



# BATANGAS STATE UNIVERSITY'S (BATSTATEU'S) POLICY GUIDELINES FOR SUSTAINABLE DEVELOPMENT



**4.1 Food Security.** The provisions of subsection 3.4 above shall be applied mutatis mutandis herein.

**4.2. Mental Health Services.** The following services/programs shall be available:

- a. Promotion, information and education campaign on mental health well-being
- b. Conduct of mental health wellness activities
- c. Conduct of continuing mental health awareness education activities
- d. Treatment and recovery programs and/or services for personnel
- e. Integration of mental health in human resource development and management policies and programs
- f. Establishment of institutional networks and referral system which can provide support mechanism for employees who are with mental conditions or at risk for mental health conditions
- g. Establishment of Mental Health Initiatives, Nurturance and Development (MIND) Center.
- h. Capacity-building for MHP administrators in the University
- i. All other interventions to successfully implement the foregoing.

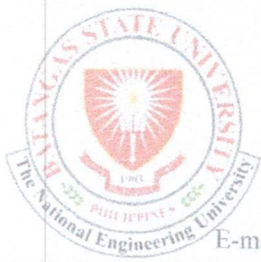
**4.3. Anti-Discrimination Policy.** The University prohibits all forms of discrimination within the University premises and all other places/activities within its control, empower disadvantaged sectors of the constituency for the proper enjoyment of their individual rights and to promote a culture of diversity and equality. To this end, the following must be ensured to be in place:

- a. **Equal Employment Opportunity.** The University, through its Human Resource Management Office, shall ensure that no negative discrimination occurs in the process of recruitment, hiring, training, promotion, rewarding of personnel. Furthermore, personnel actions shall follow the merit and fitness principle regardless of sex, gender, gender identity and orientation, disabilities, ethnic orientation or economic status of persons involved.
- b. **Assistance to Persons with Disability.** The University shall provide proper assistance and consideration to personnel who are PWD in relation to their work including but not limited to provision of equipment, assignment of work location and approval of flexible work schedule. The University shall likewise provide counselling, mentoring and health services, when needed.
- c. All other interventions to successfully implement the foregoing.

**4.4. VAWC Desk.** The establishment of the VAWC desk aims to support the declared policy of the State in upholding the dignity of women and children. Hence, a VAWC Desk shall be established in all campuses of the university. The VAWC Desk shall be supervised by a designated employee or faculty with the assistance of a staff. It shall report directly to the Vice Chancellor for Academic Affairs (for students) or to the Vice Chancellor for Administration and Finance (for personnel). The function of VAWC Desk is to assist employees and students who are victims of violence in seeking relevant services from the university to help them deal with their situation, submit reports, keep records and reports and recommend programs and projects that can help eliminate acts of violence against university stakeholders.

**4.5 Gender-Responsive University.** Incorporating a gender mainstreaming approach to the infrastructure projects of the University will address gender issues of its stakeholders – women, girls, men, boys, and people of diverse SOGIE – thereby ensuring gender responsiveness of the University's projects. These projects include construction of facilities, and these projects have to contend with a number of gender issues. Hence, the University must ensure that the foregoing are achieved and that the following are undertaken:

- a. **GAD Checklists for Infrastructure Projects.** The infrastructure project/s shall be assessed using the checklists in the Harmonized Gender and Development Guidelines for project identification and design, and project implementation, management, monitoring and evaluation. In the identification and design phases. The main project document which will be reviewed to assess the gender-responsiveness of the infrastructure project design may be any of the following: project proposal, feasibility study, or market study. Monitoring report, accomplishment report, or terminal report shall be reviewed to assess gender-responsiveness of project implementation, management, monitoring and evaluation. Other documents/means of verification (MOVs) will be needed as attachments to verify the presence or absence of the GAD elements.
- b. **Attribution to the University's Annual GAD Plan and Budget (GPB), and GAD Accomplishment Report (GAD AR).** The assessment of the infrastructure project shall be reflected in the Annual GPB and GAD AR, depending on the gender responsiveness score. This shall be the basis in determining the proposed budget for attribution in the GAD Plan and Budget, and the actual cost/expenditure that can be attributed to the GAD budget and reflected in the GAD AR.
- c. All other interventions to successfully implement the foregoing.



Republic of the Philippines  
**BATANGAS STATE UNIVERSITY**  
 The National Engineering University

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**EXCERPT FROM THE MINUTES OF THE SEVENTY FOURTH (74TH) REGULAR MEETING OF THE BATANGAS STATE UNIVERSITY BOARD OF REGENTS HELD AT TWIN LAKES HOTEL, TAGAYTAY-NASUGBU HWY, LAUREL, BATANGAS ON 07 DECEMBER 2022**

**PRESENT:**

- |  |   |                  |
|--|---|------------------|
| Dr. MARITA R. CANAPI<br>CHED Commissioner  | - | Chairperson      |
| Dr. TIRSO A. RONQUILLO<br>University President   | - | Co-Chairperson   |
| Cong. MARIO VITTORIO A. MARIÑO<br>Representative of Cong. Mark O. Go                                   | - | Member           |
| Mr. JOHN BRYAN D. DIAMANTE<br>Representative of Sen. FRANCIS "CHIZ" G. ESCUDERO                        | - | Member           |
| Dir. LUIS G. BANUA<br>Director, NEDA – Region IV-A<br>Representative of Dr. ARSENIO M. BALISACAN       | - | Member           |
| Dir. EMELITA P. BAGSIT<br>Director, DOST – Region IV-A<br>Representative of Dr. RENATO U. SOLIDUM, Jr. | - | Member           |
| Engr. LADISLAO L. ANDAL<br>Private Sector Representative   | - | Member           |
| Engr. AMANDO A. PLATA<br>Alumni Regent   | - | Member           |
| Dr. KRISTOFFER CONRAD M. TEJADA<br>Faculty Regent  | - | Member           |
| Ms. DONNA KRISTEL B. VERANA<br>Student Regent  | - | Member           |
| Prof. ENRICO M. DALANGIN<br>Board and University Secretary   | - | Head Secretariat |

