

In compliance with Section 25 of the University Code of Decorum and Administrative Rules on Sexual Harassment, Other Forms of Sexual Misconduct, and Inappropriate Behavior (Code and Rules), the University Office of Decorum and Investigation (UODI) submitted to the President’s Council the following Report, which was approved by the President upon the endorsement of the Council on 25 January 2023.

This Report contains information on the formal complaints and informal reports received and processed by the UODI and the schools’ offices acting as their respective School Office of Decorum and Investigation, covering the period June 2022 to November 2022.

**I. Formal Complaints filed with the UODI** - The University CODI case that was on-going during the period covered by the previous report (December 2021 to May 2022) has since been resolved. The respondent was found guilty of the moderate offense charged. The Motion for Reconsideration filed by the respondent was not granted.

No formal complaints against employees of the University have been filed from June to November 2022.

**A. Sex-Disaggregated Information**

	Male	Female	TOTAL
<b>Complainant</b>	0 (0%)	1 (100%)	1
<b>Respondent</b>	1 (100%)	0 (0%)	1

**II. Formal Complaints filed with the School ODI** - The respective offices of the schools acting as School Office of Decorum and Investigation processed 10 complaints filed against students of the University. Three of the School CODI cases that were on-going during the period covered by the previous report (December 2021 to May 2022) have since been resolved. Updated information on those cases are now reflected in this current Report.

**A. Sex-Disaggregated Information**

	Male	Female	TOTAL
<b>Complainant</b>	1 (10%)	9 (90%)	10
<b>Respondent</b>	10 (100%)	0 (100%)	10

**B. Classification of Infractions** - 1 out of the 10 complaints was dismissed there being no prima facie case of violation of the Code and Rules.

The following are the classification of infractions of the remaining 9 complaints:

Classification of Infractions	# of Cases
Major	3 (33.33%)
Minor, Moderate, Major (combined)	2 (22.22%)
No charges yet (preliminary investigation stage)	4 (44.44%)
TOTAL	9

**C. Decisions on the 9 Complaints**

Decision	# of Cases
Guilty	1 (11%)
Not Guilty	1 (11%)
On-going	7 (78%)
TOTAL	9

**D. Decisions appealed to the school's Vice President** - No decision was appealed to school Vice Presidents.

**III. Appeals to DepEd/CHED or petitions for review filed in court** - The University was not notified of any appeals filed with DepEd/CHED or cases filed with the courts questioning any of the decisions.

**IV. Informal reports received by the University** - There were 17 informal reports received by the University Gender Hub (UGH) and UODI from June to November 2022.

An informal report is a verbal or written report to the UGH, UODI, or any person-in-authority, which does not comply with the requirements for a formal complaint for disciplinary investigation as prescribed in Sections 32 to 34 of the Code and Rules.

3 out of the 17 informal reports that involve infractions not covered by the Code and Rules were forwarded to concerned offices for appropriate action. 5 out of the 17 informal reports involve incidents and/or offenders that/who are not within the jurisdiction of the University. In 9 of these 17 informal reports, the person/s reporting the incidents and/or the offended parties have opted, at the moment, for other protective measures and/or care assistance from the University Gender Hub.

**A. Sex-Disaggregated Information (possible complainants and respondents)**

	<b>Male</b>	<b>Female</b>	<b>TOTAL</b>
<b>Complainant</b>	1 (11%)	8 (89%)	9
<b>Respondent</b>	At least 8 (80%)	2 (20%)	At least 10*

\*with multiple respondents

**B. Classification of Infractions** - The following are the classification of possible infractions of the remaining 9 informal reports:

<b>Classification of Infractions</b>	<b># of Cases</b>
Major	3 (33.33%)
Moderate	3 (33.33%)
Minor	3 (33.33%)
<b>TOTAL</b>	<b>9</b>

**V. UCODI recommendations** - The UCODI hearing panels gave the following recommendations to prevent or deter the recurrence of similar incidents of sexual harassment, sexual misconduct, and inappropriate behavior.

1. Provide appropriate training for employees when receiving complaints and/or reports of acts that may be in violation of the Code and Rules;
2. Provide Code and Rules and Code of Discipline on-boarding sessions for all employees regardless of the nature of engagement or status of employment.

Other office-/school-specific recommendations were relayed to the concerned offices/schools for their consideration and/or implementation.

Submitted by:

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Approved by:

(Sgd) Roberto C Yap SJ  
*President*  
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