on the intensive schedule of mid-year classes and attendance/absence policies.

All cases of changing, adding and dropping of subject/s shall require approval from the Dean/Academic head concerned.

Art. 4. Enrolling Subjects in Other Programs

As a general rule, students are not allowed to enroll in two (2) degree programs. In cases, however, where students from a regular program enroll in non-degree programs, the following are the guidelines:

1. The student requesting to enroll in a non-degree program shall have earned an outstanding academic performance in the preceding semester/term. Outstanding

performance means that the student obtained a GPA of 1.5 with no grade lower than 2.5 in any subject.

2. They should have consulted with the department/program/area chairman concerned regarding the availability of slot in the class where they plan to enroll.
3. The total number that can be enrolled for the semester/term, including the subject/s under the non-degree enhancement program/s shall not exceed the allowable maximum load (e.g., 23 or 25 units depending on the program) for the semester/term in question as reflected in the program prospectus; and
4. The students should ensure that the schedules of the subject/s they plan to enroll is/are not in conflict with the schedules of their regular subjects.
5. Enrollment of subject/s in other degree program/s, which is/are not of the same descriptive title, general subject description, and number of units compared to the subject/s required by the degree program where students are enrolled, is strictly prohibited.

Chapter 3. Scholarship Programs

As part of its continuing mandate and program to serve and assist deserving students, the University provides various scholarships and educational assistance/grants as provided by law, by external sponsors, and as prescribed by the University, subject to general policies and guidelines. Scholars must formally communicate with the Scholarship Director should they decide to accept funding from another sponsor and waive their first scholarship. *Refer to Scholarship Handbook.*

Chapter 4. Fees

The University shall adhere to government regulations such as the provisions of RA 10931 or the “Universal Access to Quality

Tertiary Education Act of 2017” and adopt mechanisms that will facilitate the management of fees, where applicable.

Students who fail to complete their bachelor’s degree or comparable undergraduate degree within a year after the period prescribed in their program shall be ineligible to avail of the benefits of Free Higher Education:

1. provided, that in the case of shiftees, any semester wherein the student has availed of the benefits of free higher education will be subtracted from the expected duration of the current program in which the student is enrolled (*as provided in Section 6 (c), i of the IRR of RA 10931*).
2. provided further, that in the case of transferees, any semester wherein the student has availed of any form of government-funded StuFAP shall be subtracted from the expected duration of the current program in which the student is enrolled (*as provided in Section 6 (c), i of the IRR of RA 10931*).
3. provided further, that in the case of returning students and other students who went on a leave of absence (LOA), the determination and computation of their free higher education benefit shall commence upon the effectivity of the RA 10931 (1st semester, AY 2018-2019). Any semester wherein the student has availed of the benefits of free higher education will be subtracted from the expected duration of the current program in which the student is enrolled, without prejudice to the most expedient way of completing their studies, subject to the residency requirements of the program.
4. provided finally that, in case of students who are considered irregular at the time of effectivity of RA 10931

(1st semester, AY 2018-2019), the determination and computation of their free higher education benefit shall commence upon the effectivity of the RA 10931 (1st semester, AY 2018-2019). Any semester wherein the student has availed of the benefits of free higher education will be subtracted from the expected duration of the current program in which the student is enrolled, subject to the residency requirements of the program.

Chapter 5. Classification of Students

Art. 1. Regular Student

A regular student is one who carries the full academic load in any given semester as specified in the curriculum.

Section 1. Freshman (First Year)

A freshman student is one who has not yet finished the prescribed subjects for the first year of his curriculum or one who has not completed twenty five percent (25%) of the 4-year program or twenty (20%) of the 5-year program of the total number of units.

Section 2. Sophomore (Second Year)

Any student who has completed the prescribed subjects of the first year of his curriculum; or has completed twenty-five percent (25%) but not more than fifty percent (50%) for a 4-year program; or has completed at least twenty percent (20%) but not more than forty percent (40%) for 5-year program, respectively, of the total number of units required for the program.

Section 3. Junior (Third Year)

A student who has completed the prescribed subjects of the first two-years of his curriculum; or has completed at least fifty (50%) but not more than seventy five percent (75%) of the total number required for the 4-year program; or has completed at least forty percent (40%) but not more than sixty percent (60%) of the 5- year program.

Section 4. Senior (Fourth Year)

A student who has completed the prescribed subjects in the first three years of his/her program; or has finished at least seventy five percent (75%) of the number of units for the 4-year program; or has finished at least sixty percent (60%) but not more than eighty percent (80%) of the 5-year program.

Section 5. Fifth Year

A student on the 5-year curriculum shall have completed all the subjects prescribed in the first four-years of the program or must have completed eighty percent (80%) of the total number of units required for the entire course.

Art. 2. Graduating Student

A regular graduating student is one who has completed the academic units prescribed in the years prior to his/her terminal year. An irregular graduating student must have completed at least 75% (for four-year programs), and at least 80% (for five-year programs) of the prescribed academic units, provided all pre-requisites of the remaining subjects are complied with or can be complied with during the terminal school year.

Art. 3. Irregular Student

An irregular student is one who is carrying an academic load not strictly in accordance with the prescribed program prospectus.

Art. 4. Returnee

The student who withdrew from the program or was granted a Leave of Absence (LOA) or who went on Absence Without Leave (AWOL) for one semester or more and wishes to re-enroll in the university shall be referred to as student returnee. For readmission, the student returnee must comply with the requirements set by the University subject to the evaluation and approval of competent authorities.

Art. 5. Transferee

A student who wishes to transfer from other schools and enroll in USTP shall be referred to as a transferee. For admission, the transferee must comply with the requirements set by the University subject to the evaluation and approval of competent authorities.

Art. 6. Cross-Enrollee

A cross-enrollee is a student from another university who wishes to cross-enroll in USTP, subject to the policies and procedures set by the University. USTP students may cross-enroll in other universities of the same accreditation level, provided that s/he will graduate during that semester, and upon compliance with the conditions set by the University and the approval of the proper authorities. The term “cross-enrollee” may also refer to students enrolling courses in other campuses within the USTP system.

Art. 7. Shiftee

Otherwise referred to as “internal transferee,” the USTP student leaving one program to transfer to another program must comply with the conditions and requirements set by the University and must be duly approved by the Deans of both Programs. Students shifting programs across campuses within the system shall comply with existing policies and guidelines.

Art. 8. Non-degree Student

A non-degree student is one who is enrolled in a non-degree or short-term course offered by the University.

Art. 9. Visiting/Exchange Student

A visiting/exchange student is a foreign student with complete and valid credentials who wishes to enroll at USTP or whose academic engagements are based on the provisions of a signed agreement between the University and his/her home institution.

Chapter 6. Academic Load of Students

Art. 1. Regular Load

One unit of credit shall be at least eighteen (18) full hours of instruction per semester in the form of lecture, discussion, seminar, tutorial, or equivalent field/laboratory work or any combination of these forms within a semester. The total number of units in a regular semester for which a student may register shall be in accordance with the curricular programs the student is enrolled in.

Art. 2. Irregular Load

A student must strive to carry the regular load for a particular semester/term as prescribed in his/her program prospectus.

Irregular loads are allowed only under justifiable circumstances and subject to the policies and procedures set by the University.

Section 1. Deload.

In no case should a student carry a load which is less than forty percent (40%) of the prescribed regular load, except in cases where a student is graduating/irregular and the only subjects left to be taken constitute less than 40% of the prescribed load for the semester as reflected in the program prospectus.

Section 2. Overload

Subject to evaluation and approval, a student may carry an overload of units approved by the Chair/Dean, provided that his/her total load registered for the semester shall not exceed thirty (30) units:

1. The student who is graduating shall be allowed to carry an overload to be taken during the last school year of his/her program. However, graduating students who are scholastic delinquents in the immediate previous semester are not allowed to have an overload in the ensuing semester.
2. With reference to CMO 40, s.2008, the student who is graduating (completed at least 75% for four-year programs, and at least 80% for five-year programs of the prescribed academic units) may carry an additional course load of six (6) in excess of the normal load. However, graduating students who are scholastic delinquents in the immediate previous semester are not allowed to have an overload in the ensuing semester.
3. With reference to CMO 104, s. 2017, a student intern or a student on OJT is allowed to take other subjects with a maximum of six (6) units.

4. In exceptional cases, a non-graduating student with a GPA of 1.5 may be allowed to handle a maximum overload of six (6) units.

Art. 3. Pre-requisite

The student should strictly observe the sequencing of subjects. S/he should pass first the prerequisite subjects before enrolling in a required subject in the semester. Failure to comply with this provision will render the enrollment of the subject requiring pre-requisite null and void.

Art. 4. Mid-Year Term

The normal load during the mid-year term shall be six (6) units. Only under justifiable circumstances, as evaluated and approved by the Dean, can a graduating or non-graduating student be allowed to carry a maximum of nine (9) units.

Chapter 7. Classes

Art. 1. Schedule of Classes

The schedule of classes shall be prepared by the colleges in accordance with the academic calendar. Classes may start at 7:30 in the morning and end at 9:00 in the evening. For security purposes, a 10:00 PM curfew shall be enforced and mechanisms for compliance shall be set by the University.

Art. 2. Petitioned Classes

Formerly known as special class, a petitioned class is an off-semester subject (i.e., one which is not offered in the current semester) which may be offered upon petition by a class or a group of students. Students who would like to request for a petitioned class shall fill out the request form for the

recommendation of the Dean concerned and the approval of the academic Vice Chancellors, through channels.

A minimum number of five (5) students shall warrant the possibility of the opening of petitioned classes depending on availability of instructors and provided the instructors agree to the approved payment rate for petitioned classes.

Art. 3. Suspension of Classes

For valid reasons such as natural calamities or compromised peace and order situations, classes may be suspended by the President or Chancellor.

Art. 4. Make-up Classes

A faculty member may conduct make-up classes, provided the reasons for missed classes are valid based on approved university policies and permitted by competent authorities, and provided further, that schedules do not prejudice the interest of the students. Make-up classes shall include on-line sessions.

Art. 5. Non-Regular Class

Non-regular classroom activities and changes in schedules and venues for regular classroom activities within the university should be approved by the College Dean/ Academic Head concerned.

Art. 6. Advanced Classes/Courses

Students may be allowed to take advanced courses, in consultation with their academic advisers and subject to availability of funds and the approval by the chairman/unit coordinator where the course is under, under the following conditions:

1. these courses are non-prerequisite
2. courses are not in conflict with the allowable number of units per semester; and
3. only when a section is open.

Art. 7. Bridging Programs

Bridging programs may be offered by the university to students so that they can cope with the requirements of higher education and their specific course. Provided: (1) that the student is already admitted as a bona fide student (i.e., s/he is not under conditional enrollment subject to passing the bridging program), and (2) that the bridging program is embedded in the curriculum.

Art. 8. Night/Weekend Class

The offering of night/weekend classes shall be established for working and underprivileged students as well as out-of-school youth who wish to avail of the training and education provided by the offered programs in USTP.

Admission and selective retention policies under the Affirmative Action Program shall apply. Refer to Title Six, [Chapter 12 – Affirmative Action Program](#).

Section 1. Shifting to another program within the Night/Weekend Class Program

All existing policies for shifting to another program shall apply. Refer to Title Two, [Chapter 17, Section 1 – Shifting of Degree Programs](#).

Section 2. Shifting to Regular Schedules

The requirement for shifting to a program under the regular schedules is the completion of 50% of the current night class

program curriculum. All existing policies relevant to shifting shall then apply.

Chapter 8. Attendance of Students

Art. 1. Admission to Class

Enrolled students must show proof of their registration before being admitted to class. Upon the discretion of the instructor, students who are not enrolled may be allowed to attend a class as observer.

Art. 2. Tardiness and Absence

Prompt and regular attendance in classes is required of all students throughout the duration of every course. A student is considered tardy when s/he arrives past 25% of the scheduled class period (e.g., 30 minutes for a 1.5-hour period; 1 hour for a 3-hour period). Three (3) instances of tardiness are equivalent to one (1) absence. In cases where instructors/professors are late for class, students should not leave the classroom until the first third fraction of the scheduled class time has passed. Absences during the adding/dropping period shall not be included in the counting.

Art. 3. Excused Absences

It is the responsibility of the students to comply with class requirements in case of missed classes. Absences of students may be excused for any of the following reasons:

Section 1. Illness

The student must submit a medical certificate issued by the University Physician or any other physician, provided that in the latter case the medical certificate shall be authenticated by the University Physician.

Section 2. Natural calamities

Natural calamities such as storms, floods, earthquakes, fires.

Section 3. Absences after midterm examination

If a student fails to attend classes after mid-terms due to the above-mentioned reasons (Section 1 and 2) for the rest of the semester but has a passing mid-term grade, final grade computation will simply factor in all graded activities, which may include submissions to make up for missed assessments.

Section 4. Official participation in curricular or non-curricular activities

As early as possible, the student/s should seek prior approval from the Dean or his duly authorized representative, through channels, when participating in university-sanctioned activities that would cause him/her to miss a class or classes. Once the request is approved, the student or students should inform their instructors/professors. The instructor/s should attempt to provide opportunities for equivalent work, either before or after the class absence, in accordance with any department or college requirements. Students who miss classes from attending activities that are not approved by school officials shall be considered absent. Incomplete grades (INC) should not be given to students who missed class or classes due to university-sanctioned activities, unless deemed necessary by the instructor concerned. Students who miss classes due to approved participation in university-sanctioned activities will be allowed to take special examinations and make up for other graded in-class work, so that all requirements of the course will be complied with. For purposes of implementing this policy,

activities that will qualify as university-sanctioned are the following:

1. all activities reflected in the approved Academic Calendar.
2. curricular activities including field trips and educational tours
1. non-curricular activities including participation in competitions (e.g., Quiz Bowls, Oration, Debate, Sports, Arts and Culture)
2. sponsored by the university as well as other schools and agencies
3. system/campus events requiring the participation of students (e.g., Art and Culture group presentations)
4. other activities approved by competent authority

Art. 4. Dropped Due to Absence

In compliance with BOR Resolution No. 31, s. 2018, the student who has incurred three (3) consecutive weeks of unexcused absences or more than seventeen percent (17%) of the total number of contact hours in the semester (e.g., 3 meetings for 3-hour classes/week) shall be automatically given a grade of Dropped with Failure (D/F) by the instructor. Once a student is given a midterm mark of D/F, the final grade shall automatically be D/F. A mark of “D/F” is not equivalent to a failing grade of 5.0.

Chapter 9. Leave of Absence

The student who does not intend to enroll in a semester or in a school year must apply for a Leave of Absence (LOA). A maximum of one school-year of LOA may be granted to the student applicant. The period during which the student is on LOA shall be excluded from the number of residency years. In the event that there are any approved changes in the program or

curriculum during his/her leave of absence, the student returnee is evaluated by the department chair for the approval of the dean. The leave of absence form may be procured from the Registrar's Office, submitted to the Department Chair upon accomplishment, and approved by the Dean.

Chapter 10. Off-Campus Activities

Off-campus activities refer to activities which include all curricular and non-curricular activities undertaken outside the premises of the institution. The conduct of Curricular and Non-curricular off-campus activities shall comply with university policies and procedures with reference to government regulations (CMO 63, s. 2017). Students who will be joining the educational tour/trip shall be required to submit a duly notarized parent's/guardian's consent and a medical certificate. They are expected to attend the consultations and briefing/orientations before the trips and to submit learning journals after the trip.

Art. 1. Curricular Activities

Section 1. Description

Curricular activities are required off-campus activities and are an integral part of the instructional program. The university recognizes the significance of exposing the students to industry culture, state of the art technology, and the entire industrial environment through the conduct of curricular activities that enhance/validate the theories discussed in the classroom for better appreciation of a particular subject matter. These immersion trips are categorized as part of the curriculum and treated as a subject or as a strategy which is a component of the syllabus. All students are expected to attend the scheduled off-

campus activity since it is part of the regularly scheduled class time.

- Educational Tours refer to off-campus learning activities involving mobility of students with the supervision of authorized personnel outside the premises of the institution which lasts for more than one (1) day and involves relatively more places of destination than a field trip in accordance with specific degree program requirements.
- Field Trips refer to off-campus learning activities involving mobility of students with the supervision of authorized personnel outside the premises of the institution but is of relatively shorter duration usually lasting for only one (1) day and with fewer places of destination.
- Field Study/Experiential Learning/Related Learning Experience refer to off-campus activities which are congruent to the learning outcomes of the course in terms of time and context. These activities require substantial off-campus learning as curriculum delivery.

The following policies and guidelines are stipulated by the university:

1. Educational tours and field trips shall not substitute major examinations.
2. No educational field trips/tours shall be conducted less than a month after start of classes, one week before the Midterm Examination, and two weeks before the Final Examination.
3. In addition, no educational field trips/tours shall be scheduled and conducted during Accreditation Visit/Survey of Programs of the University by AACUP and other duly recognized accreditation agencies. This is because the faculty members are required to actively

participate in all accreditation activities during the actual accreditation visit/survey.

4. As much as practicable, educational tours and/or field trips shall be conducted within the city or near the university in order to minimize cost. The instructor/professor concerned shall exercise prudence relative to the number of days the trip will be conducted and the cost of the trip.
5. When the educational tours and/or field trips require additional cost on the part of the students, prior consultation with concerned students shall be undertaken by the faculty.
6. Only students who are officially enrolled in a particular subject shall be allowed to join the trip.
7. Parallel learning experiences provided for students who cannot join the trips shall not be made as a substitute of a major examination or for the purpose of compelling students to participate in said activities.
8. Students are accountable for classes missed during the field trip. They should consult with their other instructors for possible make up classes/activities.

Section 2. Procedure

1. Requests to conduct local curricular off-campus activities shall be made within two weeks from the start of classes in a semester/term by the Subject Instructor/Professor in consultation with the students concerned. Requests should provide information on the nature of the tour/trip including its purpose, schedule, destinations, and cost. The following are the documents to be submitted/attached together with the request letter:
 - a. Copy of the Approved Prospectus
 - b. Copy of the Approved Individual Teacher's Load (for the instructor concerned)
 - c. List of students

- d. Copy of the subject syllabus
- e. Designation of Person-In-Charge (PIC) and Overall PIC
- f. Minutes of the consultation meeting conducted to concerned students with attendance sheet
- g. Quotation from at least three legitimate providers (Travel Agencies). Only travel agencies accredited by DOT and with appropriate Business Permit should be entertained or accepted by the instructor concerned
- h. Copy of the Travel Agency's Accreditation Certificate issued by DOT and valid Business Permit
- i. Proposed Itinerary of the Educational Tour and/or Field Trip
- j. Contract of Service
- k. Insurance (group/individual)
- l. Upon processing of the travel documents, i.e., travel order and itinerary of travel, the following should be attached:
 - i. Parent's or guardian's consent and student waiver (form can be secured from the OSA)
 - ii. Confirmation or acceptance letter from the companies to be visited
 - iii. Written report on the briefing conducted to students, with attendance sheet
 - iv. Final Itinerary of the Educational Tour
2. OSA reviews the compiled documents and prepares the Certificate of Compliance. (To follow existing template of CHED.)

3. Certificate of compliance shall be recommended for approval by the Chair/Dean, OSA and VCAA to the Chancellor. Itinerary of Travel and Travel Order are attached for final approval.

