

**In compliance with Section 25.1(a) of the Code and Rules, we hereby submit the relevant information regarding formal complaints received and processed by the University CODI from October 2019 to June 2021.**

**I. Nature of University CODI Charges**

- 12 out of 12 complaints were classified as major infraction
- 6 out of 12 complaints were processed under the old Anti-Sexual Harassment Policy (version 2.0); filed prior to September 2020
- 1 previous case reviewed by CODI in 2020

**II. Sex-Disaggregated Information**

	<b>Male</b>	<b>Female</b>
<b>Complainants</b>	6	6
<b>Respondents</b>	8	4
<b>TOTAL</b>	14	10

**III. Decisions**

<b>Decision</b>	<b>Count</b>
<b>Warning</b>	2
<b>Suspension</b>	2
<b>Termination of employment</b>	6
<b>No decision yet (on going cases)*</b>	2
<b>TOTAL</b>	12

*\*to be included in the next semi-annual report*

**IV. Decisions requested to be reconsidered/reviewed by the University President**

<b>Total no. of cases where the complainant asked for a reconsideration/review</b>	1
<b>Total no. of cases where the respondent asked for a reconsideration/review</b>	2
<b>Total no. of reconsiderations/reviews granted</b>	1
<b>Total no. of reconsiderations/reviews denied</b>	2

**V. Appeals to DepEd/CHED or petitions for review filed in court**

- No appeals were filed with DepEd/CHED or cases filed with the courts questioning any of the decisions.

**VI. Informal reports received by the University**

2 informal reports were submitted through the CODI alert where the reporting parties opted, at the moment, for other protective measures and care assistance from the Gender Hub instead of pursuing a disciplinary case.

## VI. Issues and Recommendations

The Recommendations from the CODI cases can be classified into three areas: (1) recommendations for additional training and onboarding, (2) recommendations towards addressing specific “cultures” within the University context (3) recommendations towards additional policies.

- 7 CODI panels recommended additional training/onboarding programs :
  - Including but not limited to in-service sessions on professional and ethical conduct as teachers and on child protections and anti-sexual harassment policies and practices, orientation on the Code and Rules on a regular basis, discussions on professional conduct in campus spaces and in public, certification courses on Gender Sensitivity Training, a program (e.g., colloquium) where culture-bearers and veteran faculty members can lead discussions on cura personalis and ethical conduct, especially in the online setting;
  - Enhanced formation program contributing towards the empowerment of students in reporting inappropriate behavior or persons of authority
  
- 2 CODI panels recommended examination of specific “cultures” within the University context
  - Efforts must be made to educate the Ateneo community about the urgency of eradicating the “locker room culture”
  - A more programmatic approach towards a more inclusive culture that does not differentiate between male and female members and between “homegrown” and “new” students
  
- 8 CODI panels recommended additional policy points
  - Development of a mandatory online course on the topics mentioned above that students and employees must take
  - Acknowledgment by faculty members and staff of their roles as educators and that they will uphold principles that will keep those in their custody safe must be formalized (e.g., signed document) and regularly renewed
  - A review of the current procedures for handling complaints in general, and sexual harassment complaints, in particular

Approved by:

(SGD) Roberto C Yap SJ  
President

5 July 2021