Misamis University
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Human Resource Department
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CERTIFIED: ISO 21001:2018 Educational Organizations Management System by DNV
ACCREDITED: Philippine Association of Colleges and Universities Commission on Accreditation (PACUCOA)

Misamis University Upholds Non-Discrimination for Transgender People

5.6.2 - Does your university as a body have a policy of non-discrimination for transgender people?

Misamis University has a policy of non-discrimination for transgender. This institutional position supports the broader goal of gender equality and recognizes the importance of treating people with dignity and respect regardless of gender identity.

A policy of non-discrimination provides a foundation for an inclusive university environment. For transgender members of the academic community, it establishes an expectation of fair treatment and participation in university life. It also communicates that gender identity should not serve as a basis for exclusion or discriminatory treatment.

The significance of this policy extends beyond its formal adoption. Meaningful implementation requires members of the university community to understand their responsibilities in maintaining respectful interactions and fair practices. Clear communication, awareness activities, and consistent application can help translate the policy into everyday institutional conduct.
Accessible procedures for raising concerns and addressing discrimination are also important to effective implementation. Maintaining confidentiality, responding fairly to complaints, and reviewing institutional practices can help strengthen trust in the policy. These measures provide practical ways to support its purpose and identify areas requiring improvement.

Misamis University's affirmative response to indicator 5.6.2 establishes its stated policy position on non-discrimination for transgender people. Sustaining this commitment through clear guidance, consistent implementation, and regular review can support a university community where transgender individuals are respected and have equitable opportunities to learn, work, and participate.

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MISAMIS UNIVERSITY

Nondiscrimination and Equal Employment Opportunity Policy for Transgender Employees and Applicants

POLICY

Misamis University shall provide a working environment in which each employee and applicant is accorded dignity, integrity, fairness, and respect. As part of the implementation of Misamis University's Sustainable Development Goal 5 programs, Misamis University will follow inclusive employment practices in ensuring that no act of discrimination, harassment, or retaliation against transgender persons shall occur because of actual or perceived gender identity and gender expression. Misamis University encourages applications by competent and eligible transgender persons for teaching, non-teaching, administrative, and other available positions. Being a transgender person shall not be considered grounds for disqualification or non-hiring. Appointments shall be made based upon qualifications, competence, and relevant job requirements.

This policy applies to applicants and all Misamis University employees irrespective of rank, type of appointment, and duration of employment. It pertains to recruitment, interviews, appointments, assignment, remuneration, benefits, training, promotions, evaluations, discipline, and termination. This also covers conduct while on the Misamis University campus, at university-sponsored events, during official business travel, and using work-related email or social media accounts.

Definitions

Transgender is the description used for individuals whose gender identity does not correspond with their assigned gender at birth. Gender identity is one's internal recognition of one's own gender. Gender expression is the presentation of one's gender through clothing, appearance, name, voice, behavior, etc. No medical treatment, surgery, or change in documentation is required to be covered by this policy.

Discrimination means treating someone in an unequal manner or excluding someone due to gender identity or expression, either real or perceived.

Harassment is unwanted behavior on the basis of gender identity or expression, which demeans an individual or creates an intimidating, hostile, or offensive working environment.

Retaliation occurs when someone takes adverse action against someone else for bringing up a problem or assisting with an investigation.

EMPLOYMENT PROTOCOL

The Human Resource Department will utilize fair and job-related criteria for all applicants. The HR officers will refrain from probing into any private issues of the applicant regarding their body, medical transition, or personal relationships. It is not mandatory for the transgender individuals to disclose themselves as such during the process of employment or applications. Eligible transgender individuals must be given equal opportunity to develop professionally, be promoted to senior positions, and enjoy remuneration and benefits on par with others based on eligibility criteria. Gender identity or expression will not be taken into account to assign unfavorable postings or dismiss employees.

INCLUSIVE WORKPLACE

Requirements related to professional dress code and grooming shall permit expression that is appropriate to the gender identity of the individual, except for any uniformly applied safety and/or hygiene requirements based on the position of the employee. Employees shall have access to restrooms that are consistent with their gender identity. Private facilities shall be utilized only at the discretion of the employee. An employee who needs assistance with a gender transition can request a meeting with Human Resources in a private setting to discuss records, communication, dress, facilities, and leaves that relate to such transition.

CONFIDENTIALITY

Human Resource Department shall restrict access to identity, medical, and complaint records to authorized persons with a legitimate need to know. Information shall not be shared without consent unless disclosure is required or otherwise permitted by law. Confidentiality shall be protected to the greatest extent possible while allowing a fair investigation and appropriate action.

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