Art. 2. Non-Curricular Activities

Non-curricular activities refer to off-campus activities that are considered as non-curricular or non-program-based activities, among others, and are left to the discretion of the USTP for the strategies of implementation as long as the safety and security of the students are duly ensured. Students may be called upon to participate in competitions (e.g., Quiz Bowls, Oration, Debate, Sports, Arts and Culture) sponsored by the university as well as other schools and agencies. They may also be required to participate or perform in University system/campus events (e.g., Art and Culture group presentations). Approved policies and procedures for excused absences shall apply should missed classes be incurred from such participation. The letter of request/invitation from sponsoring/ recommending external agency is submitted for approval through channels (Chair, Dean, OSA) to the VCAA for local events, to the Chancellor for national events, and to the University President for international events. CMO 63, s. 2017 lists non-curricular activities as the following: mission-based activities (e.g., retreat, recollection, etc.); conventions, seminars, conferences, symposiums, trainings and teambuilding; volunteer work including peer helper programs, relief operations, community outreach and immersion; advocacy projects and campaigns; participation in sports activities; activities initiated by recognized various student groups; interschool competitions/ tournaments; or culture and arts performances and competition.

Art. 3. Outbound Student Mobility

The participation of Filipino students in academic exchanges abroad can be beneficial in terms of developing their intellectual potential.

Outbound student activities can be self-financed, privately funded through USTP to HEI arrangements, supported by mixed study work assistance schemes of individual universities abroad, or publicly funded from Government or official development assistance (ODA) sources. Duration of the internship, rules about returning to the University, financial obligations, and other responsibilities of the University, the company, and the students shall be stipulated in the MOU/MOA.

Categories of outbound student mobility include:

- diploma mobility which involves doing a degree program in another country
- credit mobility which involves doing some courses in another country that is part of the program in the home institution and
- other short-term mobility which involves going abroad during a higher education program for an activity relevant to the program and for a specific period of time, such as study tours and language tours, cultural exchanges, and placements or practical training including internships

Program completion of outbound students:

- If the student needs to start the internship in the middle of the semester, upon consultation with the department chair, outbound students may enroll and finish the non-

professional courses for the remaining days of the semester online.

- If the internship program results to the necessary extension of the student's completion of the program, the student must be well informed. A revised Program of Study (reflecting the duration of the internship and affected courses, must be signed by the student signifying that they understand how the internship will affect their completion of the program
- Students who are candidates for honors who need to extend the completion of the degree (with the possible reduction in semestral load below 85%) as a result of the internship/exchange program shall not be disqualified from being considered to receive the honors award.

Funding Priorities

- Publicly funded activities for outbound students shall prioritize degree courses in the high need disciplines at the graduate or postgraduate levels for beneficiaries who can potentially bring higher returns to teaching or research upon their return.
- Due to limited resources for publicly funded diploma mobility, USTP shall promote unsponsored credit and other short-term mobility as part of its internationalization programs and to encourage students to include an international component as part of their degree.

Support Services

- USTP may seek technical support from government agencies such as CHED with regard to Diploma

Supplements, credit transfer schemes and the design of mobility innovations.

- The USTP Office of International Affairs, guided by government regulations, shall set minimum standards for the duration and activities abroad for short term mobility.
- The USTP Office of International Affairs shall be guided by the policy framework and guidelines set by the government in the selection of appropriate and legitimate partners for international education tours and cultural exchanges.

Chapter 11. On the Job Training (OJT)/Student Internship

As part of an immersion scheme pursuant to the university mandate of establishing industry-academe linkages and bringing students to the world of work, student internship/OJT Programs aim to provide students with the opportunity to acquire practical knowledge, skills and desirable attitudes and values in reputable establishments/ industries in the country. Participation in such programs will require strict compliance with the conditions and requirements prescribed by the University and government regulations.

Art. 1. Local Internship/OJT Program

Section 1. Description

The USTP Local Internship Program Manual, which includes procedures and guidelines, is adapted from CMO 104, s. 2017 (OVPAAM Memorandum No. 001, s. 2019). The student intern shall be considered as an intern and not as an employee of the HTE for the duration of the internship; and in case of working student, he or she shall be allowed to earn credits for internship

upon evaluation and assessment of his or her particular assignment/task during internship period, by the USTP. A student intern must:

1. Be enrolled in an internship subject.
2. Be at least eighteen (18) years of age from the start of the internship period.
3. Pass pre-internship requirements as specified in the internship plan.
4. Submit a Medical Certificate indicating that he or she is in good health and emotionally fit. The medical certificate shall be based on a physical and psychological examination conducted or certified by Department of Health (DOH) accredited clinics and hospitals. He or she must also submit other related medical examination requirements by the Host Training Establishment (HTE), if any; and
5. Have a notarized written consent from his or her parents or legal guardian. (No waiver is allowed.)
6. Enter into an internship contract and/or agreements with the participating HTE.
7. Sign all the required documents necessary for his or her participation in the internship program, including the acceptance letter, internship contract and/or agreement.
8. Comply with the provisions of the contract and/or agreement including the rules and regulations of USTP, the HTE and CHED at all times.
9. Undergo the required orientation/internship program conducted by USTP and the HTE.
10. Report for internship in the HTE based on the schedule indicated in the internship contract and/or agreement.
11. Perform tasks and activities indicated in the internship plan.
12. Maintain confidentiality, when and where appropriate, during and after internship period of all the data, business, or trade secrets where such information is not

within the public domain and is indicated or understood to be confidential.

13. Adhere to the existing rules and regulations of the HTE including the proper use of tools, instruments, machines, and equipment.
14. Submit a journal of internship as required by HTE reflecting on the approved internship plan, his or her experiences describing the internship activities, any problem/s encountered, and his or her reflections on the internship experiences to the SIPP coordinator.
15. Complete the agreed duration of his or her internship; In case the student intern will be unable to finish his or her internship within the designated period, he or she shall inform the SIPP coordinator in writing of his or her intent and reasons to prematurely end his internship, at least three (3) working days before his last day of internship. Failure to complete the internship program without valid cause disqualifies the student intern from retaking the program with the concerned HTE; and
16. Report to the SIPP coordinator for an exit assessment after the completion of the internship period.

Section 1. Procedure

1. The Letter of Intent is prepared by the student/OJT coordinator and is signed by the Dean. If the industry's absorptive capacity has been reached, the OJT Coordinator assists the student in applying to other industries.
2. The Chair/Program Coordinator enrolls qualified student. The student submits a medical certificate.
3. Orientation on the OJT policies and procedures is conducted, and relevant forms and documents are distributed.

4. The OJT Coordinator packages all documents and facilitates commencement of OJT in partner institution/agency.
5. Assessment/evaluation is conducted using strategies such as, among others, presentation of narrative report.
6. All of these forms will be compiled into an OJT Booklet. Forms are available for download on the USTP Website.

Art. 2. International OJT/Internship Program

Section 1. Description

With reference to CMO 22, s. 2013 or the “Student Internship Abroad Program” (SIAP), the student submits a letter of intent to undergo international internship with supporting documents such as grades, Good Moral Character, ID pictures, written consent from parents/guardian, and photocopy of passport. Student interns shall be carefully screened by USTP and must:

1. Be a Filipino citizen.
2. be currently enrolled in USTP and must have completed at least 75% of professional units or 4th year or graduating student for that particular program (bachelor’s degree);
3. be at least 18 years old at the time of the internship.
4. have passed the pre-practicum/internship requirements of the USTP.
5. be in good academic standing as certified by the USTP.
6. be physically, mentally, and emotionally fit and have passed the physical and psychological examinations as certified by DOH accredited clinics and hospitals.
7. be articulate in English or in the language spoken in the host country.
8. have a written consent from parents/guardian/spouse.

9. sign and comply with the provisions of the internship contract, including the rules and regulations of the CHED, USTP and FHE/O.
10. undergo the required orientation internship program conducted by USTP and Foreign Host Establishments or Organizations (FHE/O).
11. report personally to the Visa or Consular Officer of the nearest Philippine Foreign Service Post within a week upon arrival.
12. keep a bi-monthly journal of practicum experiences describing his/her internship activities, problem/s encountered, and reflections on the internship experience to be submitted on a monthly basis to the faculty member or any authorized Coordinator.
13. complete the agreed duration of his/her internship.
14. submit to USTP the terminal report and other school requirements upon completion of the internship training; and
15. report to CHED through nearest Philippine Foreign Service Post any complaints or grievances.

Section 2. Procedure

1. A MOA is prepared by the OJT Coordinator.
2. The students submit a letter of intent with supporting documents such as Grades, Good Moral Character, ID pictures, Written consent from Parents/Guardian, photocopy of Passport
3. The OJT Coordinator and a Selection Committee screen and rank the applicants based on academic performance, attitude, and physical, mental, and emotional fitness, among others. Shortlisted applicants submit themselves for medical laboratory examinations at an accredited hospital/clinic. The OJT Coordinator provides the students with information packets/forms to students

- (e.g., Visa application form, Terms and Conditions, Health Insurance form, etc.).
4. An Orientation and Pre-Internship Seminar attended by the OJT Coordinator, students and parents is conducted. Training expectations, guidelines, rules and regulations, course requirements, etc. are discussed.
 5. The OJT Coordinator registers the qualified applicants and assists in initial arrangements with partner institute, visa application, and transportation reservations.
 6. The Chancellor endorses the student interns with accompanying documents to the CHED Regional Office for evaluation and approval.
 7. The OJT Coordinator submits to CHED Central Office a notarized letter of request for endorsement signed by the Chancellor with the required documentations:
 - a. Duly Notarized MOA with FHE/Os with specific obligations/responsibilities and the assurance of fully responsibility over the students while having their internship abroad.
 - b. List of students intending to undergo internship with their documents:
 - i. Notarized Application letter
 - ii. Transcript of Records with seal
 - iii. Passport (Photocopy)
 - iv. Training Permit issued by host country
 - v. Medical Certificate (original)
 - vi. School Certificate of Student's eligibility
 8. An endorsement signed by the CHED Chairperson is submitted to the Bureau of Immigration for the student's clearance prior to departure.
 9. The student/s attend a pre-departure seminar/orientation at the embassy of host country.

10. The OJT Coordinator packages all documents and endorses the OJT students to their respective institution/agency.
11. Assessment and Evaluation of the OJT is accomplished through strategies such as presentation of Narrative Reports and/or submission of pertinent documents such as daily time report, etc. as required by the department.

Chapter 12. Research Study/Thesis

In partial fulfillment of the requirements of a bachelor's degree, a student or a group of students may need to submit an undergraduate thesis for evaluation and approval, following the policies and procedures set by the University:

1. Student/s who are required to conduct a research study/thesis must be officially enrolled in research study/thesis. For group thesis, the Department Chair requires the students to submit the list of 2-7 group members.
2. In coordination with the Department Chair, a student or team members may choose an adviser or advisory committee on the basis of their research topic and the faculty's field/s of specialization or area of interest. Should the students be unable to find adviser/s, the Department Chair may recommend faculty member/s who shall work as their adviser, subject to the approval of the Dean of the college offering the degree. As a general rule, research study/thesis advising shall be done by regular faculty members of the University. The adviser/s should be an instructor/professor of the program with a master's degree. However, an instructor/professor with a bachelor's degree may be considered if he possesses expertise (by training or experience).

3. The student researcher/s prepare and present a concept paper to the Oral Examination Panel, which is a group of 3-4 qualified faculty members (not including the Adviser) who make recommendations and decide on the outcome of the defense and grade of the student. These comments and recommendations are documented in the approval form.
4. The concept paper is developed by the researcher/s into a Research Study/Thesis Proposal. When the proposal is ready, it undergoes a plagiarism check and is endorsed by the adviser for presentation and defense by the student. The Oral Examination Panel shall document their comments, suggestions, and/or approval of the Research Proposal in the approval form.
5. When the research study/thesis proposal has passed the examination of the Panel, the actual study will be conducted by the student/s under the close guidance of the Adviser.
6. Each student/team is required to present Progress Reports of the research study/thesis either through oral presentation or consultation every week to their adviser.
7. Each student/team submits to the department chair/dean four (4) copies of the complete research study/thesis manuscript, which has been reviewed and indorsed by the adviser. This should be done at least one (1) week before the scheduled date of the defense.
8. The completed research study/thesis shall be presented in writing and orally to the Panel for final evaluation.
9. The Oral Examination Panel writes their comments, suggestions, and indicates their approval on the Research Study/Thesis approval form.
10. The complete research study/thesis must follow the format approved by the college concerned. Adherence to the prescribed format shall be certified also by the adviser. The publishable article should also comply with the format adopted for the University's journal.

11. The student incorporates the required revisions and submits the revised copy to the members of the Oral Examination Panel for approval, which will be recommended to the College Dean for approval.
12. Approval for binding must be secured before the students can reproduce copies of the manuscript for binding. Depending on the college's requirements, each group may submit any or all of the following requirements: bound copies of the approved manuscript (with signed approval sheet); 8 to 12-page publishable paper; User's manual; Source Code; Pitching video; Grammarian certificate; Prototype/Device developed; CD (electronic or soft copy of requirements).

Chapter 13. Examinations

Art. 1. Schedule

The Examination Schedule as specified by the University for the school year shall be observed unless otherwise re-scheduled to another date as approved by the Vice Chancellor for Academic Affairs (VCAA) and the Chancellor/Campus Director. The university implements four periodic examinations as follows: Preliminary Examination; Mid-term Examination; Semi-final Examination; and Final Examination.

Art. 2. Requests for Early or Late/Special Examinations

Requests for early or late/special examinations may be granted, on a case-to-case basis, subject to the approval of the Department Chair. The student may be given late examinations within one week after the scheduled examinations subject to approved policies (e.g., before the grade submission deadline) and for valid reasons such as illness, accident, or death of an immediate member of the family, and other reasons deemed valid, subject to the approval of the Dean concerned. The student is required

to present a medical or death certificate to be validated by the University Physician. If the Chair finds that a student must leave early (before the schedule of the final examination) because of circumstances beyond the student's control, the Dean may authorize arrangements in consultation with the instructors/professors concerned whereby the student can complete the coursework and take the final examination before leaving. In cases where the instructor/professor must leave to attend a training of short duration such as one month, the Chair may authorize arrangements between the instructor/professor and students" concerned. If the duration of the training is more than one month, the Chair shall arrange a substitute instructor/professor to take over the teaching load.

Art. 3. Removal Examination

In case a student incurs a conditional grade (3.25- 3.50), the instructor concerned shall give a removal examination within the week after the scheduled final examination, provided that the deadline for submission of grades is still observed. In justifiable cases, another instructor (duly authorized by the Chair) handling the same subject or the program/department chair may conduct the removal examination and issue the completion grade.

Chapter 14. Grades

Art. 1. Grading System

The academic Performance of students shall be evaluated and graded at the middle and at the end of each term in accordance with the prescribed grading system. The instructor shall be the sole authority to determine and give grades of his/her students. In compliance with BOR Resolution No. 31, s. 2018, the grading system shall use number grades in multiples of 0.25 from 1 to 5, where "1" is the highest and "3" is the lowest passing grade.

More specifically, the grading system of the University shall be as follows:

1. An INC grade is only given during the Final grading period. The grade of "INC" is given if a student's class standing throughout the semester is PASSING but s/he fails to take the final examination or fails to complete other requirements for the course. Such requirement(s) must be complied/satisfied within one school year (2 semesters and one mid-year term) reckoned from the end of the term that the student incurred the INC; otherwise, the "INC" grade shall automatically be converted into a grade of "5.0". In case the class standing is not passing and the student fails to take the final examination for any reason, a grade of "5" is given.
2. A mark of "W" (Withdrawn) is given to the student who voluntarily and officially withdraws his/her registration.
3. A mark of "D/F" (Dropped with Failure) shall be given to the student who dropped subject(s) without permission of the instructor concerned and/or when the student exceeds the allowable number of absences. A mark of "D/F" is not equivalent to a failing grade of 5.0".
4. The cumulative grading system is used in computing the final grades. In computing the final grade, any of the following may be used as discussed and agreed between the instructor and the students concerned:
 - a. Final examination coverage – all topics discussed from the beginning of the semester. The mid-term grade is given a weight of one-third (1/3); or
 - b. Final examination coverage – all topics discussed from the mid- term examination. The mid-term grade is given a weight of one- half (1/2).
5. Only the Office of the Director of Registrar is authorized to officially release the grades.

Numerical Value	% Equivalent	Description
1.00	97-100	Excellent
1.25	94-96	
1.50	91-93	Very Good
1.75	88-90	
2.00	85-87	Above Average
2.25	82-84	
2.50	79-81	Average
2.75	76-78	
3.00	75	Passing
3.25	72-74	Conditional
3.50	69-71	Conditional
3.75	66-68	Failed
4.00	65	Failed
5.00	64-below	Failed
INC	-	Incomplete
D/F	-	Dropped with Failure

Art. 2. Posting of Grades

Students' grades are posted by the faculty in the University Information System (PRISM) according to the published academic calendar.

Art. 3. Change of Grade

The faculty may request authority for a change of grades from the Dean/Academic Head through Channels. Provided, that in no case shall grades be changed and/or errors thereon rectified beyond thirty (30) working days after initial filing, nor shall any change be made to the prejudice of the student. The following documents shall be submitted along with the request: 1. letter of

request explaining reasons for the change of grade with this policy as basis; 2. class record showing grade computations.

Section 1. Exceptional Cases

No faculty member shall change any grade after the Report of Grades has been filed with the Office of the Registrar, except for the following exceptional cases: an error in computation, wrong entry, omission of names/grades, or the basis for grade determination was not the same as approved or announced.

Section 2. Procedure for Change of Grades

A student who has received a passing grade in a given course shall not be allowed to retake an examination for the purpose of improving his/her grade. However, s/he may request for a Change of Grade by submitting to the Dean's Office a Change of Grade Form signed by the Faculty and Department Chair. Should a contentious situation arise, a student may lodge an appeal at the Dean's Office who shall form a review committee composed of the following: Dean, Chair, Senior Faculty. This committee may investigate, during which the faculty may be required to present him/herself to the committee with a letter of explanation and other documents the committee may deem pertinent.

Art. 4. Grade Completion

The grade of "INC" is given if a student whose class standing throughout the semester is PASSING but fails to take the final examination or fails to complete other requirements for the course due to illness or other valid reasons. In case the class standing is not passing and the student fails to take the final examination for any reason, a grade of "5" is given. Removal of "INC" must be done within the prescribed time of one (1)

academic year, subject to the policies and procedures set by the University; otherwise, the “INC” grade shall automatically be converted into a grade of “5.0”. The INC grade may be issued by the instructor. In cases when the faculty is on leave or is a part-time faculty who is no longer connected to the university, the program/department chair may issue the INC grade. Completion of “INC” shall be the sole responsibility of the students. In the absence of the instructor concerned, the department chair evaluates and recommends the appropriate grade to be given to the student subject to the approval of the Dean, provided that application for completion is within the allowable prescribed period. A student shall be allowed to comply with all the requirements for completion only once within the 1-year grace period.

Art. 5. Conditional Grade

If the computed grade falls between the “conditional” range, the student may be allowed to take a “removal exam”. If the student passes the examination, he shall be given a grade of “3”, but if he fails, the student shall be given a grade of “5.0”.

Chapter 15. Timeframe and Residency Requirement

Each student must strive to complete the requirements of his/her program within the prescribed duration. In the event that the student fails to complete the requirements of his/her program within the prescribed duration, s/he must observe the maximum residency requirement of seven (7) years for the four-year program or eight (8) years for the five-year program. If the student exceeds the timeframe set for the completion of a degree program, s/he shall be considered overstaying.

The student who fails to complete the program within the maximum residency period shall be required to take additional

twelve (12) units for the four-year program and twenty-one (21) units for the five-year program. The subjects to be enrolled must be within or allied to the disciplines of the degree program where s/he enrolled, or any subjects deemed important by the department chairman and subject to the approval by the Dean concerned. Accounting of the residency period shall exclude an approved LOA of the student.

Chapter 16. Selective Retention

Art. 1. Academic Status.

The University has established a system for the selective retention of deserving students. PE (PATHFit) and NSTP subjects are considered non-academic subjects, hence, these are not considered in the evaluation.

