



ATENEUM DE MANILA UNIVERSITY
OFFICE OF THE VICE PRESIDENT FOR HIGHER EDUCATION

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30 January 2024

TO The Higher Education Community

FROM [Sgd.] Raphael A. Guerrero, PhD
Officer-in-Charge, Office of the Vice President for Higher Education

SUBJECT THE ATENEUM DE MANILA UNIVERSITY HIGHER EDUCATION POLICY STATEMENT ON BUILDING A GENDER INCLUSIVE, GENDER RESPONSIVE, AND GENDER SAFE COMMUNITY

On December 17, 2018, the Loyola Schools adopted a Policy Statement on Building a Gender Inclusive, Gender Responsive, and Gender Safe Community (“Gender Policy Statement”). With the integration of the Loyola Schools and the Professional Schools into one Higher Education cluster, and upon the endorsement of the Deans of the Graduate School of Business, School of Government, School of Law, and School of Medicine and Public Health, the Gender Policy Statement is hereby re-issued and adopted to govern the entire Higher Education cluster.

A copy of the Higher Education Gender Policy Statement accompanies this memo, kindly click the link. ateneo.edu/document/2024/01/30/ateneo-de-manila-university-higher-education-policy-statement-building-gender

Let us, as one Higher Education Community, work together to achieve our aspiration to make our school a home for all, respectful of the uniqueness of each and every member of our community.

January 30, 2024

THE ATENEO DE MANILA UNIVERSITY
HIGHER EDUCATION POLICY STATEMENT ON BUILDING A GENDER INCLUSIVE,
GENDER RESPONSIVE, AND GENDER SAFE COMMUNITY

Filipino, Catholic, and Jesuit, the Ateneo de Manila University Higher Education cluster is an academic community that upholds the dignity of every human person. In consonance with the teachings in the Gospels and the Ignatian principles of conscience, competence, compassion, and commitment, it strives to cultivate a strong culture of respect for human rights. It endeavors to promote justice that is rooted in genuine empathy and understanding of the struggle and suffering of others. Within the broader vision of a just, humane, and equal world, it rejects and confronts all forms of sexual and gender-based violence and discrimination. True to its belief in a faith that does justice for all, it seeks ways of establishing structures that support gender inclusivity, promote gender responsiveness, embrace the call for gender justice, and build a gender safe community.

An **inclusive community** respects human dignity, one's right to self-identity and self-expression, and diversity.

A **gender-responsive community** promotes gender equality, gender sensitivity, and gender-fair education. Gender equality is the recognition that all human beings, regardless of their sex, gender, and sexuality, are equal in dignity and in rights. Gender sensitivity refers to the practice of respect, empathy, and compassion embedded in the awareness of conditions that perpetuate gender inequality and gender injustice and the engagement in practices that seek to transform these conditions. Gender fair education refers to teaching and learning practices that promote gender equality and justice, including the use of non-sexist language and the avoidance of gender stereotypes and gender biases.

A **safe community** is free of sexual or gender-based violence, discrimination, and harassment. It recognizes the inherent dignity of every person; any form of violation of the body is a violation of a person's dignity and integrity.

The Ateneo de Manila University Higher Education cluster is dedicated to the building of a gender inclusive, gender responsive, and gender safe community for all by creating an enabling environment, developing transformative practices, and providing adequate responses.

An **enabling environment** institutionalizes policies, standards, and procedures which facilitate the promotion of a gender inclusive, gender responsive, and gender safe Higher Education community.

Transformative practices address existing biased or discriminatory policies, practices and programs, and effect change for the betterment of life for all.

Adequate responses provide appropriate measures and genuine efforts to realize progressively a gender inclusive, gender responsive and gender safe community for all students and employees of the Higher Education cluster through clear policies and accessible services including immediate assistance, support services, referral mechanisms, and protective and corrective measures to address all forms of sexual or gender-based violence.

This policy statement applies to the Higher Education community as a whole. It shall be interpreted in light of Ateneo de Manila University's vision, mission and policies.