



Republic of the Philippines
City of Cagayan de Oro

CITY COLLEGE OF CAGAYAN DE ORO



REFERENCE NO. OPS – 2024 – 116

TO : JEAN T. LOQUILLANO

SUBJECT : APPOINTMENT AS DIRECTOR, CENTER FOR HUMAN RIGHTS EDUCATION (CHRE)

DATE : 08 JULY 2024

Effective July 8, 2024, you are hereby appointed as *Director of the Center for Human Rights Education (CHRE)* of the City College of Cagayan de Oro (CCCDO). This appointment shall remain in force until revoked by the College President.

MANDATE OF THE CHRE

The office of the Center for Human Rights Education (CHRE) of the City College of Cagayan de Oro City aims at promoting and advancing human rights awareness, understanding, and advocacy among students, faculty, and staff within and outside the academic community. It underscores at developing a culture of tolerance, respect and non-discrimination through facilitating a training and capacity-building workshops, for teaching and non-teaching personnel, students and community on human rights education.

RATIONALE AND SIGNIFICANCE OF ESTABLISHING CHRE AT CCCDO

1. **Cultivating Human Rights Champions:** The center can play a pivotal role in nurturing future generations of human rights defenders by providing comprehensive education on human rights principles, international law, and local contexts.
2. **Fostering Research and Knowledge Production:** It can serve as a hub for research and scholarship on human rights issues, contributing to the development of new knowledge and innovative approaches to human rights promotion and protection.
3. **Promoting Human Rights Advocacy:** The center can support students and faculty in engaging in human rights advocacy activities, such as public speaking, community organizing, and legal advocacy.
4. **Strengthening Institutional Commitment to Human Rights:** By establishing a center dedicated to human rights education, institutions of higher education can demonstrate their commitment to upholding human rights principles and values.
5. **Building Partnerships and Collaborations:** The center can facilitate partnerships and collaborations with other organizations and institutions working on human rights issues, both locally and internationally.

In a nutshell the establishment of a center of Human Rights Education at the City College of Cagayan de Oro is a significant step towards promoting a culture of respect for human rights and fostering a more just and equitable society.



The CHRE shall serve as:

1. A hub for instruction, research, and extension in human rights education;
2. A center for capacity-building workshops, advocacy campaigns, and community partnerships; and
3. A platform for policy influence, intercultural understanding, and empowerment of marginalized groups.

COMPOSITION OF THE CHRE

- ✓ Director – Oversees overall operations, program development, fundraising, and strategic planning.
- ✓ Program Coordinators – Manage specific programs and activities (education, research, advocacy).
- ✓ Administrative Assistant – Handles scheduling, budgeting, and communications.
- ✓ Members and Volunteers (Faculty & Students) – Serve as human rights advocates, educators, documenters, monitors, and defenders.

ROLES AND FUNCTIONS

Director

- ✓ Lead planning and submission of the Human Rights Education (HRE) Plan in coordination with CHR Regional Office.
- ✓ Supervise implementation of CHRE programs and activities.
- ✓ Submit annual reports and recommendations for improvement.
- ✓ Represent CHRE in institutional, regional, and national engagements.

Program Coordinators

- ✓ Organize workshops, seminars, and guest lectures.
- ✓ Facilitate research projects and advocacy campaigns.
- ✓ Publish reports and instructional materials.

Administrative Assistant

- ✓ Maintain records, manage communications, and ensure compliance with institutional documentation standards.

Members and Volunteers

- ✓ Assist in program implementation and advocacy initiatives.
- ✓ Participate in training and accreditation as human rights educators.
- ✓ Engage in community-based research and extension activities.

ACTIVITIES AND SERVICES

The CHRE shall undertake the following:

1. Education & Training: Workshops, seminars, guest lectures, curriculum integration.
2. Research & Advocacy: Faculty and student-led projects, publications, campaigns.
3. Community Engagement: Partnerships with local organizations, volunteer programs, grassroots education.



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4. International Cooperation: Participation in global networks, conferences, and collaborations.
5. Resource Center: Maintain books, articles, and materials on human rights.

COLLABORATION WITH THE COMMITTEE ON STUDENT DISCIPLINE

The CHRE shall work in close partnership with the Committee on Student Discipline (CSD) to ensure that student rights and responsibilities are upheld in accordance with the school's rules and regulations. This collaboration emphasizes both protection of rights and promotion of accountability within the academic community.

Key areas of collaboration include:

- ✓ **Policy Alignment:** Reviewing and harmonizing disciplinary policies with human rights principles such as fairness, dignity, and due process.
- ✓ **Education and Orientation:** Conducting sessions for students and staff on rights, responsibilities, and respectful conduct, integrated into orientations and co-curricular programs.
- ✓ **Support in Disciplinary Processes:** Providing guidance on rights-based practices, ensuring that students involved in cases understand procedures and available support systems.
- ✓ **Restorative Approaches:** Encouraging alternatives to punitive measures, such as mediation, reconciliation, and community service, to foster accountability and learning.
- ✓ **Monitoring and Evaluation:** Working with the CSD to track trends in disciplinary cases, assess equity in implementation, and recommend improvements to safeguard against discrimination.

The CHRE and CSD will jointly uphold a campus environment that is both orderly and rights-respecting, ensuring that discipline contributes to the holistic development of students while protecting their dignity and freedoms.

Through this appointment, CCCDO affirms its commitment to upholding human rights principles and values in higher education and beyond. The CHRE shall be a cornerstone of our institutional legacy in fostering justice, equity, and respect for human dignity.

Please be guided accordingly.

Jestoni P. Babia, EdD
College President III