The student may incur the following academic statuses:

CONDITIONS	STATUS	
	1 st year (after 1 st Semester)	1 st year (after 2 nd Semester) to upper-class students not done with 75% (for 4-year program) or 80% (for 5-year program) of course work
Failed 6 units	Warning	Probation
Failed 9 units; or Failed twice in any subject	Probation	Mandatory Exit from Program

2 successive probationary status; or Failed 12 units; or Failed same subject four times	Probation	Permanent Separation from the University
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This is the system-wide guide for the retention policy. Colleges/Programs may set their retention parameters according to their specialization. They may lower (but not raise) the number of failed units.

1. **WARNING:** First year students who fail in 6 units after their first semester will be issued a Warning Letter by the Department Chairperson duly noted by the Dean/Satellite Campus Director concerned to improve his/her performance.
2. **PROBATION:** The following shall be given a probationary status: a) first year students who fail in 9 units after their first semester; 12 units after their first semester; or 6 units after their second semester; b) 2nd year students and upper-class students not done with 75% (for four-year programs) or 80% (for five-year programs) of course work who fail in 6 units.
3. **MANDATORY EXIT FROM PROGRAM:** All students except third- and fourth-year level students (i.e., students who have completed at least 75% for four-year programs, and at least 80% for five-year programs of the prescribed academic units) shall be advised to exit the program if they fail in 9 units or more of the academic units registered or fail twice in any of the subjects shall be advised to exit the program.
4. **PERMANENT SEPARATION FROM UNIVERSITY:** All students except first year students, third- and fourth-year

level students (i.e., students who have completed at least 75% for four-year programs, and at least 80% for five-year programs of the prescribed academic units) shall be advised to permanently separate from the university if they incur 2 successive probationary status; or fail in 12 units of registered courses for the semester; or fail the same course four times.

5. To assist the student in removing his/her deficiencies, his/her academic load may be reduced, subject to the evaluation of the department chair and approval of the dean/satellite campus director concerned. The number of units to be deloaded should correspond with the number of units failed (except PE/NSTP).
6. Students on warning or probationary status are allowed to exit from a board and non-board program and may be accepted in other programs subject to evaluation results and in compliance with the requirements set for shiftees by the receiving programs. Provided further that the said student satisfies the following conditions, where applicable:
 - a. The same subject failed twice or thrice, for board and non-board programs respectively, by the student is not part of the curriculum of the program to which s/he intends to apply; meaning, the subject code, descriptive title and number of units are not the same with the failed subject; or
 - b. The subjects failed by the student are not part of the curriculum of the program s/he intends to apply to, otherwise the total number of units of failed subjects that are part of the curriculum of the program s/he intends to enroll should be less than 9 units.
 - c. If the subject failed by the student is part of the curriculum of the program applied for, the status of grade of the subject is carried over.

7. For students who have completed at least 75% for four-year programs, and at least 80% for five-year programs of the prescribed academic units (3rd or 4th year level): allowed retention subject to residency and UNIFAST regulations.

Art. 2. Selective Retention Procedure

This policy is activated during the enrollment process during which the Chair, upon evaluation of student records from the Registrar's Office, advises the student on the necessary actions to be taken, including what subjects to enroll in, depending on his/her current academic status.

Chapter 17. Shifting, Cross-Enrolling, Withdrawal of Degree Programs

Art. 1. Shifting of Degree Programs

Shifting refers to the change of a student's degree program within the University. A student who intends to shift must file an application for shifting. Acceptance to the new degree program is subject to evaluation and approval by the Dean/Academic Head concerned, subject to availability of slots and compliance with the requirements of the new program. A student who wishes to change programs during registration may do so as long as his/her cut-off score corresponds with the required cut-off score of his/her desired program.

Art. 2. Cross-Enrollment

Cross-enrollment to other reputable higher education institutions, whose programs are accredited (at least Level II) by the appropriate accrediting agency, is allowed for graduating students. Cross-enrollment is subject to the approval of the Dean/Academic Head concerned, provided that the subject/s to

be taken is/are not offered in the university and that the total number does not exceed nine (9) units. Provided further the aggregate number of units enrolled for the semester does not exceed thirty (30) units. Non- graduating students who need to clear out academic deficiencies may be permitted, on a case-to-case basis, by the Dean concerned to cross enroll in other reputable higher education institutions, whose programs are accredited at least level II by the appropriate accrediting agency, during the mid-year term provided that the subject/s s/he intends to enroll in is/are not offered in USTP. A maximum of nine (9) units is allowed inclusive of subjects enrolled in USTP for the said term. The student who desires to take unrelated subjects in other higher education institutions for purposes of self-enhancement may be granted a permit to study. Subjects taken will not be reflected in the Transcript of Records (TOR).

Inter-campus cross-enrollment within the USTP system is allowed, subject to existing policies and guidelines.

Art. 3. Withdrawal from the Program

A student may withdraw from a program within the semester/term provided s/he does not exceed the allowable number of absences, which is 17% of the total number of the contact hours that the class is recited during the semester/term. Withdrawal beyond the allowable number of absences may still be allowed subject to the evaluation and approval of the dean concerned, provided that the withdrawal is done for meritorious reasons such as: financial problem; health reasons (medical certificate issued by the attending physician is required to support the claim), and other reasons that the dean may deemed meritorious. As such, the student should accomplish the prescribed “Withdrawal Form” from the Registrar’s Office, for approval by the dean/campus director concerned.

Chapter 18. Honors/Awards System

Honors and awards shall be awarded annually to graduating and non-graduating students in both degree and non-degree programs for excellence in academic and other related activities. To qualify, students should be enrolled in no less than 85% of the regular load per semester. Should the student be unable to comply with the 85% regular load per semester, his/her records should show that all required subjects for that semester have been complied with and that there are no other subjects to enroll. Should a transferee/shiftee be unable to comply with the 85% regular load per semester, his/her records should show that all required subjects for that program have been complied with and that there are no other subjects to enroll to be certified by the department chair.

The Grade Point Average or GPA is the academic rating of a student and is the basis for granting honors and awards. All grades in the academic subjects of a student's current program from first year to the last year of the curriculum shall be considered in the computation of the Grade Point Average (GPA) except the grade of NSTP. With reference to CMO 39, 2021 the PE (PATHFit) grade shall be included in the GPA for honors. It is computed as follows:

1. Multiply the Numerical Rating (grade) for each of the subjects by the corresponding number of academic units.
2. Add the products and then divide the sum of the products by the total number of academic units taken during the semester.

Art. 1. Academic Honors (Graduating Students)

In compliance with BOR Resolution No. 91, s. 2021, the following criteria shall be observed in the awarding of academic honors to graduating students:

Grade Point Average (GPA)	Baccalaureate	Diploma
1.0 - 1.25 without a failing grade*	Summa Cum Laude	With Highest Merit
1.26 - 1.50 without a failing grade*	Magna Cum Laude	With High Merit
1.51 - 1.75 without a failing grade*	Cum Laude	With Merit

**Without failing grade in the current curriculum*

In case of transfer of credits, the following shall be observed:

1. A student entering the University with transferred credits must meet the cumulative GPA standard for honors in all subjects completed, transferred or otherwise. In addition, the GPA of all subjects taken at the university must be within the criteria set.
2. A transferee may qualify for honors provided the candidate has earned in USTP 75% of the total number of academic units required for graduation.
3. A transferee who incurred a failing grade in a subject/s from the university/ies last attended and such subject/s is/are part of the USTP curriculum where s/he is enrolled, the transferee will not qualify for honors.

Art. 2. Academic Honors (Non-graduating Students)

A student shall receive an honor certificate for each semester of being included in the Dean's List. The requirement for achieving the academic Dean's list is a GPA of 1.75 or above (excluding NSTP) in the preceding semester with no failing grade in any of the subjects registered for the said semester. The following criteria shall be observed in the awarding of academic honors to non-graduating students:

Grade Point Average (GPA)	Non-Graduating Honor
1.0 - 1.25 without a failing grade*	First Honor
1.26 - 1.50 without a failing grade*	Second Honor
1.51 - 1.75 without a failing grade*	Third Honor

**Without failing grade in the current curriculum*

The Dean shall issue a letter requesting the Registrar to generate the list of students with a GPA of 1.75 or above. The awarding ceremonies may be facilitated per college/campus. For a student to qualify for honors, the number of units enrolled should not be less than 85% of the prescribed load in the semester based on the program prospectus and the number of units enrolled should not fall below six (6) units.

Example:

A student's subjects, numerical ratings (NR) and academic units (AU) in the first semester are as follows:

1st Semester Subjects	Numerical Rating (NR)	Academic Units (AU)	NR x AU
A	3.0	3	9.0
B	2.5	3	7.5
C	2.5	3	7.5
D	3.0	3	9.0
E	3.0	3	9.0
TOTAL		15	42

$$GPA = \frac{(NR \times AU)}{(Total \ AU)} = \frac{42}{15} = 2.80$$

For purposes of computing the GPA in a given semester, an INC is given a numerical rating of 4.0.

Art. 3. Special Awards

Special awards shall be given to deserving graduating and non-graduating students, subject to the policies and procedures set by the University. The selection of awardees shall be determined by the criteria set by the Committee on specific special awards. Candidates for Special Awards shall be recommended by the College Deans/Academic Heads and approved by the Vice Chancellor for Academic Affairs/Campus Director or as specified by the awarding committee guidelines.

Chapter 19. Graduation

Art. 1. Requirements for Graduation

Students should meet all the academic requirements prescribed in the curriculum in order to be recommended for graduation.

Art. 2. Application for Graduation

The student must apply for graduation at the start of the last semester in attendance for final evaluation, proper guidance, and counseling, following University policies and procedures:

1. The Registrar will post the schedule for application of graduation at the start of the semester in the university website, and bulletin board of the registrar.
2. The graduating student obtains an Application for Graduation Form from the Registrar's Office for the recommendatory signatures of his/her instructors for that semester, the Department Chair, and the Dean.
3. Each semester, the Registrar shall generate a list of the graduating students upon request by the Dean/Academic Head. This shall be sent to the Department Chairs who will ensure that all graduating students are in the list. Final validation of grades is done by the Registrar. The Dean presents the list of graduating students to the Campus Academic Committee who will endorse the list to the Academic Council.
Appeals from students shall be brought before the Campus Academic Committee for final resolution.
4. The Registrar shall present the final list of graduates (including honor students) endorsed by the Campus Academic Committee to the Academic Council for approval and endorsement to the Board.

Art. 3. BOR Confirmation

No student shall be allowed to join in the commencement exercises unless his/her candidacy for graduation is duly confirmed by the Board of Regents (BOR) upon the recommendation of the University Academic Council.

Chapter 20. Student Clearance/Honorable Dismissal

Art. 1. Student Clearance

At the end of each semester, all students are required to secure clearance. Transfer credentials and other official documents shall be issued only when the students are cleared of all money and property accountabilities.

Art. 2. Honorable Dismissal

Generally, honorable dismissal refers to a student's voluntary withdrawal from the University with the consent of the Registrar or his duly authorized representative. A student in good standing who desires to cease his connection with the college shall present a written petition to this effect to the Registrar, signed by his parents or guardian. All indebtedness to the College must be settled before a statement of honorable dismissal shall be issued. The statement shall indicate that the student withdrew in good standing as far as character and conduct are concerned. If the student has been dropped from the rolls on account of poor scholarship, a statement to that effect may be added to the honorable dismissal. If the petition is granted, the student shall be given honorable dismissal. A student who leaves the College for reason of suspension, dropping or expulsion due to disciplinary action shall not be entitled to honorable dismissal. Should s/he be permitted to receive his transcript of record or the certification of his academic status in the College, it shall contain a statement of the disciplinary action rendered against him.

Art. 3. Application Procedure

To process his/her Clearance and Honorable Dismissal, the student must bring his/her ID to the registrar's office and

comply with procedures. If requested by an authorized person, the following items must be presented: Photocopy of valid ID cards of the Authorizing Person (owner) and the Authorized Person.

Chapter 21. Commencement Exercises

Art. 1. Attendance in Commencement Exercises

The Registrar shall be responsible for the commencement and baccalaureate exercises and may call upon the other offices for assistance in carrying out the plans. Graduating students who choose not to participate in the general commencement exercises shall submit a formal letter to their respective Deans or their duly designated representatives at least ten days before the commencement exercises.

Art. 2. Academic Costume

Candidates for graduation with degrees or titles prescribing no less than four (4) years of collegiate instruction shall be required to wear academic costumes during the baccalaureate service and commencement in accordance with the rules and regulations of the University.

Chapter 22. Feedback Mechanisms for CQI

Access to quality education is a student's right. To practice this right, students are enjoined to take part in the monitoring and evaluation of the university's services as part of its Continuous Quality Improvement (CQI).

Art. 1. Faculty Evaluation

Student feedback on the quality of instruction is crucial for the faculty's growth and development, and the continued quality improvement of the university's services to the student. Faculty

Evaluation by the students is conducted every semester before the final exams. It is also a prerequisite for student clearance.

Art. 2. Exit Interview

Students are enjoined to participate in the individual exit interviews once they have completed their curricular requirements and are about to graduate. This is to ensure that they have imbibed the technical and non-technical competencies that mark a USTP graduate.

Art. 3. Tracer Study

Once a student graduates, s/he becomes a member of the broader community of USTP alumni. Involvement in the tracer studies would ensure that programs are monitored vis a vis the students' contribution to the greater society.

TITLE THREE. STUDENT RIGHTS

Chapter 1. Admission without Discrimination

No student shall be denied admission to the University on account of physical handicap, socio-economic status, political and religious beliefs, and sexual orientation. Nor shall pregnant students, certified and reformed drug users be discriminated against.

Chapter 2. Quality Education

Students have the right to competent instruction and quality education relevant to their personal and cultural development. They have the right to give constructive feedback on their teachers' competence and receive responsive action from the University.

Chapter 3. Student Welfare Services

Students have the right to be provided with adequate student welfare services and school facilities that are within the financial capacity of the University. Refer to [Appendix VII. Wellness and Values Enhancement Program.](#)

Chapter 4. Self-organization

The students have the right to form, assist or join organizations, alliances or federations for their physical, intellectual, moral, cultural, civic, spiritual, and political interests that support and promote the mission and philosophy of the University.

Chapter 5. Representation in the University's Policy Making Body

The student shall have the right to be represented by the duly-elected president of the University Student Government (USG) in the policy-making body of the University, the Board of Regents (BOR).

Chapter 6. Freedom of Expression

Students have the right to responsibly express their views/opinions and suggestions in seeking for the common good, the right to peaceably assemble to redress their grievances to the University authorities and to air their grievances through effective channels of communication with appropriate academic channels and administrative bodies of the university.

Chapter 7. Academic Freedom

The students' right to choose a field of study, to acquire knowledge, to pursue the quest for truth and to express opinion on any subject of public or general concern which directly or indirectly affects their studies and the educational system as a

whole shall not be abridged, except in cases of academic deficiency, or violation of disciplinary regulations.

Chapter 8. Student Publication

As a medium for the exercise of their freedom of expression and academic freedom, the students have the right to publish their student newspaper or magazine in accordance with the provisions of Republic Act No. 7079 (Campus Journalism Act of 1991).

TITLE FOUR. STUDENT CODE OF CONDUCT

Chapter 1. General Provisions

Art. 1. Observance of USTP laws, rules, and regulations

All students must observe all laws, rules and regulations of the University of Science and Technology of Southern Philippines (USTP) and the laws of the land.

Art. 2. Disciplinary Action

The maintenance of the proper norm of conduct in the campus is the concern of the school faculty and administrators who are empowered to take disciplinary action on conduct unbecoming by any student.

Art. 3. Conduct outside the class

Any student outside the class whose conduct is unbecoming must be reported to the proper authorities for appropriate action.

Chapter 2. Rules of Conduct and Student Discipline

Art. 1. Applicability

The provision of this Code shall apply to all bona fide students of USTP for offenses committed within the jurisdiction of the institution. The provision of this code shall apply whenever applicable, otherwise, the laws of the land shall apply.

Art. 2. Assistance, protection, and privileges

All bona fide students shall be entitled to assistance, protection and privileges afforded by the institution at times in accordance with the Doctrine on “loco parentis” and therefore, they shall be expected to follow all rules and regulations promulgated by the institution. The right of the institution to impose disciplinary action against improper student conduct is derived from, and inherent in its obligations to:

1. maintain and preserve the standards of the institution.
2. safeguard and protect its property.
3. ensure the health and safety of the students; and
4. preserve peace, ensure orderly procedure, and maintain student morals.

Chapter 3. Norms of Conduct

Art. 1. Moral character

A student is imbued with moral character if, among other qualities:

1. S/he has learned to act, live, and think as a person whose values, attitudes and convictions are in accord with the universal norms of right reasons and the accepted values and approved levels of conduct in the society where s/he lives.

2. S/he is honest to himself, accepting of his shortcomings, and willing to improve and change.
3. S/he is fair and just in his/her dealings with everyone s/he encounters.
4. S/he lives by the precepts of love, justice, compassion, and concern for others; and
5. S/he respects the rights of other, as he would want his own rights to be respected.

Art. 2. Personal Discipline

1. A student imbued with personal discipline has, among other qualities:
2. S/he devotes him/herself to the fulfillment of his/her obligations.
3. S/he is able to forego the enjoyment of certain rights and privileges that others more needy may be benefited and for the greater good of society.
4. S/he resolves his/her problem and conflict without prejudicing others.
5. S/he is tolerant of others and humble enough to accept his/her mistakes.
6. S/he has developed temperance and propriety in words and in action, especially with regards to vices, e.g., gambling, drinking, drugs, sexual excess, and aberration, etc. and
7. Right reason guides and controls his/her action and emotions.

Chapter 4. Disciplinary Process

Art. 1. General Rule

No student shall be reprimanded, suspended, or dismissed from the University except for cause as provided by University policy and only after due process.

Art. 2. Due Process

Subject to applicable laws, rules and regulations, due process shall refer to the mandatory right of a student respondent to be informed in writing of the nature and cause of any accusation against him/her; the right to answer the charges against him/her, with the assistance of counsel, if desired; the right to be informed of the evidence against him/her; the right to adduce evidence in his/her own behalf; and the decision must be based on evidence considered. If the student respondent so desired the assistance of counsel, it shall be limited to his written answer to the complaint. No penalty shall be implemented unless the right to due process has been accorded to the respondent.

Art. 3. Complainant

A complainant is student or University personnel (faculty, staff, administrator) who files a written complaint against a student/s for alleged offense/s that is/are punishable under certain disciplinary provisions in this Student Handbook. In the event that the student commits multiple offenses at one instance, the highest penalty applicable shall be the one applied.

Art. 4. Respondent

A respondent is a student who is the subject of a complaint, and who has the right to be heard and to seek reconsideration through due process.

Art. 5. Complaint

A complaint is a written letter addressed to the Director of the Office of Student Affairs (OSA) complaining against an alleged offense/s of a student that is/are punishable under certain disciplinary provisions in the Student Handbook. A complaint must be in writing, duly signed by the complainant and by the

Prefect of Discipline or an authorized University official. The complaint must be written clearly, briefly and must contain the following:

1. full name of the student respondent
2. full name of the complainant along with his/her address and contact number or active email
3. a narration of relevant facts regarding the offense allegedly committed by the student respondent
4. evidence/s and testimonies of witnesses signed by the Prefect of Discipline or an authorized University official.

Art. 6. Where to File a Complaint

All complaints against students shall be filed with the office of the OSA Director who will investigate through the Committee on Student Discipline (CSD) which shall be composed of the following:

1. OSA Director as presiding officer
2. Prefect of Discipline
3. Dean (or authorized representative) of the College where the student respondent belongs
4. Program chairperson/coordinator of the program to which the respondent belongs
5. President of the University Student Government (USG) or his/her duly authorized representative
6. Campus Legal Officer (if necessary, and only as adviser)

Art. 7. Committee on Student Discipline

The Committee on Student Discipline (CSD) is the body duly vested with the authority and power to hear, evaluate, and recommend disciplinary action to the Chancellor, through appropriate channels, on any case involving alleged student violations of certain provisions in the Student Handbook.

