

POLICY STATEMENT ON NON-DISCRIMINATION

DOCUMENT REVISION HISTORY			
VERSION	DATE	REVISION AUTHOR	SUMMARY OF CHANGES
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1.0	17 March 2024	VP Higher Education Council	Revisions incorporated
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ATENEIO DE MANILA UNIVERSITY

Scope

This Policy Statement applies to all aspects of the University's teaching, learning, and work environment across the units and offices of Higher Education and Basic Education.

Statement of Commitment to Non-Discrimination

As a Filipino, Catholic, and Jesuit institution of higher learning, the University is committed to promoting a teaching, learning, and work environment that is devoid of any unlawful discrimination and harassment against any individual. This includes discrimination based on age, civil status, color, ethnicity, race, body type and size, physical or mental disability, religious or political beliefs, sex, sexual orientation, gender identity or expression, language, social class, and other forms of discrimination prohibited by law.

Guiding Principles

The University's commitment to non-discrimination is guided by a primordial tolerance for differences among individual persons, as rooted in the following principles:

(a) We are one body with many members, each with its own contribution to the whole.

The University recognizes that every person is a unique individual who is capable of offering a giftedness that contributes to community and nation-building. It nurtures a supportive and empowering environment that enables individuals to realize their full potential, celebrate their individuality, and be mindful of the personhood of others. It cultivates a culture of free exchange of ideas that respects diverse perspectives and considers this as integral to achieving the goals of Jesuit liberal education.

(b) We are God's children, created in the image and likeness of God; thus, we are worthy of equal opportunities.

Each individual is bestowed with human dignity and must be treated with respect without regard to one's beliefs, characteristics, status, or standing in society. The University strives to



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provide equal access to education and employment opportunities, benefits, services, and facilities, setting only reasonable and lawful qualification standards.

(c) The Gospel teaches that we ought to love one another, especially the least among us.

Understanding the purpose of God and the mind of Christ means following Christ's example in forming persons-for-and-with-others whose hearts are filled with compassion, whose hands are lifted in service, and whose feet move towards those on the fringes of society.

Implementation

The University's commitment to non-discrimination is reflected in policies, protocols, and guidelines that address the various aspects of teaching and learning, as well as, among others, health and well-being, gender inclusivity, and support for persons with special needs.

Policies on non-discrimination and equal treatment are reiterated in the various manuals of all the units of the University, including those for Undergraduate and Graduate Students, Rank and File, Individual Contributors, Faculty, and the Leadership team. In addition, the University is strongly committed to promoting specific Sustainable Development Goals (SDGs), particularly SDG 5, which aims to achieve Gender Equality, SDG 8, Decent Work and SDG 10, which targets Reduced Inequalities.

Ateneo de Manila University's policy against discrimination extends to admissions, employment, and access to and treatment in the various programs and activities offered by the institution.