



# City College of Cagayan de Oro

## Non-Discrimination Policy Against Women

### Policy Statement

In alignment with the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Magna Carta of Women (RA 9710), and other national and local gender equality frameworks, City College of Cagayan de Oro (CCCDO) affirms its commitment to upholding the rights and dignity of all women, including student mothers and pregnant faculty members, by fostering an inclusive, respectful, and supportive academic environment.

Discrimination based on gender, pregnancy, motherhood, or caregiving responsibilities is strictly prohibited. This policy outlines the institution's stance against gender-based discrimination and its proactive measures to foster inclusivity and equity.

### Scope

This policy applies to all students, faculty, staff, and administrators within CCCDO, and covers all academic, extracurricular, and institutional activities.

### Core Principles

- **Gender Equality:** Women shall have equal access to education, resources, opportunities, and participation in all aspects of college life.
- In line with our commitment to gender equity, City College of Cagayan de Oro affirms that only professional credentials, qualifications, and merit shall be considered in the promotion and admission of employees. Biological sex, gender identity, sexual orientation, religion, ethnicity, or any other personal characteristic unrelated to job performance shall not be a basis for employment decisions.
- **Support for Student Mothers:** CCCDO welcomes and supports student mothers who bring their infants and children to class. The college recognizes caregiving as a valid and respected role.



- **Child-Minding Area:** A dedicated child-minding area is available inside the Guidance Office, where children can rest, play, and engage in learning activities while their mothers attend classes or work. This space is designed to promote safety, comfort, and early childhood development.
- **Asynchronous Postpartum Learning:** CCCDO provides asynchronous lessons and assessments to student mothers who have given birth during the term. This allows them to complete their academic requirements from home while caring for their newborn and recovering postpartum.
- **Zero Tolerance for Discrimination:** Any form of verbal, physical, or systemic discrimination, harassment, or exclusion based on gender or motherhood status will be addressed promptly and seriously.
- **Reasonable Accommodation:** CCCDO shall provide reasonable accommodation to student mothers and pregnant faculty, including flexible attendance policies, breastfeeding-friendly spaces, and access to support services. Flexible work arrangements may be requested by faculty and staff during pregnancy or early parenthood, including adjusted schedules, remote work options, or reduced workloads.
- **Mental Health and Wellness Support:** Student mothers and pregnant faculty shall have access to counseling and mental health services. The Guidance Office shall offer support groups or peer circles for women navigating motherhood and academic life. The office will also do referrals to professional care.
- **Awareness and Training:** Faculty and staff shall receive regular training on gender sensitivity, inclusive education, and the rights of student mothers under CEDAW and Philippine law.
- **Partnerships and Community Engagement:** CCCDO shall collaborate with local health centers, women's organizations, and government agencies to provide additional support and resources. Outreach programs may be developed to promote gender equity beyond the campus.

## Implementation and Monitoring

The Gender and Development (GAD) Office shall oversee the implementation of this policy. Complaints or concerns may be reported confidentially to the GAD Office or the Office of Student Affairs. Regular reviews and consultations with stakeholders, including student mothers, shall inform policy updates.



## Legal Basis

- The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- The Magna Carta of Women (RA 9710)
- The Safe Spaces Act (RA 11313)
- Relevant CHED Memoranda and Local Government Gender Equality Ordinances