Art. 8. When to File a Complaint

Complaints must be filed the soonest time possible, otherwise it will no longer be acted upon after the lapse of 30 days from the close of the semester or summer session during which the act or omission complained of allegedly happened. Unless such failure to file the complaint is due to reasons beyond his/her control.

Art. 9. Withdrawal of a Complaint

Where there is obvious truth or merit to the complaint or where there is strong evidence proving the guilt of the student respondent, the complainant's withdrawal of the complaint will neither automatically result in its dismissal nor exempt the respondent from appropriate sanctions after due process.

Art. 10. Action on the Complaint

The OSA Director, within 5 working days from receipt of a complaint which is sufficient in form and substance, shall write the student respondent (copy furnished his/her parents or guardian) and require him/her to answer in writing the allegations in the complaint within 5 working days from receipt of the OSA Director's letter.

Art. 11. Reply of Respondent

This must be in writing and signed by the Prefect of Discipline or a duly authorized University official and may include evidence and supporting documents/testimonies of witnesses. Failure to reasonably file an answer without justifiable cause shall be considered as a waiver thereto and the investigation may commence.

Art. 12. Preliminary Investigation

This involves the examination/evaluation of records submitted by the complainant and the person complained of. The parties may be summoned by the Prefect of Discipline or the OSA Director to a dialogue in order to explore the possibility of an amicable settlement.

Art. 13. Investigation

This is the process and method by which the Committee on Student Discipline seeks to arrive at the truth to resolve a controversy relative to a complaint against a student for alleged violation/s of certain disciplinary provisions in the Student Handbook. At the soonest possible time upon receipt of the written reply from the respondent, the OSA Director shall convene the Committee on Student Discipline (CSD) which will investigate. The investigation shall be conducted without necessarily adhering strictly to the technical rules of procedure and evidence applicable to judicial proceedings, provided that the basic requirements of due process are complied with. The respondent has a right to counsel. The counsel's role shall be limited to advice. The counsel of choice may be anyone who can ably assist the complainant in forwarding his or her cause.

Art. 14. Investigation Report

Within 10 working days from the completion of the investigation, the CSD shall submit, through the Vice Chancellor for Student Affairs and Services (VCSAA), an Investigation Report with all the pertinent records and recommendations to the Chancellor for his/her decision.

Art. 15. Classification of Penalties

Penalties may be classified as follows:

Section 1. Reprimand

Reprimand is a penalty imposed on a student who commits a light offense for the first time in the Student Handbook. This consists of a written official reproach by the Chancellor expressing disapproval of the student's offense with a stern warning that a repetition of the said offense shall be dealt with more severely. Moreover, the reprimand shall form part of the permanent official records of the student.

Section 2. Suspension

Suspension is a penalty imposed on a student found guilty of violating certain disciplinary provisions in the Student Handbook in which the student shall be barred from entering the university campus for the whole duration of the suspension. The suspended student shall be prohibited from participating in any school related activity inside and outside the campus, during the period of suspension.

Section 3. Dismissal

Dismissal refers to the separation/expulsion of a student from the University as a penalty for a grave offense or violation of certain disciplinary provisions in the Student Handbook.

Art. 16. Decision of the Chancellor

If the student respondent, after due process and based on substantial evidence, is found guilty of an offense punishable by reprimand, suspension or dismissal/expulsion, the Committee on Student Discipline shall forward, through the Vice Chancellor for Student Affairs and Services (VCSAA), the complete

documents and recommendation to the Chancellor who shall render decision within 3 working days.

Art. 17. Motion for Reconsideration

The student concerned, after due notice, has 5 working days within which to file a motion for reconsideration with the University President who may form an Ad Hoc Committee to conduct further investigations; or, within 3 working days from receipt of the motion, shall render a decision which shall be final and executory.

Art. 18. Counselling

The student shall undergo counselling once the final decision is rendered, and the penalties are implemented.

Chapter 5. Offenses and Penalties

Misconducts for which the students are held liable and for which they shall be subjected to disciplinary action include the following:

Art. 1. Academic Offense

Academic Offense refers to a violation of any of the prohibited acts/omissions that have a direct bearing on the academic performance of a student. Cheating refers to any deceitful, fraudulent, or dishonest act of a student which shows lack of integrity and a disposition to lie, betray and violate the truth which includes, but is not limited to the following:

Academic Offenses	1st Offense	2nd Offense	3rd Offense
1. Plagiarism or a student's unauthorized use of	3-day Suspension	Expulsion	-

intellectual materials or writings (including computer programs) in one's academic assignment without prior permission and acknowledging the author/source and submitting such materials/ writings as though they were his/her own.			
2. Taking a test/ examination on behalf of another student, in which case both students shall be equally penalized.	3-day Suspension	Expulsion	-
3. Intentionally changing the grades in the class record or corrected test papers of the teacher for purposes of getting a higher grade for oneself or for another person.	3-day Suspension	Expulsion	-
4. Copying the answers of another student during tests/examinations.	1-day Suspension	3-day Suspension	Expulsion
5. Allowing another student to copy one's answers during a test/examination, in which case both students shall be equally punished.	1-day Suspension	3-day Suspension	Expulsion

6. Leaking questions or answers of a test/ examination to another student through the use of cellular phones, pagers, strips of paper or “codigo”, and other means, in which case both students shall be equally punished.	1-day Suspension	3-day Suspension	Expulsion
7. Writing a report or assignment for another student, in which case both students shall be equally penalized.	1-day Suspension	3-day Suspension	Expulsion
8. Other offenses analogous to those listed above.	1-day Suspension	3-day Suspension	Expulsion

Art. 2. Non-Academic Offenses

These are actions of a student that do not have a direct bearing on his/her academic performance, but nevertheless seriously disrupt, disturb, and destroy the harmonious learning atmosphere sought to be maintained in the University. Non-academic offenses may be grave offenses, less grave offenses, or light offenses.

Section 1. Non-Academic Grave Offenses

Non-Academic Grave Offenses	1st Offense
1. Bringing prohibited drugs into the campus.	Expulsion

2. Entering the campus under the influence of prohibited drugs/ controlled substances, such as shabu, marijuana, rugby, cocaine.	Expulsion
3. Vandalism. It is the intentional act of making dirty or unsightly, of damaging or destroying any property of the University by scratching, defacing, writing, sketching, or scribbling graffiti through the use of marking pens, spray- paint, coloring fluids, corrosive chemicals, and by any other means. The act results in serious physical damage to government property, including financial, logistics and opportunity losses to the University.	Expulsion
4. Sexual assault in the form of acts of lasciviousness or attempted or consummated Rape. (<i>See Appendix IV. Policy and Guidelines on Sexual Harassment</i>)	Expulsion
5. Conduct of hazing that inflicts bodily harm on a person or subjects him/her to public humiliation and personal degradation.	Expulsion
6. Possession of firearms, explosives, toxic chemicals, and deadly weapons in the University campus.	Expulsion
7. Deliberately and maliciously removing, defacing, hiding, or withholding from other students/users the books and other reference materials in the library.	Expulsion
8. Willfully disturbing and disrupting classes, meetings, general assemblies, acquaintance parties, symposia, and other school activities by rude, noisy, unruly, scandalous, or violent behavior.	Expulsion

9. Theft	Expulsion
10. Forgery, alteration, tampering or unauthorized use of any University official document/records to mislead or deceive University officials/personnel.	Expulsion
11. Physically assaulting and injuring others.	Expulsion
12. Unlawfully accessing, intruding in, and interfering with the privacy and confidentiality of computer data programs or systems of another student, faculty, University personnel or management office.	Expulsion
13. Engaging in any form of extortion.	Expulsion
14. Writing defamatory, slanderous, and libelous statements/remarks against any student, faculty member, or school official or his authorized representative.	Expulsion
15. Other offenses analogous to those listed above.	Expulsion

Section 2. Non-Academic Less Grave Offenses

Non-Academic Less Grave Offenses	1st Offense	2nd Offense	3rd Offense
1. Verbal abuse, use of fighting words and curses, threats, intimidation, harassing statements, coercion, and any similar rude, disrespectful conduct. This includes acts of	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion

cyber-bullying (<i>See Appendix V</i>).			
2. Stalking or deliberately following/tailing a person inside the campus for reasons known only to the stalker which behavior seriously alarms, intimidates, torments, and terrorizes the person being followed against his/her will.	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion
3. Indecent, scandalous, or immoral acts or any form of lewd behavior that tend to offend accepted public morals and norms of decency inside the campus.	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion
4. Entering the campus under the influence of liquor.	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion
5. Bringing alcoholic/intoxicating drinks into the campus.	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion
6. Bringing pornographic materials into the campus.	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion

7. Use of threats of violence to force a person to do something against his/her will.	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion
8. Gambling in the school premises.	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion
9. Littering, i.e., carelessly, and irresponsibly throwing/scattering pieces of trash inside the campus.	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion
10. Using the ID of another student to deceive security guards and school authorities in order to enter the University campus or to be able to use the University's services/ facilities.	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion
11. Purposely contaminating laboratory samples (e.g., putting a "mystery substance" in sample containers/test tubes in Qualitative Chemistry) to confuse, mislead, or irritate the students and teacher.	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion
12. Intentionally altering the indicators, guides, and instructions of a practical examination	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion

(e.g., transferring the tags/pins in a dissection specimen in Anatomy) to confuse, mislead or irritate the students and teacher.			
13. Smoking within the school premises, classrooms, laboratory, and other prohibited areas	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion
14. Other offenses analogous to those listed above.	Reprimand * and Community Service (5 hours)	3-day Suspension	Expulsion

Reprimand shall be in the form of a formal letter signed by the OSA, and parents are copy-furnished.

Section 3. Non-Academic Light Offenses

Non-Academic Light Offenses	1st Offense	2nd Offense	3rd Offense
1. Unauthorized staying in the University campus beyond 10:00 p.m. in violation of the student's curfew as provided for in the University Code.	Community Service (3 hours)	Community Service (6 hours)	No Entry into the Campus *
2. Not wearing the school ID and/or not using the proper sling (e.g., ID slings of other schools/offices / organizations).	Community Service (3 hours)	Community Service (6 hours)	No Entry into the Campus *

Students must always wear the ID for the whole duration they are inside the University campus. In case of lost ID, a student may secure an affidavit at OSA in order to get a new ID.			
3. Not wearing the prescribed school uniform during regular class days except on Wednesdays, weekends, and days with scheduled PE classes, wherein students wearing their PE Uniforms will be allowed entry to the campus.	Community Service (3 hours)	Community Service (6 hours)	No Entry into the Campus *
4. Violation of the Dress Code (See Appendix I. Dress Code Policy)	Community Service (3 hours)	Community Service (6 hours)	No Entry into the Campus *
5. Speeding of pedaled or motorized vehicle	Community Service (3 hours)	Community Service (6 hours)	No Entry into the Campus *

* No entry into the campus for a period ranging from one to three (1-3) days depending on the decision of the appropriate authority.

Chapter 6. Student Complaint Against a University Personnel

A student may file a complaint against a faculty, staff, administrator, or any regular, temporary, contractual, or part-

time university personnel at the Office of the Student Affairs (OSA) by filling up the complaint form. The complaint shall contain the name of the personnel in question and the reasons for the complaint. The complaint shall be endorsed to the Campus Human Resources Unit (HRMU) and acted upon accordingly, following due process for University personnel.

TITLE FIVE. STUDENT ORGANIZATIONS AND ACTIVITIES

Chapter 1. Student Organizations

Art. 1. Accreditation of Student Organizations

Organizations who are not accredited are prohibited to conduct events, activities, projects, and programs. In cases of delay in accreditation, a request letter may be given to OSA for organizations previously accredited, for consideration. Non-accredited organization shall not use nor associate the name of the university in their organization's name (e.g., organization chapter).

The authority to regulate the establishment and operation of student organizations in the University (except those under the Arts and Culture Division) is vested in the Director of the Office of the Student Affairs (OSA). The authority to regulate student organizations under the supervision of the Arts and Culture Division is vested in the Director of the said division. The Directors are authorized to:

1. evaluate, recommend confer or revoke for cause, the certificate of accreditation or renewal of accreditation of student organizations subject to the approval/disapproval by the Vice Chancellor for Student Affairs and Services (VCSAS).

2. review, recommend, approval or disapproval to the VCSAS the activities/programs/projects of student organizations.
3. revoke an organization's Certificate of Accreditation for cause. Such decisions may initially be appealed by the organization concerned to the office of the VCSAS, and if necessary, raised to the Office of the University President whose decision shall be final and executory.

Requirements for accreditation or renewal of accreditation which are to be submitted every opening of the school-year are as follows:

Section 1. Accreditation

1. Concept paper (goals, aims) of the organization.
2. List of officers and members.
3. Personal data sheets of officers with 2x2 pictures.
4. Faculty's letter of acceptance as moderator (regular faculty only).
5. Proposed plan of activities for the current school year which must include:
 - a. training in individual & social responsibility/moral spiritual values for the members for at least one training for each semester; and
 - b. conduct of workable project directly supporting pro- environment programs of the University, among other activities/projects pursuant to its constitution and by- laws.
6. Work and financial plan.
7. Constitution and By-laws with amendments, if any.
8. Photocopy of passbook issued by bank where the organization's fund is deposited; and
9. Interview of officers by the OSA/Arts and Culture Director.

Section2. Renewal

1. Personal data sheets of the officers with 2" x 2" pictures.
2. Properly documented accomplishment report.
3. Financial statement (audited by internal and external auditors).
4. Report on the conduct of trainings on individual & social responsibility and moral spiritual values, and participation in the pro-environment "Dark Green Project" of the University.
5. Organization President's Report.
6. Organization Moderator's Report.
7. General Plan of Activities; and
8. Evaluation of moderator, officers, and the organization itself.

Art. 2. Types of Student Organizations

Section 1. Accredited Student Organization

This refers to a group which is officially recognized by the University as having been formed by and for the USTP students whose objectives support and promote the University's vision and mission as an educational institution. As such, it is authorized to use certain services, facilities, amenities, and administrative resources of the University in implementing its activities/programs/projects, subject to regulation by the OSA.

Section 2. Organizations That Use Hazing

Student organizations, whether or not they call themselves fraternities/sororities, that use hazing in the recruitment or selection of prospective members shall not be accredited and shall be officially banned from the University.

Hazing, as defined under Republic Act No. 11053, refers to any act that results in physical or psychological suffering, harm, or

injury inflicted on a recruit, neophyte, applicant, or member as part of an initiation rite or practice made as a prerequisite for admission or a requirement for continuing membership in a fraternity, sorority, or organization including, but not limited to paddling, whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical and psychological health of such recruit, neophyte, applicant, or member. This shall also include any activity, intentionally made or otherwise, by one person alone or acting with others, that tends to humiliate or embarrass, degrade, abuse, or endanger, by requiring a recruit, neophyte, applicant, or member to do menial, silly, or foolish tasks.

Please refer to [Appendix VI](#) for the excerpt of [REPUBLIC ACT NO. 11053] “An Act Prohibiting Hazing and Regulating Other Forms of Initiation Rites of Fraternities, Sororities, and Other Organizations, and Providing Penalties for Violations Thereof, Amending for the Purpose Republic Act No. 8049, Entitled “An Act Regulating Hazing and Other Forms of Initiation Rites in Fraternities Sororities, and Organizations and Providing Penalties Therefor.”

Section 3. Federation of Student Councils (FSC)

This refers to the whole student body of the University which promotes, protects, and preserves the dignity, commitments, and aspirations of the University. Its officers are elected from the entire student population in accordance with its constitution and by-laws.

It is the umbrella organization of all accredited organizations within the University inclusive of the following: a) University

Student Government (USG) for main and major campuses and
b) Supreme Student Council (SSC) for satellite campuses.

Section 4. Mother Organization

This refers to college-based organization or an organization composed of 2 or more-unit organizations.

Section 5. Curricular Student Organization

This refers to a group concerned with the enhancement of students' learning in a certain academic discipline through the conduct of special lecture series, symposia, seminars-workshops, exhibits and other learning activities.

Section 6. Non-Curricular Student Organization

This is a group seeking to promote and develop student leadership, community awareness, social responsibility, and wholesome fellowship for constructive purposes through campus activities concerning community service, sports/culture, and advocacies on sociocultural-political-economic affairs.

Art. 3. Membership in Student Organizations

All bona fide students may join as members and be elected as officers of accredited Student Organizations provided that:

1. no student shall be a member of more than three organizations, and
2. a freshman may be admitted as member, but not elected as officer of an organization.

Art. 4. Election of Officers of Student Organizations

Section 1. Election Period

Election of officers for the FSC, USG, SSC, college councils, mother organizations, curricular and non-curricular organizations shall be held annually on a date to be determined by the Electoral Board of the USG and the OSA. The common date of election shall be in accordance with the guidelines for Suspension of Activities in this Handbook.

Section 2. Renewal of Recognition

All student political parties must apply for recognition from the COMELEC created by the student organization. Requirements for recognition/renewal of recognition are the following:

1. Official name and abbreviated name of the party.
2. Party affiliation with city/national/international organization.
3. Name of conveners, their courses and year.
4. Faculty adviser with signed conformity.
5. Statement of party platform.
6. Names, course/year of candidates and office they are running for; and
7. Proposed pre-election activities.

Section 3. Documents for Candidacy

Prior to filing a certificate of candidacy with the electoral committee, each candidate shall secure the following:

1. Certification from the Deans regarding residency of at least two (2) consecutive semesters in USTP prior to election. (Note: The Coordinator, OSA shall orient the candidate that if elected, s/he shall be a regular student during the entire duration of his/her term of office; and

2. Certification from the OSA that the candidate has no disciplinary record involving grave offense.

Section 4. Campaign Posters

1. Campaign Posters and propaganda materials require the COMELEC stamp.
2. The size and number of posters will be limited for each political party inside the campus, as specified by the election code set by the student organizations.
3. Posters and banners shall be placed only at the COMELEC designated areas/bulletin. Posting on trees, walls and University fences is not allowed.
4. Election campaign outside the campus in a form of radio, TV and/or newspaper ads is strictly prohibited.

Section 5. Classroom Campaign

This may be allowed provided prior permission is obtained from the office of the Academic Vice Chancellor, in consultation with the University Deans and the classroom instructor concerned.

Section 6. Campaign Period

This is allowed for one week only prior to Election Day.

Section 7. COMELEC

For purposes of supervision and coordination, all the following student organization and ELECOM processes and releases shall be endorsed to OSA/ ArCu Director for recommendation and for approval of the Vice Chancellor for Student Affairs and Services (VCSAS) such as but not limited to the following documents:

1. Names of the members of the duly recognized COMELEC.
2. The manner and conduct of election and the copy of the rules and regulations governing elections including

accreditation requirements for political parties and qualifications of candidates per their constitution & by-laws (CBL) shall be presented through a General Assembly of aspiring student leaders including students of the campus prior to its recommendation to OSA and the approval of the VCSAS/Campus Director.

3. Certified list of accredited student parties.
4. List of winning candidates for proclamation and publication.

If ELECOM fails to perform its duties and responsibilities based on the investigation conducted by OSA and/or created committee by the competent authority, OSA shall facilitate in requesting the Legislative Body composed of all the mother organization presidents (i.e., accredited college and SHS councils for the curricular and non-curricular organizations overall mother organization) to appoint their ELECOM representative. From the representatives, they shall choose their Chief Commissioner and its members.

Basis of the failure of ELECOM's roles and responsibilities shall be the following:

1. Non-compliance to the dates and timelines of the campus elections based on the existing policies (unless there is a need for postponement due to catastrophes and unprecedented events). The annual election must push through, however, through available modes including online modes.
2. Not following the approved processes and protocols.
3. Other acts that are not complied by the appointed ELECOM of the student organization based on its roles and obligations.

