



The 4th Student Assembly

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Resolution No. 018-2425

A RESOLUTION URGING THE ATENEO DE DAVAO UNIVERSITY COMMITTEE ON ANTI-SEXUAL HARASSMENT THAT IN COMBATING SEXUAL HARASSMENT- TO STRENGTHEN REPORTING MECHANISMS AND SUPPORT SYSTEMS FOR ATENEO DE DAVAO UNIVERSITY STUDENTS

Status: [Approved]
0-0-12

Introduced by:
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WHEREAS, the Committee on Anti-Sexual Harassment of the Ateneo de Davao University, evidenced by numerous Sexual Harassment cases reported and channeled through to POWER AdDU, determined the lapse of efficiency in handling such cases. This Resolution's purpose, to effectively address and combat the issue of sexual harassment, is to strengthen the reporting mechanisms and support systems of the Ateneo De Davao University.

WHEREAS, the United Nations EEOC defined sexual harassment in its guidelines as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

WHEREAS, stipulated in the United Nations General Assembly Resolution 48, the Declaration on the Elimination of Violence Against Women prohibits sexual harassment of women at work, educational institutions, and other places. It also promotes the creation of criminal, civil, or other administrative penalties in addition to preventative measures to end violence against women.

WHEREAS, Article II, Sec 11 of the 1987 Philippine Constitution guarantees the state values the dignity of every human person and guarantees full respect for human rights.



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WHEREAS, Republic Act 11313, otherwise known as the Safe Spaces Act. Article V, Section 21 that Gender-Based Sexual Harassment in Educational and Training Institutions.— All schools, whether public or private, shall designate an officer-in-charge to receive complaints regarding violations of this Act and ensure that the victims are provided with a gender-sensitive environment that is respectful to the victims' needs and conducive to truth-telling. Every school must adopt and publish grievance procedures to facilitate the filing of complaints by students and faculty members.

WHEREAS, Republic Act 7877, otherwise known as the Anti-Sexual Harassment Act of 1995, states in Section 2 that the State shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, and uphold the dignity of workers, employees, applicants for employment, students or those undergoing training, instruction or education. Towards this end, all forms of sexual harassment in the employment, education, or training environment are hereby declared unlawful.

WHEREAS, Commission on Higher Education Memorandum Order No. 03 Series of 2022, having the subject of the Guidelines on Gender-Based Sexual Harassment in Higher Education Institutions, states in Rule II Roles and Responsibilities of Higher Education Institutions that the HEL shall adopt mechanisms to protect the welfare of a complainant of sexual harassment or other related sexual offense, as may be appropriate, which may include the following:

- a. Psychosocial counseling;
- b. Referral to an agency offering professional help;
- c. Support from the Institution's GAD Focal Point System;
- d. Coordination with women's organizations and advocacy groups;
- e. Transfer to another class, office, or partner institution, if needed; and
- f. Available legal support, such as assistance in filing criminal cases in appropriate courts of justice.

WHEREAS, City Ordinance NO. 5004, otherwise known as the Women's Development Code of Davao City, defined sexual harassment as a form of misconduct and shall be unlawful in the employment, education, or training prescribed in RA 7877.



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WHEREAS, City Ordinance NO. 5004 or the Women's Development Code of Davao City Article III Section 40 requires all local offices, agencies, establishments, companies, government, and private in Davao City shall conduct orientation on sexual harassment.

WHEREAS, The Ateneo de Davao University Handbook 2019 Edition in Appendix B titled IMPLEMENTING RULES: ANTI-SEXUAL HARASSMENT ACT OF 1999, Rule V COMMITTEE ON ANTI-SEXUAL HARASSMENT Section 3 states that The Chair shall receive any complaint. The Committee shall investigate and hear sexual harassment cases and prepare and submit reports with corresponding recommendations for the decision of the Dean.

WHEREAS, The Ateneo de Davao University Handbook 2019 Edition in Appendix B titled IMPLEMENTING RULES: ANTI-SEXUAL HARASSMENT ACT OF 1999, Rule V COMMITTEE ON ANTI-SEXUAL HARASSMENT Section 4 states that the Committee shall develop and implement programs to increase understanding and awareness about sexual harassment. In addition, the Committee shall develop rules in the settlement and disposition of sexual harassment complaints, considering confidentiality and respect for privacy. The Committee shall also ensure that no complaint shall be subjected to further harassment or retaliation by the respondent.

WHEREAS, The Ateneo de Davao University Memorandum No. 2023-068, dated November 7, 2023, issued by Fr. Karel San Juan S.J., titled "Addressing Gender-based Violence and Maintaining Campus Safety," declares the University's commitment verbatim:

"We stand by the provisions of RA 7877 (Anti-Sexual Harassment Act of 1995), RA 9262 (Anti-Violence Against Women and Their Children Act of 2004), and RA 11313 (Safe Spaces Act). These laws require us to actively promote safe spaces and prevent gender-based sexual harassment. To this end, we are committed to taking decisive action against individuals found, after due process, to have committed gender-based sexual harassment, discrimination, or violence against women and children. This may include termination of employment or expulsion from the university, as necessary."



