



VISAYAS
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**OFFICE OF THE
PRESIDENT**



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MEMORANDUM CIRCULAR NO. 235
Series of 2024

TO: All VSU Faculty, Staff, and Students

RE: Reiteration of VSU's Anti-Sexual Harassment Policy

FROM: DR. PROSE IVY. G YEPES
University President

DATE: October 21, 2024

It has come to the attention of this office that there remains a lack of awareness and understanding regarding the University's sexual harassment (SH) policy among administrators, faculty, staff, and students.

This is to reiterate that any form of sexual harassment and related sexual offenses is unacceptable behavior and a violation of Philippine laws as well as VSU rules and regulations. **The administration does not tolerate or condone sexual harassment.** Measures are being taken to prevent such incidents and to eliminate conditions that foster sexual intimidation and exploitation (VSU IRR Rule III, Sec. 7).

VSU adheres to the Implementing Rules and Regulations of the Anti-Sexual Harassment Act of 1995 (BOR Resolution No. 66, Series of 2002), along with policies from the Civil Service Commission and the Commission on Higher Education. Notably, we follow the Civil Service Commission Resolution No. 2100064 dated January 20, 2021, which details the "Revised Administrative Disciplinary Rules on Sexual Harassment Cases" (MC No. 11, s. 2021) and CHED CMO 1, Series of 2015, which establishes guidelines on Gender and Development in Higher Education Institutions.

A review committee has been established to ensure our existing policy aligns with Republic Act No. 11313, known as the "Safe Spaces Act," its Implementing Rules and Regulations, and the Commission on Higher Education's en banc Resolution No. 061-2022 dated February 8, 2022, which promulgates the "Guidelines on Gender-Based Sexual Harassment in Higher Education Institutions" (CMO No. 03, s. 2022).

All Chancellors, College Deans, Center Directors, Department Heads, Office Heads, and Student Leaders are required to remind their constituents during regular meetings and to ensure attendance at orientations on the university's anti-sexual harassment policy.

Please strictly direct all matters involving sexual harassment complaints to the Anti-Sexual Harassment Committee (also known as the Committee on Decorum and Investigation, or CODI) through the Gender Resource Center for appropriate action.

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Furthermore, university officials, faculty members, staff and students entrusted with duties or functions connected with the implementation or enforcement of the policy are required to observe confidentiality and respect individual privacy to the greatest extent possible in dealing with SH reports and complaints (VSU IRR Rule III, Sec. 11).

For compliance.