Therefore, the election process shall be recognized by OSA if there are no complaints and feedback received by OSA, and the appointed ELECOM by USG President has fulfilled its roles and

responsibilities. Should there be any feedback or complaint, these shall be investigated by OSA. Should these complaints or objections be found to be valid, all the declared winners of the ELECOM shall not be recognized, and the creation of a new ELECOM represented by the Legislative Body shall take place strictly observing Board approved policies.

Art. 5. Qualification of Officers

For a student to qualify to run as an officer of accredited student organizations, s/he must possess the following qualifications:

1. Must be a bona fide student at the University. A bona fide student is a full-fledged, duly registered enrollee in any of the component colleges and campuses of the University.
2. Must have complied with the school residency requirement of two (2) semesters prior to the candidacy and must not have a failing grade. Elected Students enrolled in On-the-Job Training (OJT) or Student Teaching (ST), and who will be graduating during his/her last term/semester of office are not eligible to be elected as President, Vice President, or Treasurer. Any officer who is on probation status shall no longer be eligible for candidacy for the next year.

Art. 6. Student Organization Moderator

Section 1. Qualification

With reference to the USTP Code, the moderator must be a member of the University Faculty and has a term of one (1) year, but may be reappointed for another year term, subject to the recommendation of the members of the organization and the OSA office. Moderators may include their moderator duties to their compliance of the required number of consultation hours

($\frac{1}{3}$ of unit load for instruction). In case of leave of absence, the moderator shall inform the OSA Director so that he can recommend somebody to temporarily take the place of the absent moderator, particularly during important organization activities/affairs (intramurals, USTP days, competitions involving an organization s/he is moderating) requiring his/her presence.

Section 2. Term

The moderator has a term of one (1) year, but may be reappointed for another year term, subject to the recommendation of the members of the organization and the OSA office. In case of leave of absence, the moderator shall inform the OSA Director so that he can recommend somebody to temporarily take the place of the absent moderator, particularly during important organization activities/affairs (intramurals, USTP days, competitions involving an organization s/he is moderating) requiring his/her presence.

Section 3. Responsibilities

The Moderator shall:

1. actively participate in competency enhancement activities for moderators such as general assemblies, consultation meetings, mid- year and year-end evaluations, trainings, and seminars/workshops.
2. attend student organization activities such as basic orientation seminars, general assemblies, mid-year, and year-end evaluations of the organization of which s/he is the moderator.
3. make himself/herself available for consultation by the students concerned.
4. submit a mid-year and year-end evaluation to the OSA.

5. be directly responsible (with the organization president/head) for seeing to it that all members of the organization under his/her guidance shall observe discipline and proper behavior, particularly during general assemblies, acquaintance parties, intramurals, and other large, public gatherings in the campus; and
6. act as signatory of official documents and transactions of the organization. As such, moderators shall supervise the entire activities (which are approved by competent university authority) of the organization directly under him/her.
7. accompany students who will be allowed to stay overnight in the campus.

Chapter 2. Student Activities

Art. 1. Discipline in Student Organizations' Activities

All officers of accredited student organizations and their respective organization moderators shall be jointly responsible for the implementation and maintenance of discipline among their members and participants during their activities. They must exert all precautionary efforts to prevent violent quarrels, drunkenness, fistfights, rumbles, indecent acts, and other unruly/ discourteous/ destructive behavior during their activities, particularly those involving assemblies, intramurals, concerts, and other large gatherings. To do this, they must closely coordinate with the security services in the campus and, when necessary, with the *Barangay Tanods* and the police. The coordination with the university security services, *Barangay Tanods* and the police shall be coursed through the OSA Director.

Art. 2. Duration of Student Activities

Except in meritorious cases, all student activities inside the University must not extend beyond 10:00 P.M.

Art. 3. Student Activities Documentation

Organizations should submit two (2) copies of documentation report to the OSA for every activity to be undertaken. These documents must be submitted not later than one (1) week before and after the date of the activity.

Art. 4. Suspension of Activities

One week prior to preliminary, mid-term, and pre-final; and two weeks before final examinations, all student organizations activities shall be suspended.

Art. 5. Financial Accountabilities

All student organization officers are authorized representatives of campus organizations. As such, they are individually and jointly accountable for all financial obligations and liabilities of the organization, including payment in full of debts to the University, associations (like Parents-Teachers Association and USTP Alumni Association) faculty members or students which were incurred by the organization during the tenure of the said officers. The student organization shall submit the financial statement of the previous activity as requirement of the new activity. The student organization official who fails to comply with financial accountability requirements shall be subjected to sanctions as stipulated in the student code.

Art. 6. Posting/Display of Announcements and Notices

Section 1. Allowed Materials

The following materials are allowed for posting/hanging in designated areas within the university campus: flyers/Handbills – newsprint or bond paper; posters – must be within a maximum size of ½ Carolina or ¼ Manila paper; streamers must not be

longer than 3 meters. The use of tarpaulins is discouraged for environmental reasons.

Section 2. Number of announcements allowed

For regular, emergency, committee meetings and general assemblies, 4 posters are allowed but streamers are not allowed. For major activities/project involving the entire student body or the whole USTP community – 4 posters and 1 canvas streamer are allowed.

Section 3. Posting Procedure

The activity must be registered at the OSA, where applicable. The announcements must contain the following: name of the sponsoring group/s; kind of activity to be undertaken; actual date of the activity; venue of the activity. The announcements must be presented to the OSA for approval by the Director, recording and stamping. The approved announcements should only be posted/hanged on designated places.

Section 4. Removal of Announcement

All groups are responsible for removing their respective announcements within the school premises one day after the said activity has been conducted. Posters posted in designated areas without the approval of the OSA Director and those posted in prohibited areas shall be removed immediately by those who posted them or a staff from the OSA office.

Art. 7. Inviting External Guests

An organization can invite guests to the university as resource persons in seminars, symposia, or lectures. A letter requesting permission for the conduct of the seminar, bearing the title of the seminar and the name of the guest speaker, should be addressed

to the Vice Chancellor for Student Affairs and Services (VCSAA), through channels. Approval shall be sought prior to the conduct of said seminars/symposia/conferences. The following guidelines are to be followed:

1. Thank the guest for accepting the invitation through a letter to make it formal and official. Include in the “Thank You” letter the provisions that the organizers will provide.
2. Provision of transportation service, accommodation, meals, etc.
3. Ambassadors and top government officials like cabinet members should be given utmost deference, such as meeting them at the main entrance, or at the driveway entrance when they arrive, making necessary reservation of parking space, and arranging a courtesy call on the University President accompanied by the Security Officer for necessary security arrangements.
4. The invited guests shall be provided by the organizers with ushers/usherettes especially those who are not familiar with the campus unless otherwise the guests have other preferences.
5. The usher/usherette should be alert for the arrival of guests and should introduce himself/herself to the guest(s).
6. The organization’s faculty moderator must always be consulted especially when inviting dignitaries to ensure that proper protocol is observed.
7. The organization should strive not to inconvenience the guest and must therefore start the program on time. Foreign and national officials are very busy people. One very important tip: anticipate the time the participants will settle down and adjust the official time for your guest to arrive. It might be even helpful to emphasize that the participants shall be in the venue properly seated at least 15 minutes before the program starts.

8. It is essential that the student assigned to introduce the important guest to be accurate in presenting the guest's bio-data. Nothing can be more embarrassing when one doing the introduction makes a mistake in the guest's name – more so, in pronouncing the name – or mumbles while reading the bio-data. The one doing the introduction should always be respectful, appropriate, and proper in addressing the guest.
9. The guest shall be offered a meal either before or after the activity or as preferred by the guest. Booking for the use of conference room for luncheon for VIP visitors shall be done in advance. The organizer shall ensure close coordination with the person in-charge.
10. The student assigned to usher the guest shall engage him/her in a conversation during waiting moments or during meal, endeavor to invite key university officials to be with the guest, and as much as practicable, the officials to be invited are those whose office or functions are related to the activity.
11. Make sure that the guest is escorted back to the vehicle at the end of his/her engagement.
12. Send a formal "Thank You" letter or note after the activity. This could establish goodwill between your organization and your guest.

Art. 8. Intramurals, Sports, and other Vigorous Activities

Section 1. Proof of Physical Fitness

If applicable, a participant in a vigorous activity may be required to present a medical certificate of fitness to the Activities Chairman for him/her to be allowed to participate in the said activity.

Section 2. Parents' Consent.

As a requirement for participation in a physically strenuous activity, students must present a written consent from their parents or guardians. The form can be secured from the OSA office.

Section 3. Safety of Students

The safety of the students and everyone participating in the intramurals, sports and other physically strenuous activities is a paramount responsibility and concern of USTP. Although safety-related problems during said activities have so far been very seldom, still it is incumbent upon the Activities Chairpersons and every Activity Manager to be constantly alert, capable, and well-prepared to effectively respond to any critical situation arising from such activities.

Section 4. Inspection of Activity Site and Facilities

In coordination with the Auxiliary Services Director and the OSA Director the Activity/ies Manager should spearhead the ocular inspection of the suitability of the activity venue and the safety status of the facilities therein at least a day before the activity. For instance, inspection must cover potential problems concerning open manholes, hidden humps, soft soil, loose gravel, weak foundation/braces/hinges of soccer and basketball goals, slippery floor, and highly inflammable materials in the vicinity.

Section 5. Activity Management/Supervision

The Activity Manager must be physically present during all activities under his/her supervision to personally ensure the prevention or prohibition of the following:

1. Unsafe Props/Equipment. No explosives, highly inflammable, sharp, pointed, bladed, or thorny objects shall be allowed as props/equipment in any activity.
2. Extremely Strenuous Physical Exertion. Activities like cheer/group/individual choreographic presentations must not include acrobatic or extremely strenuous physical movements that will endanger the life and limb of the performers or spectators.
3. Short Circuits/Faulty Wiring. All electrical gadgets used at the site must be thoroughly checked before any activity to detect short circuits/faulty wiring and prevent circuit overloading/combustion/overheating/explosion that might result in accidents.
4. Disruptive Behavior. Through the security staff, the following individuals (performer, player or spectator) shall be immediately reported, identified, apprehended by the security guards/*Barangay Tanod*/police and escorted away from the activity or denied entry into the campus: those carrying deadly weapons, incendiary materials, illegal drugs or liquor; those under the influence of illegal drug or liquor; those using foul or abusive language against co-participants/players or event officials; those who start or instigate a fight; those who intentionally use rough playing to injure others; trouble-makers and noisy hecklers; other disrespectful persons who, in any manner, seriously disrupt an activity.

Section 6. Emergency Cases

Under the direct supervision of the Activities' Chairman, the activity manager must personally coordinate and cooperate with the University medical staff, transportation services unit, and student volunteers in seeing to it that the following concerns are properly addressed/prepared for:

1. Immediate medical attention is a top-priority responsibility and concern of every activity/event manager.
2. There must always be a readily available and fully furnished first- aid kit in the vicinity of an activity. First aid tents/booths equipped with beds/chairs/stretchers shall be installed in strategic places where the medical staff and trained Red Cross student volunteers can promptly treat patients.
3. Should activity participant be injured, the activity manager must immediately stop the activity and protect the injured individual from further injury.
4. As much as practicable, first aid treatment shall be immediately administered only by trained individuals.
5. However, if there is a suspected head, neck, or spinal injury, no one must be allowed to move the injured and the University medical staff must be immediately notified.
6. There must be quick coordination between the University Physician or his/her duly authorized representative and the Director, General Services, or his/her duly authorized representative in case of a need to transport the injured to a hospital. Hence, the activities chairman, through the OSA Director, should coordinate with the office of the Vice Chancellor for Finance and Administration (VFA), or his/her authorized officials, so that the medical staff and concerned transportation services personnel will be officially directed to render service for the entire duration of the activities and, if necessary, render overtime work with pay, where applicable.

Section 7. Emergency Exits/Passages

An on-site, pre-activity inspection will be conducted by the OSA Director, the Sports Education Unit Head, the USG Moderator, and the Activities Manager to ensure sufficient spaces for quick,

unimpeded exit or escape passage for individuals and groups in case of fire, stampede, or any emergency.

Section 8. Fire Extinguishers

In coordination with the Auxiliary Services Director and the OSA Director, all Activity/ies Managers shall ensure that fire extinguishers/hydrants must be readily available and usable in case of fire particularly during indoor activities. They shall determine if this equipment still work prior to the conduct of any activity.

Art. 9. Students' Overnight Stay in Campus

Section 1. Campus Curfew

Except in highly meritorious cases, students shall be prohibited from staying in the campus beyond 10:00 o'clock in the evening.

Section 2. Request for Permission to Stay Overnight

Students who are officers/members of organizing/coordinating committees of the various school activities may be allowed to stay and work overnight inside the University campus, if and only if necessary. The letter request of the President/Head of the organization, recommended by the Organization Moderator, for approval by the VCSAA, shall enumerate the following: specific purpose of the overnight stay; dates when they need to stay overnight; full names of the students who will stay overnight; venue where they intend to work overnight; and written consent from their parents/guardians.

Art. 10. Fund-Raising Activities

Section 1. General Provisions

1. Major fund-raising activities are those involving Php 25,000.00 to a maximum of Php 50,000.00 worth of investments whether monetary or in kind. Concerts inside/outside the University and movie premiers whose investment requirements fall within this range are considered major fund-raising activities.
2. The project proposal, which shall contain the recipient of the proceeds, among others, is duly recommended by the organization moderator, must be submitted to, and approved by the OSA or Arts and Culture (ArCu) office, where applicable, at least one (1) month before the event.
3. The use of tickets and proceeds, i.e., the manner in which the profit will be used, should be cleared first with the OSA/ArCu office.
4. All tickets (including complimentary tickets) must be pre- numbered and registered with the OSA or ArCu, where applicable.
5. A copy of the tickets, solicitation forms and other materials that may be used in conducting the said fundraising activity should be on file with the OSA or ArCu office, where applicable for accounting and auditing purposes.
6. A financial report of the said activity, attested by the organization moderator, must be submitted to the OSA or ArCu office, where applicable, by the Organization's Treasurer within two (2) weeks after termination of the activity. All unsold tickets must be submitted together with the financial report for auditing purposes.
7. The sale of brand items, such as those, which are produced by profit institution; products from charitable agencies or any university or college unit; and food or perishable items, must be cleared first by the OSA office.

Section 2. Major Fund-raising Activities which Involve Solicitations

1. Accomplish a Project Proposal Form for Major Fund-Raising Activity (duplicate copies), and have it approved by the OSA or ArCU Director, where applicable.
2. Secure approval from the OSA or ArCU Director by submitting the duly accomplished project proposal (duplicate copies) recommended by the Organization Moderator. Attach the approved project proposal form to the solicitation letter, as well as the copies of the draft memorandum of agreement, with the different parties involved (including the beneficiaries indicating the terms of agreement, sponsors, etc.).
3. Formalize agreement with the parties concerned regarding the project by way of written agreement duly signed by the authorized representatives (having the agreement notarized is encouraged). Never attempt to formalize the negotiations if there is no approval from the OSA or ArCU Director.
4. Start working on the solicitation letters. This is the only time when the organization can start seeking for sponsors once the organization has been guaranteed full clearance by the OSA or ArCU office. Sponsors usually require two months of notice for solicitations, since they also have to undergo certain procedure before a decision can be made. It is therefore wise to set allowance at least two months to work in the preparation like printing of tickets, posters, and the like.
5. Secure approval or permit from other concerned government agencies where the activity shall be held when deemed necessary. Submit a copy of the permit to the OSA office or ArCU office at least two weeks before the conduct of the activity.

Section 3. Minor Fund-Raising Activities

Minor fundraising activities refer to those activities involving less than Php 10,000 worth of investment. All minor fund-raising activities are to follow the same procedures for approval in any regular activity. However, the organization must accomplish the project proposal form similar to the major fund-raising activity.

Section 4. Fund-Raising through Raffle

If a fund-raising activity is done through a raffle, the prizes to be offered for the raffle must be displayed at the designated area in the campus. The OSA or ArCU Office must be informed of the duration of the raffle. Any extension of the raffle duration shall be subject to the approval of the VCSAA upon recommendation of the OSA/ArCU Director. The list of the winners must be placed on the bulletin board in the campus.

TITLE SIX. STUDENT SERVICES

Chapter 1. Scholarship Services

The University provides various scholarships and educational assistance/grants to deserving students as provided by law, by external sponsors, and as prescribed by the University, subject to general policies and guidelines.

Art. 1. Responsibilities of Scholar/Grantee

The scholar/grantee shall be responsible for the following: maintain the minimum GPA required by their respective scholarship/educational assistance programs; submit a copy of his/her grades within 3 weeks after every semester to his/her scholarship sponsor; and complete all subject requirements within the semester in order not to receive an incomplete (INC)

grade, which can serve as basis for the discontinuance of the scholarship/educational assistance/grant.

Art. 2. Termination of Scholarship /Educational Assistance/ Grant

The scholarship/educational assistance/grant can be terminated based on the following conditions: failure to maintain the minimum GPA required by the university/sponsor, where applicable; or found guilty of committing an academic first (1st) offense or a non-academic grave offense.

Art. 3. Extension of Entitlement to Scholarship/ Educational Assistance/ Grant

Subject to the discretionary prerogative of the sponsor, the period of entitlement may be extended in case the scholar's/grantee's failure to meet the requirements of the program is due to circumstances beyond his/her control such as, but not limited to, serious and prolonged illness, or failure/unreasonable refusal of teachers to give grades.

Chapter 2. Arts and Culture

The USTP Charter (RA 10919, Sec. 49) stipulates that USTP must “promote and preserve culture and arts, especially local practices and rites and indigenous practices of Mindanao, and to develop talents of students and University personnel alike.” The Arts and Culture (ArCu) division formulates, implements, evaluates, and enhances programs aimed at tapping the potentials and developing the talents of the students in the humanizing fields of arts and culture.

Chapter 3. Library

The library, as a learning resource center, is a vital partner of instruction and research. Its services include the e-library facilities and online journal subscription, among others. It is classified into undergraduate, graduate, and electronic libraries.

Art. 1. Undergraduate Library

The Undergraduate Library is open from 8AM to 8PM in USTP CDO and 7AM to 5PM in USTP Claveria with no noon break during Mondays through Saturdays.

Art. 2. The Graduate Library

The Graduate Library is open from 9:00 A.M. to 6:00 P.M. with no noon break during Mondays through Saturdays.

Art. 3. The E-library

The E-library is open from 7:30 A.M. to 6:00 P.M. with no noon break during Mondays through Saturdays. The services of these three libraries will be extended up to 10:00 o'clock in the evening, Mondays through Saturdays, one week and two weeks prior to Midterm and Final examination, respectively. Noon break is observed during semestral break. Borrowers who do not return the books on time shall be penalized with corresponding fines. The USTP Claveria Library will be closed on weekends.

Chapter 4. Registrar's Office

The Registrar's Office coordinates the activities pertaining to registration, transfer, and graduation of students.

Chapter 5. Guidance Services Unit

Guidance Counselling is an integral part of the educational development of the students. The unit seeks to assist and guide,

through appropriate counseling, the students so that they would become young citizens who would be emotionally, mentally, and psychologically stable. The following are the various services offered to the students: information, counseling, testing, follow-up, and individual inventory.

Guidance Counseling is an integral part of the educational development of the students. The unit seeks to assist and guide, through appropriate counseling, the students so that they would become young citizens who would be emotionally, mentally, and psychologically stable. The following are the various services, among others, offered to the students: information, counseling, testing, follow-up, and individual inventory.

Chapter 6. Medical and Dental Services (MDS)

To ensure that students who need medical/dental attention are adequately attended to, the University provides medical and dental services from 8:00 A.M. to 5:00 P.M. Mondays through Saturdays.

