Office of the University President

Memorandum Order No. **341-b**
Series of 2021

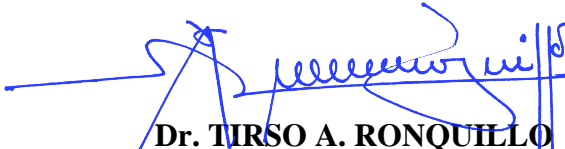|		
TO	:	**ALL CONCERNED**
THRU	:	**VICE PRESIDENTS AND CHANCELLORS**
SUBJECT	:	**OBSERVANCE OF POLICIES, LAWS, RULES AND REGULATIONS PROTECTING THOSE REPORTING AND/OR FILING OF COMPLAINTS REGARDING VIOLATIONS OF REPUBLIC ACT 11313 OR THE SAFE SPACES ACT AND/OR OTHER LAWS GOVERNING NON-DISCRIMINATION**
DATE	:	**19 MAY 2021**

Consistent with the recognition of the State that both men and women must have equality, security and safety not only in private, but also on the streets, public spaces, online, workplaces and educational and training institutions, the designated Chairperson and members of the University's Committee on Decorum and Investigation (CODI) must assure the following:

1. Protection of a complainant from retaliation without causing her/him any disadvantage, diminution of benefits or displacement, and without compromising his/her security of tenure (Section 33, IRR of RA 11313);

2. Guarantee gender-sensitive handling of cases, and confidentiality of the identity of the parties and the proceedings to the greatest extent possible (*Ibid*);

3. Assist a victim of gender-based street, public spaces or online sexual harassment, if necessary, in availing psychological counseling services (Section 37, IRR of RA 11313); and

4. Provide other forms of protection as may be provided by existing laws, rules, and regulations.

The Gender and Development (GAD) Office shall assist the CODI in assuring that the foregoing are properly and adequately observed in all stages of the proceedings.

For information and compliance.

Dr. TIRSO A. RONQUILLO
University President

cc: *Office of the University and Board Secretary*
        Records Management Office, Central Administration
        Gender and Development Advocacies