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WHEREAS, The Ateneo de Davao University Memorandum No. 2023-068, dated November 7, 2023, issued by Fr. Karel San Juan S.J., titled "Addressing Gender-based Violence and Maintaining Campus Safety," declares the University's Support verbatim:

"Ateneo de Davao University has existing structures and mechanisms in place to address these problems. We have the Gender and Development Focal Point System (GFPS), the Gender and Development (GAD) Committee, and the Gender Sensitivity Training (GST) programs rolled out by the Human Resource Management and Development Office (HRMDO), among others. These structures have been established to provide support, guidance, and resources to those who need them. For those who have experienced any form of gender-based sexual harassment, discrimination, and sexual boundary violations or violence, please do not hesitate to step forward and file a complaint."

The University has established institutions such as the Disciplinary Board and the Committee on Anti-Sexual Harassment to address these matters as mandated by law. We guarantee that your complaint will be treated with the utmost seriousness and confidentiality.

WHEREFORE, BE IT RESOLVED, urging the Ateneo de Davao's Committee on Anti-Sexual Harassment to reevaluate the productivity and effectiveness of current procedures in handling sexual harassment cases, particularly in terms of Reporting Mechanisms and Support Systems available to potential victims. This reevaluation should assess how efficiently cases are processed, the effectiveness of support provided to victims, and whether the systems in place are accessible, confidential, and user-friendly, ensuring victims feel empowered to file complaints without fear.

WHEREFORE, BE IT RESOLVED, urging the Ateneo de Davao's Committee on Anti-Sexual Harassment to reestablish and reinforce its presence and due process for handling such cases to the Ateneo Community.

WHEREFORE, BE IT FURTHER RESOLVED that the members of the Student Assembly supporting this resolution shall agree to the following action points:

Action Point 1: Enhancement of Awareness Campaigns on Anti-Sexual Harassment

It is hereby mandated that the Ateneo de Davao's Committee on Anti-Sexual Harassment in collaboration with Protection of Women's Equality and Rights-Ateneo de



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Davao University (POWER AdDU), The 4th Student Assembly of SAMAHAN Office of the Vice President, SAMAHAN Department of Campaigns and Advocacies, and the SAMAHAN Commission on Students' Rights and Welfare (STRaw) conduct regular awareness campaigns and seminars across the university to educate students, faculty, and staff about the nature of sexual harassment, their rights, and the established supporting mechanisms. Multiple communication channels, including official social media platforms, email boosting of regular memorandums, and posters to disseminate information about the reporting mechanism and support systems available. Furthermore, the university shall establish partnerships with local non-governmental organizations (NGOs) and advocacy groups to provide expert-led workshops and training sessions on sexual harassment prevention and response.

Action Point 2: Strengthening and Streamlining of Reporting Mechanisms for Sexual Harassment Case

It is hereby mandated that a secure and accessible online reporting system, designed to maintain confidentiality shall be developed and instituted to safeguard the identity of complainants. The Ateneo de Davao's Committee on Anti-Sexual Harassment shall appoint and provide ongoing training to highly qualified, gender-sensitive officers who will manage complaints with the utmost empathy and professionalism. Furthermore, the university shall conduct regular reviews and updates of the reporting procedures to ensure they remain accessible, transparent, and efficient.

Action Point 3: Enhancement of Victim Support Systems

It is hereby mandated that a dedicated support center within the university be established to offer psychological counseling and other necessary support services to victims of sexual harassment. The Ateneo de Davao's Committee on Anti-Sexual Harassment shall formulate formal partnerships with external professional help agencies and women's organizations to augment available resources and support for victims. Furthermore, the university shall forward the presence of SAMAHAN Commission on Students' Rights and Welfare through the Protection of Women's Equality and Rights (POWER AdDU) as the organization in the institution that are trained to provide initial assistance and guidance to victims.

Action Point 4: Assurance of Accountability and Transparency



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It is hereby mandated that a clear timeline for the investigation and resolution of sexual harassment cases be implemented to ensure prompt and effective justice. The Ateneo de Davao's Committee on Anti-Sexual Harassment shall mandate the publication of anonymized annual reports detailing the number of cases reported, actions taken, and outcomes to maintain transparency and build trust in the university's handling of such matters. Policies against retaliation towards complainants shall be enforced, with clear communication of these policies to all university community members and strict consequences for violations.

Action Point 5: Continuous Monitoring and Evaluation of Policies and Procedures

It is hereby mandated that the Ateneo de Davao's Committee on Anti-Sexual Harassment shall conduct annual surveys among students, faculty, and staff to gather comprehensive feedback on the handling of sexual harassment cases and the effectiveness of support provided in the university. Findings from these evaluations and surveys shall be utilized to inform necessary policy revisions and enhancements in training programs.

Approved by the 4th Student Assembly on the 5th day of October, in the year of our Lord, Two Thousand and Twenty-Four.



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Approved by:

[Sgd.] HON. JAN A.G. ADRIAN LARIEGO
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External Vice President
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[Sgd.] HON. ROMMY JOHN LANDAS
Chairperson
Commission on Elections



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Attested by:

[Sgd.] HON. SUNG GOON L. ACOSTA

*Chairperson & Chief Convener
4th Student Assembly*