MEMORANDUM

FOR: **ALL CONCERNED**

SUBJECT: **REITERATION OF THE ANTI-DISCRIMINATION POLICY ON SEXUAL ORIENTATION, GENDER IDENTITY AND EXPRESSION (SOGIE)**

DATE: **March 13, 2025**

As part of our commitment to fostering an inclusive, respectful, and diverse workplace, we would like to reiterate the importance of our Anti-Discrimination Policy, specifically regarding Sexual Orientation, Gender Identity, and Expression (SOGIE). This memorandum reminds all employees, management, and stakeholders of our collective responsibility to create an environment free from discrimination, harassment, and inequality.

Key Policy Points:

1. **Non-Discrimination on SOGIE**
   We recognize and respect the rights of all individuals to express their sexual orientation, gender identity, and gender expression without fear of discrimination. All employees are expected to treat one another with dignity and respect.
2. **Harassment-Free Workplace**
   Any form of harassment based on SOGIE, whether verbal, physical, or psychological, is strictly prohibited. This includes offensive jokes, derogatory remarks, or any behavior that creates an intimidating, hostile, or offensive work environment.
3. **Equal Opportunities**
   We are committed to providing equal opportunities for all employees regardless of their sexual orientation, gender identity, or gender expression. This includes fair treatment in recruitment, promotion, training, benefits, and career development.
4. **Support for Gender Identity and Expression**
   Employees are encouraged to express their gender identity and gender expression freely and should not be penalized for doing so. Employees should have access to facilities, resources, and support that align with their gender identity, including the use of appropriate names and pronouns.
5. **Reporting Violations**
   Any employee who feels they have been discriminated against, harassed, or treated unfairly due to their SOGIE is encouraged to report the matter promptly to their supervisor or HR department. All complaints will be taken seriously and investigated thoroughly.

Quezon City University is committed to upholding the principles of equality, dignity, and respect for all individuals, regardless of their sexual orientation, gender identity, or gender expression. Discrimination, harassment, or any form of unfair treatment based on SOGIE will not be tolerated within the workplace or in any interactions related to the organization.

For strict compliance.

THERESITA V. ATIENZA, DEM
University President

Cc: *Office of the Vice President for Academic Affairs*
Office of the Vice President for Administration and Finance
Records Management Office