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Table of Contents:

- I. Statement of Legal Compliance
 - II. Purpose
 - III. Scope
 - IV. Definition of Terms
 - V. Policy Statement
 - VI. Communication of this Policy
 - VII. Sexual Harassment and Discrimination
 - VIII. Acts of Sexual Harassment and Other Sexual Offenses
 - IX. Committee on Decorum and Investigation (CODI)
 - X. Procedures
 - XI. Corrective Measures
 - XII. Supplementary Provisions
 - XIII. Complaints under this Policy
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I. Statement of Legal Compliance

In accordance with the Republic Act No. 11313 to be known as the Safe Spaces Act or "AN ACT DEFINING GENDER-BASED SEXUAL HARASSMENT IN STREETS, PUBLIC SPACES, ONLINE, WORKPLACES, AND EDUCATIONAL OR TRAINING INSTITUTIONS, PROVIDING PROTECTIVE MEASURES AND PRESCRIBING PENALTIES THEREFORE" enacted on April 17, 2019 to address existing gaps and issues on equality, security, and safety of both women and men in private and public spaces; and its Implementing Rules and Regulations pursuant to Section 38 of R.A. 11313 approved on October 28, 2019. The Safe Spaces Act is intended to expand the scope of the Anti-Sexual Harassment Act of 1995 or Republic Act No. 7877. The University hereby adopts the following policy on full promotion of the value and dignity of every human person and guarantee full respect for human rights; recognize the role of women in nation-building and ensure the fundamental equality, security, and safety not only in private but also on the streets, public spaces, online, workplaces and educational and training institutions.

II. Declaration of University Safe Spaces Policy (Purpose)

The Guiding Principles of the Philippine Lasallian Family define the kind of the Lasallian presence and mission in the country today. As provided by the Lasallian tradition, there are three elements that enable our participation. These elements, taken t

IV. Definition of Terms

As provided in the Safe Spaces Act and the DLSU manuals and handbook, the following are hereby defined as:

- 1.1. *refers to those enrolled in any subject or course in the University, regardless of the number of units enrolled, those included in the official student list of the Office of Registrar (OUR) and Office of Academic Services for Integrated School (OASIS), whether enrolled, on official leave of absence (LOA), on residency,*

- 1.10. *refers to the personal sense of identity as characterized, among others, by manner of clothing, inclinations, and behavior in relation to masculine or feminine conventions. A person may have a male or female identity with physiological characteristics of the opposite sex, or may have been assigned a particular sex at birth but who identifies with the opposite sex, or may have an identity that does not correspond to one's sex assigned at birth or to one's primary or secondary sex characteristics, in which case this person is considered transgender.*
- 1.11. *are any statements in whatever form or however delivered, which are indicative of fear, hatred or aversion towards persons who are perceived to be or actually identify as lesbian, gay, bisexual, queer, pansexual and such other persons of diverse sexual orientation, gender identity or expression, or towards any person perceived to or actually have experienced same-sex attraction.*
- 1.12. *refers to a system for generating, sending, receiving, storing or*

communal enrichment, as well as encouraging grounds for the practice of mindfulness. It supports all kinds of engagement

harassment may occur between persons of the opposite or same sex. Both males and females can be either the survivors or the offenders.

B. Discrimination Defined: refers to any distinction, exclusion or restriction which has the purpose or effect

6. Requesting for sexual favor in exchange for employment, promotion, local or foreign travels, favorable working conditions or assignments, a passing grade, the granting of

- g. Issues raised by either parties on the member's ability to be impartial on the case. There shall be two types of CODIs

CODI For Cases Involving Faculty and Employees Only:

- i. Jurisdiction -- This Committee shall have jurisdiction over all (a) employees, whether regular or probationary, (b) faculty, whether full-time or part-time, (c) all other employees who have subsisting and executory employment contracts with the University, verbal or written or on a trimestral or yearly basis, when the complainant is another faculty or employee

- ii. Composition

1. Representative from top management (academic if case is faculty vs. faculty)
2. Representative from employees from the supervisory rank (academic if case is faculty vs faculty)
3. Representative from rank-in-file employees (academic if case is faculty vs. faculty)
4. Representative from the Unions and Employee Associations (this would be AFED and/or DLSUEA, or DLSU IS Faculty Association, depending on the parties).

CODI For Cases Involving Students:

- i. Jurisdiction – The Committee shall have jurisdiction over (a) employees, whether regular or probationary, (b) faculty, whether full-time or part-time, (c) all other employees who have subsisting and executory employment contracts with the University, verbal or written or on a trimestral or yearly basis, and (d) all students, whether in integrated school, undergraduate, graduate or under exchange or non-degree programs, full-time or part-time, and as defined in the Student Handbook, when the complainant or respondent is a student

- ii. Composition

1. Representative from the school administrators
2. Representative from the faculty to represent the trainers, instructors, professors or coaches
3. Representative from administrative employees
4. Representative from the students
5. Representative from the parents

- h. Powers and Functions.

- b. For teaching and non-teaching employees**
 - . *For light offenses*

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