



Policy on the Protection Against Discrimination and the Promotion of Gender-Inclusive Practices

Article I. General Provisions

Section 1. Policy Statement

The City College of Cagayan de Oro (CCEDO) is committed to fostering a safe, inclusive, and respectful environment for all members of its community. The College shall protect every individual from discrimination based on sex, gender identity, sexual orientation, ethnicity, religion, disability, or socio-economic background, in alignment with the 1987 Philippine Constitution, Republic Act No. 11313 (Safe Spaces Act), Republic Act No. 9710 (Magna Carta of Women), and related Civil Service Commission and CHED directives.

Section 2. Purpose

This policy aims to ensure that individuals who report incidents of discrimination, harassment, or unfair treatment are protected from any form of educational or employment disadvantage, retaliation, or bias. It also seeks to promote gender inclusivity and equality across all aspects of the College's academic and administrative operations.

Article II. Protection for Reporting Individuals

Section 1. Non-Retaliation Clause

No student, faculty member, or employee who reports or participates in an investigation of discrimination or harassment shall suffer any form of penalty, dismissal, demotion, or academic disadvantage. Retaliation against complainants, witnesses, or investigators is strictly prohibited.

Section 2. Confidentiality

All reports of discrimination or harassment shall be treated with the highest degree of confidentiality. Information shall be disclosed only to authorized personnel for investigation and resolution purposes.

Section 3. Grievance and Redress Mechanism

The Gender and Development (GAD) Office, in coordination with the Committee on Decorum and Investigation (CODI), shall serve as the primary body to receive, process, and resolve reports of discrimination or gender-based harassment.

Article III. Gender-Inclusive Practices

Section 1. Inclusive Facilities

The College shall designate or develop inclusive bathroom facilities to ensure comfort, privacy, and safety for all students, faculty, and staff, regardless of gender identity or expression.

Section 2. Dress and Appearance

During non-uniform days or authorized events, students shall have the freedom to wear gender-neutral or gender-affirming clothing that reflects their identity, provided such attire adheres to the College's dress code standards of decency, professionalism, and safety.



Section 3. Uniform Footwear

Students required to wear uniforms shall have the option to use appropriate footwear, such as low or moderate heels, or gender-neutral shoes, provided these comply with the College's uniform policy and safety requirements.

Section 4. Student Organizations and Expression

The College recognizes the right of students to organize clubs or organizations promoting gender awareness, inclusivity, and equality, subject to existing accreditation policies. Freedom of expression shall be upheld in accordance with institutional values and laws protecting speech and assembly.

Article IV. Implementation and Monitoring

Section 1. Responsible Offices

The GAD Office, in coordination with the NSTP Office, Human Resource Office, and Student Affairs Office, shall oversee the implementation and periodic review of this policy.

Section 2. Capacity-Building and Awareness

Regular orientations, seminars, and workshops shall be conducted to raise awareness on gender sensitivity, anti-discrimination policies, and respectful workplace and classroom behavior.

Section 3. Review and Amendment

This policy shall be reviewed biennially or as necessary to align with new legislation, institutional developments, or feedback from the College community.

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