Chapter 7. Sports and Physical Wellness Program

Through the Sports Office, the University seeks to inculcate in the students the value of wholesome physical development through active participation in sports and physical wellness programs with the end in view of striking a balance between intellectual growth and physical well-being.

Chapter 8. Security Services

To ensure the safety of the students in particular, and everyone inside the campus in general, the University has contracted the security services of a professional, government accredited security agency.

Chapter 9. Cafeteria Services

The cafeteria serves well-balanced and reasonably priced meals to meet the nutritional needs of its customers/clientele. Catering services for birthday parties, weddings, seminars, and other special occasions may be availed of through advanced reservations at the cafeteria management.

Chapter 10. ID Replacement

In case of lost ID, the student can submit an affidavit of loss at the OSA office and request for a new ID.

Chapter 11. Diploma Replacement

In compliance with BOR Resolution No. 31, s. 2018, the USTP, through the proper channels, authorizes the replacement and change and/or correction of diploma in certain limited cases such as loss or damage to the original and legal correction and/or change of names. When requesting a duplicate or replacement diploma, please note the following:

1. An applicant for a diploma replacement must complete and return an application for duplicate/replacement diploma form.
2. Verification of your signature by a Notary Public is required.
3. Replacement of diplomas will be processed upon receipt of the completed application form and its attachments.

Art. 1. Loss or Damage: Duplicate Diploma

1. The applicant for a duplicate diploma must provide a notarized statement regarding the loss of or damage to the original.

2. The person requesting the duplicate must certify on the application for duplicate/replacement diploma form that the duplicate will be returned if the original is ever found.
3. The duplicate diploma, when printed, will be marked “*iteratum*” or “*duplicate*.”
4. No duplicate will be printed until at least one year has elapsed since the loss unless the original is known to have been destroyed by fire, flood, or similar cause.
5. If the original diploma is damaged, then the applicant must return as much of the diploma as has been salvaged.

Art. 2. Change or Correction of Name: Replacement Diploma

A student's “name-of-record” at USTP is defined as the legal name under which the student was admitted to the University. Legal name is defined as that name verified by a birth certified date (Security Paper from the National Statistics Office/NSO authenticated Birth Certificate), and/or marriage certificate.

1. Students wishing to change or correct their name in their official academic record from the name of record under which they were admitted to the University may request for the following:
 - a. Major Change. Name changes which require court proceedings and judicial action must provide the registrar with any of the following: 1) SECPA stating their new legal name. The Security Paper technically termed as SECPA and in layman’s term the NSO authenticated birth certificate, also recorded in the Civil registry, is an official release of the National Statistics Office and therefore serves as legal basis for modification of spelling on family, first or middle names; 2) certified copy of the Final Decree for Change of Name; 3) Notarized Same Name Affidavit.
 - b. Minor corrections in name (e.g., spelling corrections from Lambunao to Lambonao) may

also be made upon presentation of the NSO authenticated corrected Birth Certificate. In such instances, the student may be expected to provide other pertinent documentation such as a current driver's license with photo, social security card, or any valid identification.

2. The original diploma must be returned.
3. Upon receipt and verification of the specified documents, the registrar will change or correct the student's name in the student's official academic record. "Official academic record" is defined as USTP's computerized student information system (PRISM/MEIS).
4. Upon payment of the applicable fee, the university will reissue a diploma for a graduate whose name has been legally changed/corrected.
5. The new diploma will be issued on the form currently in use with the date of the original diploma. The diploma will carry the mark "Reprinted per BOR Resolution number, Series" printed in the lower left-hand corner of the diploma. This resolution will stipulate that authority is vested upon the appropriate officials of the University to sign diplomas in lieu of original signatories who have retired, resigned, or died, or are no longer empowered as such.

Chapter 12. Affirmative Action Program

Republic Act No. 10931, known as the "Universal Access for Quality Tertiary Education Act of 2017" recognizes the inalienable right of all Filipinos to quality education and thus protects and promotes the right of all Filipino students to accessible quality education. The USTP Affirmative Action Program enforces the intent to promote social justice and the advancement of nation building.

Art. 1. Objectives (adapted from RA 10931)

1. to provide adequate funding and such other mechanisms to increase the participation rate among all socioeconomic classes in tertiary education.
2. to provide all Filipinos with equal opportunity to quality education in both private and public educational institutions.
3. to give priority to students who are academically able and who come from poor families.
4. to ensure the optimized utilization of government resources in education.

Art. 2. Implementing Mechanisms

1. Organizational/ Administrative Support. An Affirmative Action Program Coordinator under the direct supervision of the Office of Student Affairs (OSA) shall be assigned to facilitate all Affirmative Action Program-related concerns covering administrative, financial, and academic aspects.
 - a. The AAP Coordinator shall be the repository of all information regarding the students admitted under the Affirmative Action Program.
 - b. Support systems such as student organizations, counselling, etc. shall be established by the OSA to be facilitated by the AAP Coordinator.
 - c. The AAP Coordinator may implement initiatives such as research, policy formulation, and collaborations with government offices (NCIP, NCFRMI, DSWD) to further develop the program and improve the university's strategies towards accessible quality education.
 - d. A monitoring system shall be enforced to ensure that privileges are enjoyed by the AAP students.

2. Affirmative Academic Policies

- a. Admission. Applicants who fall under the AAP qualifications shall be given the following considerations:
 - i. Admission applicants whose scores are 5 points below the cut-off score of the Program they apply for shall be admitted to the USTP.
 - ii. Applicants will be admitted on a first come per serve basis, with AAP slots capped at 5% of the total number of slots allotted per program.
- b. Selective Retention Assistance. AAP Students shall be given the following options to assist them in completing their chosen academic programs:
 - i. Additional assignments/learning tasks to augment/make up for low grades that might lead to removal from the program.
 - ii. Attend courses as audit students (5 per class) to enhance their academic skills, knowledge, and capabilities in preparation for their regular course work.

Chapter 13. Admission for Special Talents and Skills (ASpecTS)

As an enhancement to the USTP Affirmative Action Program, the Admission for Special Talents and Skills (ASpecTS) is a special admission policy that aligns with Section 49 of RA 10919 which promotes the preservation of Philippine Culture and Arts. The program shall be extended to talented students in the field of sports, arts, and technical skills but did not reach the cut-off score.

Art. 1. Qualifications

1. Exemplary performance in any of the following: dancing, singing, visual arts, theater arts, literary arts, any artistic craft, sports, skills, or talents in technology-related work
2. Diligence in working tasks related to the skill/s identified
3. Good moral character
4. Interest to pursue a bachelor's degree
5. Willingness to be trained

Art. 2. Categories for Special Skills and Talents

1. Sports. Applicants who exemplify an outstanding performance in any competitive sports shall be given admission to the university after evaluation and recommendation by the committee spearheaded by the Director of Sports.
2. Arts. This admission privilege is given to applicants who are outstanding in visual, music, dance, theater, literary and other arts and culture related talents and skills.
3. Evaluation and recommendation shall be spearheaded by the Director of Arts and Culture.
4. Technical. Applicants who manifest outstanding skills in technical related work such as but not limited to computer, automotive, electronics, and machine among others, shall be allowed admission to the university after careful evaluation and recommendation by the committee spearheaded by the chair of the program the applicant is deemed fit.

Art. 3. Processing and Accepting of Applicants

1. Applicants shall submit requirements to the identified head of the category for admission affirmative action.
2. The head will call a committee for evaluation. The committee shall be composed of the following:
 - a. Head of the category (Director for Sports, Director for Arts and Culture, College Dean for the technical skills applied)
 - b. Dean of the College concerned
 - c. Chairperson of the program the applicant chooses to apply
 - d. A faculty expert on the field/category applied
 - e. Admission Head
3. The committee evaluates the requirements of the applicant in terms of validity and completeness.
4. The following shall be applied in the ranking of applicants:
 - a. Evaluation of Performance – 70%
 - b. Academic – 20%
 - c. Behavior – 10%
5. There shall be at most one hundred (100) slots allocated for each category for the school year per campus to those who did not qualify for the cut-off score.
6. The Admission and Scholarship Office submits the recommendation for approval by the Chancellor of the University or the Campus Director.
7. Students granted admission shall be notified through mail.

Art. 4. Requirements for Application

1. Certificate of Awards/Training/Participation in events or competitions
2. Two letters of recommendations from competent authorities (coach, moderator/adviser, principal, subject teacher) belonging to the category the applicant applies for. The guide questions will be provided to the applicants for the recommendation letters.
 - a. How long have you known the applicant?
 - b. Describe his/her exemplary performance (talent or skill).
 - c. How is his/her attitude?
3. Certificate of good moral character
4. Letter of Intent signifying interest to join the University, willingness to be trained and desire to pursue a bachelor's degree

Art. 5. Guidelines for the Monitoring of Admission Privilege

1. Each head shall conduct an orientation to the grantees.
2. The monitoring tool shall be determined by each head of the identified categories.
3. The head of the respective categories shall be responsible for the monitoring of the students accepted to admission affirmative action program and shall have the following responsibilities:
 - a. Ensure that the student applies to non-board programs of his/her choice to those who were not able to reach the cut-off score
 - b. Monitor the student's participation to trainings and activities required of the development of his/her professed skills and talents

- c. Conduct a regular performance evaluation of grantees; and
 - d. Other duties inherent to the monitoring of this special privilege.
- 4. The grantee shall maintain and uphold standards of the University as well as participate in the development of his/her talents or skills and shall be expected to do the following:
 - a. Maintain good relationship with his fellow, mentor, and the rest of the members of the academic community.
 - b. Attend trainings and sessions required for the development of talents and skills.
 - c. Abide by the duties and responsibilities required in the development of his/her talents and skills.
- 5. Grantees who fail to abide with these duties and responsibilities shall be subject for termination of the ASpecTS grant and privilege.

Please refer to the Admission Handbook.

TITLE SEVEN. APPENDICES

APPENDIX I. DRESS CODE POLICY FOR STUDENTS

No student shall be discriminated against and denied admission to the University by reason of sex (gender), nationality, religion, political affiliation, or physical disability (RA 10919, Section 47).

Students with religious dress restrictions are allowed to modify their uniform designs.

1. Gender identity: Man

Those who identify themselves as men are prohibited from wearing the following while inside the university campus:

- a. Sleeveless shirts
- b. Torn and tattered jeans
- c. Rubber slippers
- d. Earrings
- e. unnatural hair colors (e.g., blue, violet, yellow, red and the like)

2. Gender identity: Woman

Those who identify themselves as women are prohibited from wearing the following while inside the university campus:

- a. tube/spaghetti strap/ halter/ backless/ “peek-a-boo” blouses
- b. Torn and tattered jeans
- c. Short pants
- d. Micro miniskirts
- e. See-through attire
- f. Plunging neckline blouses
- g. Midriff (“heaven”) blouses
- h. Rubber slippers
- i. unnatural hair colors (e.g., blue, violet, yellow, red and the like)

APPENDIX II. CAMPUS JOURNALISM

1. The student writer/journalist of an article in the school paper shall continuously strive to be unbiased and accurate in her/his writings; bearing in mind personal responsibility for everything she/he publishes.
2. The student journalist should reveal her/his identity as a representative of the student press before obtaining interview for publication.
3. The editor of the school paper shall not exclude a student's point of view solely because it is contrary to the editorial policy.
4. The editor shall apologize for whatever mistakes printed in the school paper.
5. The student journalist shall respect all confidences regarding source of information and private documents. S/he shall not falsify information or documents or misrepresent the facts.
6. The student journalist should be familiar with the laws, rules, and regulations relative to campus journalism and/or freedom of expression.
7. The student journalist shall be familiar with the Intellectual Property Code of the Philippines and anti-plagiarism concerns.
8. Everyone concerned must be familiar with the provisions of Republic Act No. 7079 "An Act Providing for The Development and Promotion of Campus Journalism".

APPENDIX III. DRUG-FREE USTP

Declaration of a Drug-free Campus

The Drug Free Committee headed by the Chairperson (VCSAS) shall strive to implement the Drug-free USTP program with all its activities and projects. A drug-free campus is a declaration of the government to USTP as clear of drugs that has been subjected to the conduct of the drug testing and with the following

parameters, among others: non-availability of drug supply; absence of drug user/dependent; absence of drug pusher; and existence of drug awareness, preventive education and information, and other related programs. The DFC Chairperson shall submit reports to CHEDRO and endeavor for USTP to be declared by CHED as drug-free.

I. Policy Statement and Goals

USTP continues to make efforts in creating an environment conducive for learning, thus, mechanisms and programs that promote a “Drug-free USTP” will be implemented aligned with the CMO No. 64, s. 2017 and CMO No. 18, s. 2018, in accordance with Section 8 (n) and (o) of RA 7722, the Higher Education Act of 1994 as amended, in relation to Section 36 (c) of RA 9165, the Comprehensive Dangerous Drugs Act of 2002.

The goals of the program are to:

1. encourage students to develop and engage a healthy and responsible lifestyle
2. prevent and deter drug use and abuse
3. provide assistance and intervention with reducing or eliminating substance use in students’ life
4. heighten students’ awareness of the ill-effects of drug use

II. Scope and Coverage

The policy shall cover all undergraduate students.

A. Education and Awareness Program

1. Orientation and information dissemination. An orientation shall be conducted before the actual drug testing and included in the Freshmen Orientation Days.

2. Drug Symposium. The Medical Unit shall coordinate with PDEA and/or DOH for the conduct of a drug symposium (least once a semester)
 3. Integration of Drug Prevention in the National Service Training Program (NSTP). The curricula shall include drug abuse prevention and control (scope as specified in Art. IV of RA 9165).
- B. Mandatory Random Drug Testing Program
1. Composition of the Drug Testing Committee. The drug-free committee and the selection board shall be composed of the Director of Student Affairs as the drug-testing coordinator (DTC) with selection board members: Faculty Association President, University Student Government President, Parents-Teachers Association President.
 2. Unannounced Schedule of Drug Testing. The Chancellor schedules the drug testing and shall only inform the DTC and the University Physician. The DTC coordinates with the University Physician who shall then arrange for the DOH-accredited drug testing laboratory which may be scheduled for 3 straight days to accommodate the volume of students.
 3. Random Selection of the Students
 - a. The selection board shall ensure that the method and process for the selection of the students to be subjected for drug testing is random (CMO 64 s 2017, 2.6 of Art. II), unbiased and without suspicion.
 - b. To ensure the representativeness of the sample, stratified sampling method will be employed on a pro-rata basis with the actual population. To get the number of students to constitute as sample, the Slovin's Formula shall be used:
 - c. The list of officially enrolled students shall constitute the sampling frame. Random numbers will be generated using the SPSS

- d. Randomly selected students will be notified by OSA of the schedule of the drug testing. The letter shall also specify that results will be dealt with confidentiality and that should they divulge the results after the screening with anybody, positive or negative, it will be at their own risk.
- e. The University Physician shall supervise and oversee the actual drug testing.
- f. Confidentiality of Results. Drug testing results in accordance with Dangerous Drug Board (DDB) Board Regulation No.6, s. 2003 and No.3, s. 2009 shall be treated with utmost confidentiality and shall not be used in any criminal proceedings. No results shall be published or posted whether positive or negative. Any member of the committee or of the University community violating the rules of confidentiality of results and selection shall be liable and dealt with appropriately.
- g. Refusal to be subjected to Drug Testing or No-show and the penalty. A randomly selected student who refuses to submit himself/herself for drug testing without any valid reason will be subjected to disciplinary sanction and may be penalized with a 3-day Suspension. Subsequent refusal shall result in dismissal from the University.
- h. Results of the Drug Test. The DOH-accredited facility shall report within 10 calendar days to DTC, including the confirmatory result of those found positive in the screening test.
- i. If a student is “confirmed” to be using a dangerous drug, the DTC shall conduct a case conference with the parent and the student and coordinate with the DOH-accredited physician or facility following the provisions in Sec 4 (d) of Dangerous Drug Board No.3 s 2009.

- C. Training for All University Guidance Counselors, members of the DTC and the Physician
 - 1. The Guidance Unit shall include in their counseling program the Peer- to-Peer Life Coaching Program. With the view that students confirmed to have substance abuse needed help.
 - 2. Guidance Counselors shall persevere to encourage the Faculty members (including students) to refer students they suspect or have personally known to have substance abuse for appropriate intervention. These referrals are dealt with utmost confidentiality.
 - 3. The Guidance Unit shall also establish a mechanism on handling self-confessed drug dependents. The same intervention may be provided as those found to be positive where deemed appropriate. The Unit shall strive to campaign for possible drug dependent students to seek help and be helped by their Counselors.
 - 4. OSA shall require student organizations for accreditation, to include in their Annual Work and Financial Plan their projects/activities or programs aligned to advocating against use of prohibited drugs. No student organizations will be reaccredited without the implementation of the drug-free projects/activities or programs the school year prior to the request. The Annual Kahamili Awards shall recognize “Best Campaign for Anti-Drug Use.” The award will recognize an organization/s that has conducted activities which helped in increasing awareness on the harmful effects of drugs among their peers, etc.
- D. Prevention and Control Initiatives
 - 1. To prevent prohibited drugs from entering or being brought inside the campus, each student, personnel, and guest shall go through a bag and/or car inspection to be conducted by the security personnel. Anyone who refuses to subject themselves or their cars and/or their belongings for inspection should not be allowed to enter the campus.

2. The Activity Manager must be physically present during all activities under his/her supervision to personally ensure the prevention or prohibition of disruptive behavior. Through the security staff, the following individuals (performer, player, or spectator) shall be immediately reported, identified, apprehended by the security guards/barangay tanod/police, and escorted away from the activity or denied entry into the campus those carrying illegal drugs (10.3.4.1). The student organization moderators shall also function like an activity manager during major events, i.e., intramurals, assemblies, gatherings of the students.
3. Any Faculty member or university employee, is deemed a person in authority if they are in the campus or within its immediate vicinity, or even beyond such immediate vicinity if they are in attendance at any University or class function (RA 9165 Art. IV Sec 44) and if they discover or finds that any person in the school or within its immediate vicinity is liable for possession, selling and/or using drugs, shall have the duty to report the violators to the Chancellor, immediate superior or security personnel who shall, in turn, report the matter to the proper authorities. Failure to do so in either case, within a reasonable period from the time of discovery of the violation shall, after due hearing, constitute sufficient cause for disciplinary action by the school authorities.

As per Students' Rights on admission without discrimination, the certified and reformed drug users shall not be discriminated against.

However, disciplinary process and procedures shall be implemented for grave non-academic offenses which include the bringing of prohibited drugs into the campus will have the student be penalized with expulsion on his/her first offense. A similar penalty shall be meted out for an offense committed by students for entering the campus under the influence of

prohibited drugs/controlled substances, such as shabu, marijuana, rugby, cocaine, and others as those identified and listed in RA 9165 or Comprehensive Dangerous Drugs Act of 2002.

APPENDIX IV. POLICY AND GUIDELINES ON SEXUAL HARASSMENT

A. Introduction

Pursuant to RA 7877 (Anti-Sexual Harassment Act), the University shall prevent or deter the commission of acts of sexual harassment. To this end, the following policy and guidelines are hereby adopted to prescribe the proper decorum of all concerned and for the resolution, settlement and/or disposition of sexual harassment cases.

B. Policy Statement

1. The University shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, and uphold the dignity of workers, employees, applicants for employment, students or those undergoing training, instruction, or education. Towards this end, all forms of sexual harassment in the employment, education or training environment are hereby declared unlawful. Further, the University commits to provide a work environment supportive of productivity, wherein all officials, employees and personnel are treated with dignity and respect, and will not tolerate any and all forms of sexual harassment.
2. The University believes that employees, personnel, and students should be afforded the opportunity to work and study in an environment free of sexual harassment. Sexual harassment is a form of misconduct that

undermines the employment relationship and the learning process. No employee, personnel, or students, either male or female, should be subjected verbally or physically to unsolicited and unwelcome sexual overtures or conduct.

