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	GENDER EQUALITY	Effective Date: October 19, 2020 Supersedes: N/A
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I. PURPOSE

The Gender Equality policy of Mapua University aims to build a gender-sensitive friendly environment. The University initiatives for the academic and nonacademic community include awareness of the different needs, roles, responsibilities of women, men and transgender.

II. SCOPE

Statutory obligations include the duty to eliminate sexual discrimination and sexual harassment, and the appropriate reporting of such in the school and work environment and to promote gender equality & opportunity between women, men and transgender.

These Reference Guidelines shall apply to all Mapua employees of Intramuros and Makati campuses.

III. DEFINITIONS

Gender Equality	All genders are free to pursue whatever career, lifestyle, choice, abilities they want without discrimination. Gender equality does not necessarily mean that everyone is treated exactly the same rather, their different needs and dreams are valued equally.
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IV. RESPONSIBILITY AND AUTHORITY


University	Responsible for ensuring safe and inclusive learning environments, free from school-related gender-biased violence and unfair student treatment.
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Faculty	Responsible for inclusive instructional practices and fair disciplinary approaches as well as promoting active discussions on gender issues, as long as the curriculum, textbooks and their preparation allow them to do so.
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UNCONTROLLED
 Parents 
Crisanta F. Azcueta 10-Nov-2022
 Signature over Printed Name/Date

Responsible for ensuring that their children have equal opportunity to attend school, and for providing equal support and encouragement regardless of their child's gender preferences.


 BY: Cristian C. Suyda 19 Oct. 2020

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DETAILS OF THE REFERENCE GUIDELINES

A. Commitment of Mapua University to Gender Equality

The University shall fulfill its commitment to gender equality by:


1. Promoting an atmosphere of mutual trust and respect among all members of the school community, regardless of gender;
2. Providing equality of opportunity for personnel and all those receiving services from the school, irrespective of gender.
3. Ensuring that all personnel, parents/guardians and students are treated with dignity and respect;
4. Challenging gender stereotypes in all aspects of school life;
5. Encouraging classroom and office discussion of gender issues which reflect on gender stereotypes, expectations and the impact on learning;
6. Striving to eliminate sexual and sexist bullying and violence;
7. Taking active measures to investigate report and act on incidents of gender discrimination;
8. Monitoring behavior, discipline and exclusions to remove practices procedures and customs which are discriminatory;
9. Monitoring aspects of teaching and learning and the wider curriculum to assess the ways in which they might impact on gender equality; and
10. Staff recruitment/hiring and professional development promote gender equality.

B. Curriculum/Learning and Teaching

1. Reviewing and monitoring curriculum policies and schemes of work to ensure that gender equality is promoted;
2. Ensuring equality of access for both men and women to all areas of the curriculum;
3. Ensuring that the curriculum is balanced and broadly based ;
4. Ensuring that teachers' planning and teaching takes account of gender issues and need to challenge stereotypes;
5. Ensuring that any particular learning needs of men and women are met.

C. Behavior

1. Monitoring student behavior and exclusions by gender;
2. Using the information collected to ensure that procedures are applied fairly and equitably to all students, ensuring their safety and security in the school;
3. Developing and implementing strategies to address any gender specific examples of inappropriate behavior.

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4. Staff Recruitment and Career Development

1. Ensuring that the selection & hiring process as well as development of all personnel in the University are free from discrimination and/or gender bias or harassment. Administrators are responsible for appointing staff and reviewing staff performance and pay and should not discriminate against women or men, trans and gender diverse people;
2. Taking account of the requirement to eliminate unlawful pay discrimination;
3. Ensuring that opportunities for career progression and promotion are free from unlawful sex discrimination and harassment.

5. Community/Parental Consultation

Working in partnership with parents/guardians and the wider community to develop positive attitudes to gender issues.

6. Taking Active Measures to Investigate, Report and Act on Incidents of Gender Discrimination

All academic and non-academic personnel have the responsibility to promote gender equality and to report incidences of discrimination, harassment, violence which may arise in the University.

Breaches of the policy with regard to gender orientation, gender discrimination and harassment shall be dealt with in a manner appropriate to the level of the breach, and with the intention of bringing about the relevant changes. More serious breaches of this policy shall be dealt with in accordance with the University’s anti-bullying and harassment procedures, and the disciplinary procedures for personnel.

In cases where issues concerning gender & gender orientation/preferences comes to the attention of the University, these will be dealt with according to our policies.


V. REACTION PLAN

Reviewing the Gender Equality Policy

This policy shall be reviewed annually.

VI. REPORTORIAL REQUIREMENTS

Report Title	Frequency of Update	Responsible Personnel


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VII. REFERENCE DOCUMENTS

Document Code

Title

1.

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Section / Page	Rev. No.	Reason for Revision	Effective Date	By
All	00	Original Issue	October 19, 2020	MESY




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