



ATENEO DE MANILA UNIVERSITY

OFFICE OF THE PRESIDENT

Memo # U2425-076

21 Feb 2025

TO The University Community

SUBJECT Addendum to the Code of Decorum and Administrative Rules on Sexual Harassment, Other Forms of Sexual Misconduct and Inappropriate Behavior (Code and Rules)

In consonance with international standards¹ on Prevention of Sexual Exploitation and Abuse (PSEA) and in line with current practices of the University, the following definition is hereby added to Part I, Section 3 (Definition of Terms) of the Code and Rules:

- a. **Sexual Exploitation** means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another.
- b. **Sexual Abuse** means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- c. **Sexual Harassment** is any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another when such conduct interferes with work training, or education is made a condition of employment or creates an intimidating, hostile, or offensive work, training, or education environment.

This addendum conforms with Part Section 51.2 of the Code of Decorum and Administrative Rules on Sexual Harassment, Other Forms of Sexual Misconduct, and Inappropriate Behavior (Code and Rules) on compliance required by new legislation, issuances or orders: *"At any other time prior to the review period, the University President may order the amendment or repeal of this Code and Rules or any of its provisions to prevent any violation of due process, to promote justice, or to comply with law, jurisprudence, and administrative issuances."*

For your information and guidance.

(Sgd) Roberto C Yap SJ
President

¹ UNICEF Strategy to Prevent and Respond to Sexual Exploitation and Abuse and Sexual Harassment, January 2019, <https://www.unicef.org/sites/default/files/2019-05/UNICEF-Strategy-Prevent-Respond-Sexual-Exploitation-Abuse-Sexual-Harassment-January-2019.pdf>