3. The University will not tolerate any behavior that amounts to sexual harassment, and any officer or employee found to have committed sexual harassment shall be subjected to disciplinary action, up to and including dismissal from government service.
4. The University shall adopt mechanisms to help the alleged victim of sexual harassment which may include counselling, referral to an agency offering professional help, and advice on options available before the filing of the complaint.

C. Definition of Sexual Harassment

1. Sexual harassment refers to any behavior that is not welcome, that is personally offensive, debilitates morale and, therefore, interferes with work or learning effectiveness. Such behavior may be in the form of unwanted physical, verbal, or visual sexual advances, requests for sexual favors, and other sexually oriented conduct which is offensive or objectionable to the recipient, including, but not limited to: epithets, derogatory or suggestive comments, slurs or gestures and offensive posters, cartoons, pictures, or drawings.
2. Work, education or training-related sexual harassment is committed by an official, employee, personnel, teacher, instructor, professor, coach, trainer, or any other agent of the University, or any other person, who, having authority, influence or moral ascendancy over another in a work or training or education environment, demands, requests or otherwise requires any sexual favor from the other, regardless of whether the demand, request or

requirement for submission is accepted by the object of said act.

3. In a work-related or employment environment, sexual harassment is committed when:
 - a. The sexual favor is made as a condition in the hiring or in the employment, re-employment, or continued employment of said individual, or in granting said individual favorable compensation, terms of conditions, promotions, or privileges; or the refusal to grant the sexual favor results in limiting, segregating, or classifying the employee which in any way would discriminate, deprive, or diminish employment opportunities or otherwise adversely affect said employee/personnel
 - b. The above acts would impair the employees/personnel's rights or privileges under existing laws; or
 - c. The above acts would result in an intimidating, hostile, or offensive environment for the employee/personnel.
4. In an education or training environment, sexual harassment is committed:
 - a. Against one who is under the care, custody, or supervision of the offender
 - b. Against one whose education, training, apprenticeship, or tutorship is entrusted to the offender
 - c. When the sexual favor is made a condition to the giving of a passing grade, or the granting of honors and scholarships, or the payment of a stipend, allowance or other benefits, privileges, or considerations; or
 - d. When the sexual advances result in an intimidating, hostile or offensive environment for the student, trainee, or apprentice.

D. Coverage

1. This policy and guidelines cover all officials, employees, and personnel in the University, whether in the Career or Non-Career Service, holding positions under permanent or temporary status, including personnel under Contract of Service (COS), Job Order (JO) and other similar schemes and including applicants for employment or hiring after the application has been received by the University.
2. This policy and guidelines shall also cover students at the University who complain of sexual harassment.
3. Administrative sanctions shall not be a bar to prosecution in the proper courts for unlawful acts of sexual harassment.
4. Nothing in these guidelines shall preclude the victim of work, education, or training-related sexual harassment from instituting a separate and independent action for damages and other affirmative relief.

E. Sexual Harassment as an Administrative Offense

Under Section 51 of the 2017 Rules on Administrative Cases in the Civil Service (RACCS), acts of sexual harassment constitute administrative offenses, as follows:

1. Grave Offenses – punishable by dismissal from the service shall include, but are not limited to:
 - a. unwanted touching of private parts of the body (inner thighs, genitalia, buttocks, and breast)
 - b. sexual assault
 - c. malicious touching
 - d. request for sexual favor in exchange for employment, promotion, local or foreign travels, favorable working conditions or assignments, a passing grade, the granting of honors or

- scholarship, or the grant of benefits or payment of a stipend or allowance; and
- e. other analogous cases.
- 2. Less Grave Offenses – shall include, but are not limited to:
 - a. unwanted touching or brushing against a victim’s body
 - b. pinching not falling under grave offenses
 - c. derogatory or degrading remarks or innuendoes directed toward the members of one’s sex, or one’s sexual orientation or used to describe a person
 - d. verbal abuse with sexual overtones; and
 - e. other analogous cases.
- 3. Light Offenses – shall include, but are not limited to:
 - a. surreptitiously looking at a person’s private part or worn undergarments
 - b. making sexist statements and uttering smutty jokes or sending these through text, electronic mail including but not limited to social media platform, causing embarrassment or offense, and carried out after the offender has been advised that they are offensive or embarrassing, or even without such advice, when they are by their nature clearly embarrassing, offensive or vulgar
 - c. malicious leering or ogling
 - d. display of sexually offensive pictures, material, or graffiti
 - e. unwelcome inquiries or comments about a person’s sex life
 - f. unwelcome sexual flirtation, advances, and propositions
 - g. making offensive hand or body gestures at an employee
 - h. persistent unwanted attention with sexual overtones

- i. unwelcome phone calls with sexual overtones causing discomfort, embarrassment, offense, or insult to the receiver; and
 - j. other analogous cases.
- 4. The administrative offense of work-related sexual harassment is further described in the following circumstances:
 - a. Submission to or rejection of the act or series of acts is used as basis for any employment decision (including, but not limited to, matters related to hiring, promotion, raise in salary, job security, benefits, and any other human resource action) affecting the applicant/employee; or
 - b. The act or series of acts have the purpose or effect of interfering with the complainant's work performance, or creating an intimidating, hostile or offensive work environment; or
 - c. The act or series of acts might reasonably be expected to cause discrimination, insecurity, discomfort, offense, or humiliation to a complainant who may be a co-employee, applicant, customer, or ward of the person complained of.
- 5. Education or training-related sexual harassment is committed against one who is under the actual or constructive care, custody, or supervision of the offender, or against one whose education, training, apprenticeship, internship, or tutorship is directly or constructively entrusted to, or is provided by, the offender, when:
 - a. Submission to or rejection of the act or series of acts as a basis for any decision affecting the complainant, including, but not limited to, the giving of a grade, the granting of honors or a scholarship, the payment of a stipend or allowance, or the giving of any benefit, privilege, or consideration; or

- b. The act or series of acts have the purpose or effect of interfering with the performance, or creating an intimidating, hostile or offensive academic environment of the complainant; or
- c. The act or series of acts might reasonably be expected to cause discrimination, insecurity, discomfort, offense, or humiliation to a complainant who may be a trainee, apprentice, intern, tutee, or ward of the person complained of.
- d. The offense may also take place in the following instances:
 - i. in the premises of the workplace, office, school, or training institution.
 - ii. in any place where the parties were found as a result of work or education or training responsibilities or relations.
 - iii. at work or education or training-related social functions.
 - iv. while on official business outside the office or school or training institution or during work or school or training- related travel.
 - v. at official conferences, fora, symposia, or training sessions; or
 - vi. by the telephone, cellular phone, fax machine, electronic mail, social media, and in any other internet/online platform.

F. Persons Liable for Sexual Harassment

Any official, employee or personnel, regardless of sex, is liable for sexual harassment when s/he:

- 1. directly participates in the execution of any act of sexual harassment as herein defined.
- 2. induces or directs another or others to commit sexual harassment as herein defined.

3. cooperates in the commission of sexual harassment by another through an act without which the sexual harassment would not have been accomplished; or
4. cooperates in the commission of sexual harassment by another through previous or simultaneous acts.

G. Procedural Guidelines

1. Under Section 14 of the 2017 Rules on Administrative Cases in the Civil Service (RACCS), complaints for sexual harassment shall be filed with the concerned Committee on Decorum and Investigation (CODI), as follows:
 - a. Cagayan de Oro Campus CODI
 - b. Claveria Campus CODI
 - c. Jasaan Campus CODI
 - d. Oroquieta Campus CODI
 - e. Panaon Campus CODI; or
 - f. System CODI; and other CODIs per campus.
2. When the complainant or the person complained of is a member of the CODI, s/he shall be disqualified from being a member thereof or the complaint may be filed directly with the Civil Service Commission (CSC).
3. Upon receipt by the CODI of a complaint which is sufficient in form and substance, it shall conduct a preliminary investigation to determine the existence of a prima facie case in accordance with the procedure prescribed in the 2017 RACCS.
4. The withdrawal of the complaint does not result in its outright dismissal or discharge of the person complained of from any administrative liability.
5. The CODI shall submit a report of its findings with the corresponding recommendation to the disciplining authority for decision.
6. Any complaint for sexual harassment shall be filed within three (3) years from the commission of the acts of sexual harassment.

APPENDIX V. CYBERCRIME PREVENTION ACT OF 2012

(Excerpts from RA 10175)

Note: Cyber-bullying or “any bullying done through the use of technology or any electronic means” is included in the “Acts of Bullying” listed under RA 10627 or the “Anti-Bullying Act of 2013”. Below are excerpts from REPUBLIC ACT NO. 10175 AN ACT DEFINING CYBERCRIME, PROVIDING FOR THE PREVENTION, INVESTIGATION, SUPPRESSION AND THE IMPOSITION OF PENALTIES THEREFOR AND FOR OTHER PURPOSES

Chapter I. Preliminary Provisions

Section 1. Title

This Act shall be known as the “Cybercrime Prevention Act of 2012”.

Section 2. Declaration of Policy

The State recognizes the vital role of information and communications industries such as content production, telecommunications, broadcasting electronic commerce, and data processing, in the nation’s overall social and economic development. The State also recognizes the importance of providing an environment conducive to the development, acceleration, and rational application and exploitation of information and communications technology (ICT) to attain free, easy, and intelligible access to exchange and/or delivery of information; and the need to protect and safeguard the integrity of computer, computer and communications systems, networks, and databases, and the confidentiality, integrity, and availability of information and data stored therein, from all forms of misuse, abuse, and illegal access by making punishable under the law

such conduct or conducts. In this light, the State shall adopt sufficient powers to effectively prevent and combat such offenses by facilitating their detection, investigation, and prosecution at both the domestic and international levels, and by providing arrangements for fast and reliable international cooperation.

Section 3. Definition of Terms

For purposes of this Act, the following terms are hereby defined as follows:

- (a) Access refers to the instruction, communication with, storing data in, retrieving data from, or otherwise making use of any resources of a computer system or communication network.
- (b) Alteration refers to the modification or change, in form or substance, of an existing computer data or program.
- (c) Communication refers to the transmission of information through ICT media, including voice, video, and other forms of data.
- (d) Computer refers to an electronic, magnetic, optical, electrochemical, or other data processing or communications device, or grouping of such devices, capable of performing logical, arithmetic, routing, or storage functions and which includes any storage facility or equipment, or communications facility or equipment directly related to or operating in conjunction with such device. It covers any type of computer device including devices with data processing capabilities like mobile phones, smart phones, computer networks and other devices connected to the internet.

(e) Computer data refers to any representation of facts, information, or concepts in a form suitable for processing in a computer system including a program suitable to cause a computer system to perform a function and includes electronic documents and/or electronic data messages whether stored in local computer systems or online.

(f) Computer program refers to a set of instructions executed by the computer to achieve intended results.

(g) Computer system refers to any device or group of interconnected or related devices, one or more of which, pursuant to a program, performs automated processing of data. It covers any type of device with data processing capabilities including, but not limited to, computers and mobile phones. The device consisting of hardware and software may include input, output and storage components which may stand alone or be connected in a network or other similar devices. It also includes computer data storage devices or media.

(h) Without right refers to either: (i) conduct undertaken without or in excess of authority; or (ii) conduct not covered by established legal defenses, excuses, court orders, justifications, or relevant principles under the law.

(i) Cyber refers to a computer or a computer network, the electronic medium in which online communication takes place.

(j) Critical infrastructure refers to the computer systems, and/or networks, whether physical or virtual, and/or the computer programs, computer data and/or traffic data so vital to this country that the incapacity or destruction of or interference with such system and assets would have a debilitating impact on

security, national or economic security, national public health and safety, or any combination of those matters.

(k) Cybersecurity refers to the collection of tools, policies, risk management

approaches, actions, training, best practices, assurance, and technologies that can be used to protect the cyber environment and organization and user's assets.

(l) Database refers to a representation of information, knowledge, facts, concepts, or instructions which are being prepared, processed, or stored or have been prepared, processed, or stored in a formalized manner and which are intended for use in a computer system.

(m) Interception refers to listening to, recording, monitoring or surveillance of the content of communications, including procuring of the content of data, either directly, through access and use of a computer system or indirectly, through the use of electronic eavesdropping or tapping devices, at the same time that the communication is occurring.

(n) Service provider refers to:

(1) Any public or private entity that provides to users of its service the ability to communicate by means of a computer system; and

(2) Any other entity that processes or stores computer data on behalf of such communication service or users of such service.

(o) Subscriber's information refers to any information contained in the form of computer data or any other form that is held by a

service provider, relating to subscribers of its services other than traffic or content data and by which identity can be established:

(1) The type of communication service used, the technical provisions taken thereto and the period of service.

(2) The subscriber's identity, postal or geographic address, telephone

and other access numbers, any assigned network address, billing, and payment information, available on the basis of the service agreement or arrangement; and

(3) Any other available information on the site of the installation of communication equipment, available on the basis of the service agreement or arrangement.

(p) Traffic data or non-content data refers to any computer data other than the content of the communication including, but not limited to, the communication's origin, destination, route, time, date, size, duration, or type of underlying service.

Chapter II. Punishable Acts

Section 1. Cybercrime Offenses

The following acts constitute the offense of cybercrime punishable under this Act:

(a) Offenses against the confidentiality, integrity and availability of computer data and systems:

(1) Illegal Access. The access to the whole or any part of a computer system without right.

(2) Illegal Interception. The interception made by technical means without right of any non-public

transmission of computer data to, from, or within a computer system including electromagnetic emissions from a computer system carrying such computer data.

(3) Data Interference. The intentional or reckless alteration, damaging, deletion or deterioration of computer data, electronic document, or electronic data message, without right, including the introduction or transmission of viruses.

(4) System Interference. The intentional alteration or reckless hindering or interference with the functioning of a computer or computer network by inputting, transmitting, damaging, deleting, deteriorating, altering, or suppressing computer data or program, electronic document, or electronic data message, without right or authority, including the introduction or transmission of viruses.

(5) Misuse of Devices.

(i) The use, production, sale, procurement, importation, distribution, or otherwise making available, without right, of:

(aa) A device, including a computer program, designed, or adapted primarily for the purpose of committing any of the offenses under this Act; or

(bb) A computer password, access code, or similar data by which the whole or any part of a computer system is capable of being accessed with intent that it be used

for the purpose of committing any of the offenses under this Act.

(ii) The possession of an item referred to in paragraphs 5(i) (aa) or (bb) above with intent to use said devices for the purpose of committing any of the offenses under this section.

(6) Cyber-squatting. The acquisition of a domain name over the internet in bad faith to profit, mislead, destroy reputation, and deprive others from registering the same, if such a domain name is:

(i) Similar, identical, or confusingly similar to an existing trademark registered with the appropriate government agency at the time of the domain name registration:

(ii) Identical or in any way similar with the name of a person other than the registrant, in case of a personal name; and

(iii) Acquired without right or with intellectual property interests in it.

(b) Computer-related Offenses:

(1) Computer-related Forgery.

(i) The input, alteration, or deletion of any computer data without right resulting in inauthentic data with the intent that it be considered or acted upon for legal purposes as if it were authentic, regardless of whether or not the data is directly readable and intelligible; or

(ii) The act of knowingly using computer data which is the product of computer-related forgery as defined herein, for the purpose of perpetuating a fraudulent or dishonest design.

(2) Computer-related Fraud. The unauthorized input, alteration, or deletion of computer data or program or interference in the functioning of a computer system, causing damage thereby with fraudulent intent: Provided, that if no damage has yet been caused, the penalty imposable shall be one (1) degree lower.

(3) Computer-related Identity Theft. The intentional acquisition, use, misuse, transfer, possession, alteration, or deletion of identifying information belonging to another, whether natural or juridical, without right: Provided, That if no damage has yet been caused, the penalty imposable shall be one (1) degree lower.

(c) Content-related Offenses:

(1) Cybersex. The willful engagement, maintenance, control, or operation, directly or indirectly, of any lascivious exhibition of sexual organs or sexual activity, with the aid of a computer system, for favor or consideration.

(2) Child Pornography. The unlawful or prohibited acts defined and punishable by Republic Act No. 9775 or the Anti-Child Pornography Act of 2009, committed through a computer system: Provided, that the penalty to be imposed shall be (1) one degree higher than that provided for in Republic Act No. 9775.

(3) Unsolicited Commercial Communications. The transmission of commercial electronic communication with the use of computer system which seek to advertise, sell, or offer for sale products and services are prohibited unless:

(i) There is prior affirmative consent from the recipient; or

(ii) The primary intent of the communication is for service and/or administrative announcements from the sender to its existing users, subscribers, or customers; or

(iii) The following conditions are present:

(aa) The commercial electronic communication contains a simple, valid, and reliable way for the recipient to reject. Receipt of further commercial electronic messages (opt- out) from the same source

(bb) The commercial electronic communication does not

purposely disguise the source of the electronic message; and

(cc) The commercial electronic communication does not purposely include misleading information in any part of the message in order to induce the recipients to read the message.

(4) Libel. The unlawful or prohibited acts of libel as defined in Article 355 of the Revised Penal Code, as amended, committed

through a computer system or any other similar means which may be devised in the future.

Section 2. Other Offenses

The following acts shall also constitute an offense:

(a) Aiding or Abetting in the Commission of Cybercrime. Any person who willfully abets or aids in the commission of any of the offenses enumerated in this Act shall be held liable.

(b) Attempt in the Commission of Cybercrime. Any person who willfully attempts to commit any of the offenses enumerated in this Act shall be held liable.

Section 3. All crimes defined and penalized by the Revised Penal Code

All crimes defined and penalized by the Revised Penal Code as amended, and special laws, if committed by, through and with the use of information and communications technologies shall be covered by the relevant provisions of this Act: Provided, That the penalty to be imposed shall be one (1) degree higher than that provided for by the Revised Penal Code, as amended, and special laws, as the case may be.

APPENDIX VI. REPUBLIC ACT No. 11053 (An Act Prohibiting Hazing)

Excerpt from RA No. 11053, "An Act Prohibiting Hazing and Regulating Other Forms of Initiation Rites of Fraternities, Sororities, and Other Organizations, and Providing Penalties for Violations Thereof, Amending for the Purpose Republic Act No. 8049, Entitled "An Act Regulating Hazing and Other Forms of

Initiation Rites in Fraternities Sororities, and Organizations and Providing Penalties Therefor."

Section 1. A new section to be denominated as Section 1 is hereby inserted in Republic Act No. 8049, to read as follows: "SECTION 1. Short Title. - This Act shall be known as the "Anti-Hazing Act of 2018".

Section 2. Section 1 of the same Act is hereby amended to read as follows: "Section 2. Definition of Terms. - As used in this Act:

"(a) Hazing refers to any act that results in physical or psychological suffering, harm, or injury inflicted on a recruit, neophyte, applicant, or member as part of an initiation rite or practice made as a prerequisite for admission or a requirement for continuing membership in a fraternity, sorority, or organization including, but not limited to paddling, whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical and psychological health of such recruit, neophyte, applicant, or member. This shall also include any activity, intentionally made or otherwise, by one person alone or acting with others, that tends to humiliate or embarrass, degrade, abuse, or endanger, by requiring a recruit, neophyte, applicant, or member to do menial, silly, or foolish tasks.

"(b) Initiation or Initiation Rites refer to ceremonies, practices, rituals, or other acts, whether formal or informal, that a person must perform or take part in order to be accepted into fraternity, sorority, organization as a full-fledged member. It includes ceremonies practices, rituals, and other acts in all stages of membership in a fraternity, sorority, or organization.