**OTHERS PRESENT:**

- |                             |   |   |
|-----------------------------|---|---|
| Dr. FREDDIE BULAUAN         | - | OIC-Director, CHED Regional Office IV-A       |
| Ms. MARICEL B. BERDAN       | - | Staff, Office of Comm. Canapi                 |
| Ms. BLAISEDELE C. REGACHO   | - | Staff, Office of Comm. Canapi                 |
| Atty. LUZVIMINDA C. ROSALES | - | Vice President for Administration and Finance |
| Ms. SHAIRA MAE J. DE JOYA   | - | Technical Staff                               |
| Ms. APRIL B. FLORENDO       | - | Technical Staff                               |

**Res. No. 136-3H, S. 2022**

**Resolution Approving the Anti-Discrimination Policy (Both Students and Employees)**

WHEREAS, to support the attainment of the 17 Sustainable Development Goals (SDGs), the University has undertaken programs, projects and activities supportive of the SDGs since 2014 as articulated in its Strategic Plan 2019-2029 and has reinforced its commitment to sustainability in human, financial, and environmental context with the approval of the establishment of the Center for Sustainable Development, its Logo and Sustainability Plan through Board Resolution No. 4, s. 2022;

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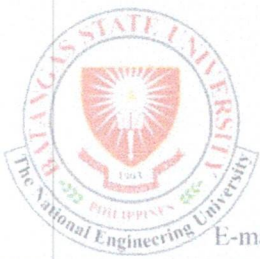
**ENRICO M. DALANGIN**  
 Secretary of the University  
 and of the Board of Regents

Date: **PM123**

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**WHEREAS, the Board through Resolution No. 136, s. 2022 approved the University Policy Guidelines for the attainment of Sustainable Development Goals;**

**WHEREAS, to ensure the attainment of the goals, the University shall be guided by internal policies designed to assure balance between social, economic and environmental sustainability;**

**WHEREAS, Chapter 3 of the approved policy guidelines gives emphasis on inclusive academic environment and workplace which supports SDG 2 (Zero Hunger), SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Peace, Justice and Strong Institutions) which covers various support aimed at addressing the issues on inclusivity, inequalities, gender and development, and other related SDGs;**

**WHEREAS, an individual policy is provided in every chapter which prescribes the specific action or step to be undertaken by the University to achieve the SDGs;**

**WHEREAS, this proposed policy for anti-discrimination shall prohibits all forms of discrimination within the University premises and all other places/activities within its control, empower disadvantaged sectors of the constituency for the proper enjoyment of their individual rights and to promote a culture of diversity and equality;**

**WHEREAS, under this policy, there shall be provision for Equal Employment Opportunity which shall ensure that no negative discrimination occurs in the process of recruitment, hiring, training, promotion, rewarding of personnel, and personnel actions shall follow the merit and fitness principle regardless of sex, gender, gender identity and orientation, disabilities, ethnic orientation or economic status of persons involved;**

**WHEREAS, there shall also be Assistance to Persons with Disability in order to provide proper assistance and consideration to personnel who are PWD in relation to their work including but not limited to provision of equipment, assignment of work location and approval of flexible work schedule, and the University shall likewise provide counselling, mentoring and health services, when needed;**

**WHEREAS, the policy shall also include Disability Support Services intended to support students with special needs and the following services shall be in place: Individual Inventory and Planning, Information Service, Counseling, Referral and Consultation, and Social Support;**

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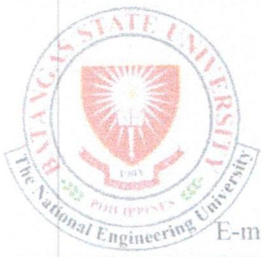
*MD*

**ENRICO M. DALANGIN**  
Secretary of the University  
and of the Board of Regents

Date: **17/12/23**







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WHEREAS, the proposal was presented to the Administrative Council of the University, and after thorough discussion and deliberation, it was endorsed for approval of the Board through Resolution No. 1128-01, s. 2022;

WHEREAS, the same proposal was deliberated upon by the Finance Committee and after thorough discussion and deliberation, it was endorsed for approval of the Board through Resolution No. 120, s. 2022;

WHEREAS, the matter was presented to the Board of Regents for deliberation and approval during its regular meeting on 07 December 2022;

**NOW, THEREFORE:**

**BE IT RESOLVED, AS IT IS HEREBY RESOLVED** that the Board of Regents after thorough discussion and deliberation approved the Anti-Discrimination Policy (Both Students and Employees).

**APPROVED.**

Certified Correct:

**ENRICO M. DALANGIN**

Secretary

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**ENRICO M. DALANGIN**  
Secretary of the University  
and of the Board of Regents

Date: **12/12/23**

