MEMORANDUM

FOR: **ALL CONCERNED**

SUBJECT: **QCU POLICY OF NON-DISCRIMINATION AGAINST WOMEN**

DATE: **September 16, 2025**

Quezon City University (QCU) is committed to ensuring a safe, inclusive, and equitable environment for all members of its community. The University upholds a strict policy of non-discrimination against women, guaranteeing equal rights, opportunities, and protection in all areas of academic life, employment, research, and community engagement.

As affirmed in the QCU Administrative Manual, all personnel actions—including recruitment, selection, and promotion—shall be based on merit and fitness, with no discrimination on the grounds of sex, gender, marital status, motherhood, religion, ethnicity, disability, or political affiliation. The University further mandates that all forms of discrimination, harassment, or bias against women are prohibited and subject to disciplinary action.

Through the Center for Gender and Development (GAD), QCU formulates and implements gender-responsive policies, monitors compliance with national standards, and ensures alignment with the Magna Carta of Women (Republic Act 9710). This includes the creation and strengthening of mechanisms such as the Committee on Decorum and Investigation (CODI), policies on sexual orientation and gender identity (SOGIE), and programs advancing women's rights and status within the University.

This policy affirms QCU's dedication to fostering an environment that respects the dignity of women, promotes gender equality, and advances the University's contribution to SDG 5: Gender Equality, ensuring that women are empowered to thrive as students, professionals, and leaders.

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