"(c) Organization refers to an organized body of people which includes, but it is not limited to, any club, association, group, fraternity, and sorority. This term shall include the Armed Forces of the Philippines (AFP), the Philippine National Police (PNP), the Philippine Military Academy (PMA), the Philippine National Police Academy (PNPA), and other similar uniformed service-learning institutions.

"(d) Schools refer to colleges, universities, and other educational institutions."

Section 3. A new section to be denominated as Section 3 is hereby inserted in the same Act to read as follows:

Sec. 3. Prohibition on Hazing. - All forms of hazing shall be prohibited in fraternities, sororities, and organizations in schools, including citizens' military training and citizens' army training. This prohibition shall likewise apply to all other fraternities, sororities, and organizations that are not school-based, such as community-based and other similar fraternities, sororities and organizations: Provide, That the physical, mental, and practices to determine and enhance the physical, mental, and psychological fitness of prospective regular members of the AFP and the PNP as approved by the Secretary of National Defense and National Police Commission, duly recommended by the Chief of Staff of the AFP and Director General of the PNP, shall not be considered as hazing purposes of this Act: Provided, further, That the exemption provided herein shall likewise apply to similar procedures and practices approved by the respective heads of other uniformed learning institutions as to their prospective members, nor shall this provision apply to any customary athletic events or other similar contests or competitions or any activity or conduct that furthers a legal and

legitimate objective, subject to prior submission of a medical clearance or certificate. "In no case shall hazing be made a requirement for employment in any business or corporation."

xxx

Section 14. Section 4 of the same Act is hereby amended to read as follows:

"Sec. 14. Penalties. - The following penalties shall be imposed:

"(a) The penalty of reclusion perpetua and a fine of Three million pesos (P3,000,000.00) shall be imposed upon those who actually planned or participated in the hazing if, as a consequence of the hazing, death, rape, sodomy, or mutilation results therefrom.

"(b) The penalty of reclusion perpetua and a fine of Two million pesos

(P2,000,000.00) shall be imposed upon:

"(1) All persons who actually planned or participated in the conduct of the hazing.

"(2) All officers of the fraternity, sorority, or organization who are actually present during the hazing.

"(3) The adviser of a fraternity, sorority, or organization who is present when the acts constituting the hazing were committed and failed to take action to prevent the same from occurring or failed to promptly report the same to the law enforcement authorities if such adviser or adviser or advisers can do so without peril to their person or their family.

"(4) All former officers, nonresident members, or alumni of the fraternity, sorority, or organization who are also present during the hazing: Provided, That should the former officer,

nonresident member, or alumnus be a member of the Philippine Bar, such member shall immediately be subjected to disciplinary proceedings by the Supreme Court pursuant to its power to discipline members of the Philippine Bar: Provided, further, That should the former officer, nonresident member, or alumnus belong to any other profession subject to regulation by the Professional Regulation Commission (PRC), such professional shall immediately be subjected to disciplinary proceedings by the concerned Professional Regulatory Board, the imposable penalty for which shall include, but is not limited to, suspension for a period of not less than three (3) or revocation of the professional license. A suspended or revoked professional license pursuant to this section may be reinstated upon submission of affidavits from at least three (3) disinterested persons, good moral certifications from different unaffiliated and credible government, religious, and socio-civic organizations and such other relevant evidence to show that the concerned professional has become morally fit for readmission into the profession: Provided, That said readmission into the profession shall be subject to the approval of the respective Professional Regulatory Board;

"(5) Officers or members of a fraternity, sorority, or organization who knowingly cooperated in carrying out the hazing by inducing the victim to be present thereat; and

"(6) members of the fraternity, sorority, or organization who are present during the hazing when they are intoxicated or under the influence of alcohol or illegal drugs.

"(c) The penalty of reclusion temporal in its maximum period and a fine of One million pesos (P1,000,000.00) shall be imposed upon all persons who are present in the conduct of the hazing.

"(d) The penalty of reclusion temporal and fine of One million pesos (P1,000,000.00) shall be imposed upon former officers, nonresident member, alumni of the fraternity, sorority, or organization who, after the commission of any of the prohibited acts proscribed herein, will perform any act to hide, conceal, or otherwise hamper or obstruct any investigation that will be conducted thereafter: Provided, that should the former officer, nonresident member, or alumnus be a member of the Philippine Bar, such member shall immediately be subjected to disciplinary proceedings by the Supreme Court pursuant to its power to discipline members of the Philippine Bar: Provided, further, That should the former officer, nonresident members, or alumnus belong to any other profession subject to regulation by the PRC, such professional shall immediately be subjected to disciplinary proceedings by the concerned Professional Regulatory Board, the imposable penalty for which shall include, but is not limited to, suspension for a period of not less than three (3) years or revocation of the professional license pursuant to this section may be reinstated upon submission of affidavits from at least three (3) disinterested persons, good moral certifications from different unaffiliated and credible government, religious, and socio-civic organizations, and such other relevant evidence to show that the concerned professional has become morally fit for readmission into the profession: Provided, That said readmission into the profession shall be subject to the approval of the respective Professional Regulatory Board."

"(e) The penalty of *prision correccional* in its minimum period shall be imposed upon any person who shall intimidate, threaten, force, or employ, or administer any form of vexation against another person for the purpose of recruitment in joining or promoting a particular fraternity, sorority, or organization. The

persistent and repeated proposal or invitation made to a person who had twice refused to participate or join the proposed fraternity, sorority, or organization, shall be prima facie evidence of vexation for purposes of this section; and

"(f) A fine of One million pesos (P1,000,000.00) shall be imposed on the school if the fraternity, sorority, or organization filed a written application to conduct an initiation which was subsequently approved by the school and hazing occurred during the initiation rites or when no representatives from the school were present during the initiation as provided under Section 5 of this Act: Provided, That if hazing has been committed in circumvention of the provisions of this Act, it is incumbent upon school officials to investigate motu proprio and take an active role to ascertain factual events and identity witnesses in order to determine the disciplinary sanctions it may impose, as well as provide assistance to police authorities."

"The owner or lessee of the place where hazing is conducted shall be liable as principal and penalized under paragraphs (a) or (b) of this section, when such owner or lessee has actual knowledge of the hazing conducted therein but failed to take any action to prevent the same from occurring or failed to promptly report the same to the law enforcement authorities if they can do so without peril to their person or their family. If the hazing is held in the home of one of the officers or members of the fraternity, sorority, or organization, the parents shall be held liable as principals and penalized under paragraphs (a) or (b) hereof when they have actual knowledge of the hazing conducted therein but failed to take any action to prevent the same from occurring or failed to promptly report the same to the law enforcement authorities if such parents can do so without peril to their person or their family.

"The school authorities including faculty members as well as barangay, municipal, or city officials shall be liable as an accomplice and likewise be held administratively accountable for hazing conducted by the fraternities, sororities, other organizations, if it can be shown that the school or barangay, municipal, or city officials allowed or consented to the conduct of hazing, but such officials failed to take any action to prevent the same from occurring or failed to promptly report to the law enforcement authorities if the same can be done without peril to their person or their family.

"The presence of any person, even if such person is not a member of the fraternity, sorority, or organization, during the hazing is prima facie evidence of participation therein as a principal unless such person or persons prevented the commission of the acts punishable herein or promptly reported the same to the law enforcement authorities if they can do so without peril, to their person or their family.

"The incumbent officers of the fraternity, sorority, or organization concerned shall be jointly liable with those members who actually participated in the hazing.

"Any person charged under this Act shall not be entitled to the mitigating circumstances that there was no intention to commit so grave a wrong.

"This section shall apply to the president, manager, director, or other responsible officer of businesses or corporations engaged hazing as a requirement for employment in the manner provided herein.

"Any conviction by final judgement shall be reflected on the scholastic record, personal, or employment record of the person

convicted, regardless of when the judgment conviction has become final."

APPENDIX VII. WELLNESS AND VALUES ENHANCEMENT PROGRAM

I. Background/Rationale

The USTP Wellness and Values Enhancement Program shall provide interventions and strategies involving the various university offices for the wholistic growth of all students, faculty, staff, and administration.

The USTP Vision-Mission emphasizes the link between the academe and the economy, ultimately for the betterment of lives. The training of students is viewed as a wholistic process, involving all offices and all personnel (faculty and staff).

The formulation of the university curricula emphasizes not just the development of specialized competencies and skills, but also the link between the program outcomes and the desired graduate attributes namely, innovative, and critical thinking, resilience/empathy, teamwork, and collaboration.

These thinking skills, knowledge and skills, attitudes and mindsets are further enhanced by the USTP Core Values of unselfish dedication, social responsiveness, transformational leadership, and prudence. All these values form part of the greater desire to enhance that which is most deeply human in each of the university community members.

The Program is linked to the concept of formation, which is the process of fostering dispositions and attitudes involving the different aspects of the human person. It is hoped that USTP will

become a community engaged in total and holistic formation of students, faculty, and staff; where members experience joy and satisfaction in their work, are engaged in continuous self-improvement and are responsive to the needs of the community and the country.

One opportunity for formation which needs to be maximized is the everyday teacher-student interaction. Applying the wisdom which says the “values are caught, not taught,” the influence that teachers exert on students and the example they give have great potential in shaping the students’ heart, mind, and actions. In the same vein, how the administrators and staff live out these values also has a considerable impact on students.

II. Objectives

1. **Growth as Persons.** To provide venues and strategies that would enhance and support the physical, spiritual, moral, and psycho-emotional well-being of each student, faculty, and staff.
2. **Growth as Students/Faculty/Staff.** To develop servant/leadership initiative in all university constituents by stimulating their specialized skills and competencies in the context of their commitment to the vision, mission, and goals of the university; and to foster strong inter-personal relationships within the university.
3. **Growth as Citizens.** To develop socio-cultural awareness and engagement as a result of personal growth, with a willingness to collaborate with other institutions and disciplines for an effective response to social issues/concerns and a deeper appreciation of culture.

III. USTP Wellness and Values Enhancement Framework

The USTP Wellness and Values Enhancement Program shall provide interventions and strategies involving the various university offices for the wholistic growth of all students, faculty, staff, and administration.

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Objectives of the Policy

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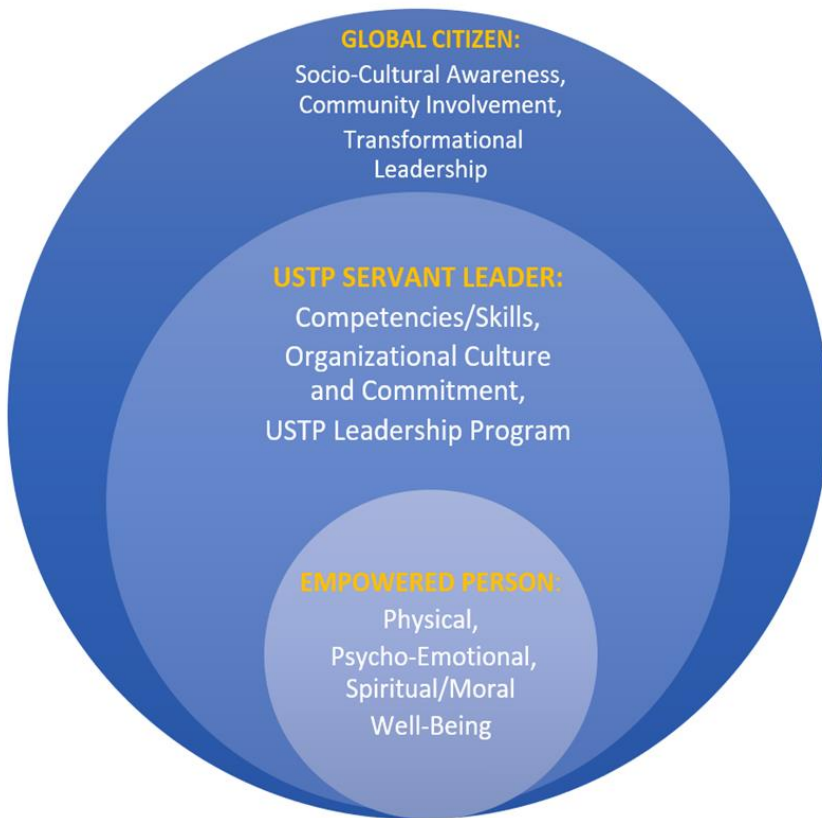
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Growth as Citizens. To develop socio-cultural awareness and engagement as a result of personal growth, with a willingness to collaborate with other institutions and disciplines for an effective response to social issues/concerns and a deeper appreciation of culture.

USTP Values Enhancement Framework

The Values Enhancement Framework encapsulates personal growth as the core from which stems a deep sense of mission/service/ leadership not just within the university but

towards the global community. Becoming a better person in various dimensions pervades all three spheres.



USTP Wellness and Values Enhancement Framework

USTP Wellness and Values Enhancement Program Components

1. Empowered Person

This core component of the program focuses on the physical, psycho-emotional, spiritual, and moral well-being and growth of the students, faculty, and staff.

Growth Dimensions:

- a. **Physical Wellness.** The aim is to maintain a sound body and balanced mind in order to enhance community building.
- b. **Psycho-Emotional Well-being.** This program seeks to develop psycho-emotional health and well-being, maturity, and integration on various levels (self and community) in order to have balanced interpersonal relationships between and among students, faculty, staff, and administrators. The program will provide venues and strategies so that each will understand him/herself better, work more effectively, and live more meaningfully.
- c. **Spiritual and Moral Foundations.** In order to cultivate and deepen one's understanding of one's own and others' faith and moral foundations, this aspect includes programs on value-formation. Avenues will be provided for community building beyond professional/collegial lines as a lived experience and expression of their faith and moral formation.

2. USTP Servant/Leaders

As a student, faculty, staff, or administrator within the university community, each person is both a servant and a leader. It is our mission, ultimately, to serve and be imbued with a sense of leadership whatever our roles are in any community. This component focuses on the development of competencies and skills in the various specializations and offices, organizational culture and commitment, and university leadership formation.

Growth Dimensions:

- a. **Competencies/Skills Development.** The focus is on the continuous improvement of the knowledge, skills, and capacities of all university personnel in relation to their specialization or area of work. For the faculty, this includes

provision of support for further studies and training to enhance their knowledge of their specialized courses, instruction-related skills, and research/innovation capabilities. For the non-teaching staff, this includes interventions and mechanisms to hone their skills and improve job performance. For the students, a focus on the soft skills to enhance the competencies developed in the classroom/industry.

- b. Organizational Culture and Commitment.** Identification with or ownership of the UST VMG and values of the university will lead to a sustained desire to be part of the community and a willingness to exert effort on behalf of the university. These are manifestations of a sense of belongingness (or professional collegiality). This dimension may include such aspects as employment security and welfare, community building, and productivity performance enhancement (through monitoring and feedback).
- c. University Leadership Formation.** This dimension may include career pathing, succession planning, and developing “potential” leaders within the university who can take up the reins of administration whenever they are called to do so. Developing more individuals with leadership qualities and capabilities would be a pro-active and forward-looking strategy that will ensure the continued pursuit of the university goals whatever the circumstances. Leadership programs for students will prepare them not just for administrative roles but imbue them with leadership qualities that will mark them as USTP graduates.

3. *Global Citizens*

Growth Dimensions:

- a. Socio-Cultural Awareness.** This pertains to structured efforts towards the promotion of awareness and reflection on

societal concerns (including environmental issues, gender sensitivity, racism/regionalism); and a deepened appreciation of culture and arts as key to being human.

- b. Community Involvement and Social Responsiveness.** This may include programs that will allow USTP personnel and students to engage with various communities, organizations, and initiatives in response to the many challenges and concerns brought about by a VUCA world.
- c. Community Transformational Leadership.** This refers to the promotion of good local/global citizenship, in which every USTP trailblazer proactively engages in initiatives for significant social transformation.

Below are the expected outcomes:

GLOBAL CITIZEN	1) are socially aware and engaged in various social issues and concerns. 2) understand the implications of these social issues in the context of one's personal life situation (work, family, affiliations, etc.) and take reflective, responsive action 3) take university work or teaching as leadership function in raising social awareness and are willing to collaborate with other disciplines for social transformation of Philippine society_
SERVANT LEADER	1) proficient and constantly improving their skills and capacities in their own academic field or area of responsibility, with an unquestionable work ethic manifested by the consistent practice of punctuality, honesty, efficiency, and gracious service;

	<p>and consistently garnering a performance rating of “Satisfactory” or better.</p> <p>2) healthy and harmonious relationships among one another stemming from a united ownership of USTP’s vision, mission, and goals</p> <p>3) exemplars of transformative and committed genuine leadership.</p>
EMPOWERED PERSON	<p>1) manifest psycho-emotional health and well-being.</p> <p>2) have balanced inter-personal relationships (among and between personnel, and between personnel and students)</p> <p>3) live out IGAs and Core Values (honesty, fidelity, respect, and justice) and integrate faith and morality in their daily lives, manifested in zero cases of sexual harassment, other immoral acts, violation of family code, etc.</p>

REVISION CLAUSE

The Handbook may be reviewed and if needed, revised, every two (2) years to incorporate newly approved or revised policies.

Policy revisions based on new government regulations shall be issued in the form of a memorandum signed by the President with corresponding BOR Resolution which are deemed automatically incorporated in this Handbook.

SEPARABILITY CLAUSE

If any provision or policy of this Student Handbook is declared invalid by court with competent jurisdiction, the other provisions or policies hereof shall remain valid and effective.

REPEALING CLAUSE

All issuances which are contrary or inconsistent with this Student Handbook are hereby repealed and/or modified accordingly.

EFFECTIVITY CLAUSE

The provisions in the Student Handbook shall take effect upon approval of the Board of Regents.

BOR SECRETARY'S CERTIFICATE

BOR Resolution No. 53, s. 2023



University of Science and Technology of Southern Philippines

Alubijid | Cagayan de Oro | Claveria | Jasaan | Oroquieta | Panaon

*Office of the University
and Board Secretary*

University System

SECRETARY'S CERTIFICATE

I, **MARK DAVE J. CERBITO**, of legal age, Filipino, with Office address at USTP, C.M. Recto Avenue, Lapasan, Cagayan de Oro City, hereby certify as follows:

- 1) That I am the duly appointed University and Board Secretary of the University of Science and Technology of Southern Philippines (USTP) Board of Regents (BOR);
- 2) That I am the custodian of the records of the USTP BOR, including the minutes of meetings and resolutions;
- 3) That at the Regular Meeting of the USTP BOR held on 16 March 2023, during which a quorum was present and acted throughout, the following resolution was passed:

BOR RESOLUTION NO. 53, S. 2023

APPROVING THE REVISIONS ON THE STUDENT HANDBOOK OF THE USTP SYSTEM

APPROVED.

- 4) That the foregoing resolution has not been altered, modified, nor revoked; and that the same is now full force and in effect; and
- 5) That I am executing this Certificate for whatever legitimate purpose it may serve.

IN WITNESS WHEREOF, I have hereto affixed my signature this 20th day of March 2023 at the USTP, C.M. Recto Avenue, Lapasan, Cagayan de Oro City.

MARK DAVE J. CERBITO

University and Board Secretary/
Chief of Staff, Office of the USTP System President

University Policies and Procedures Acknowledgement

This is to acknowledge that I have been informed of the University Policies and Procedures and that these were clearly discussed to me during the Orientation Program (Week of Welcome). This is to also signify that I agree to abide by the university policies and guidelines. I understand that my best behavior is expected throughout my stay in the University and that any violation of the disciplinary policies, rules, and regulations, will be dealt with accordingly. I also understand that it is my responsibility to fully read the entire Student Handbook 2023 which I can download from www.ustp.edu.ph and that if I have questions, at any time, regarding the University policies, I will consult with my Department Chair/College Dean or visit the Office of Student Affairs.

I was also informed that this acknowledgement is a clearance requirement of the Office of Student Affairs.

Complete Name with Signature

College & Dept.

Campus

Date