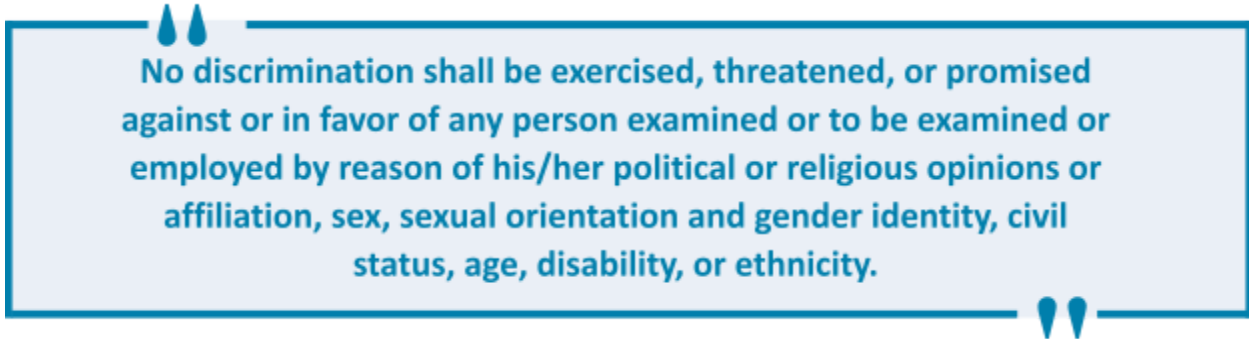


As a State University, the Mindanao State University – Iligan Institute of Technology conforms to and observes the laws and policies established by the Philippine Government through the Civil Service Commission. The Civil Service Commission established a comprehensive framework called the 2017 Omnibus Rules on Appointment and Other Human Resource Actions (ORAPHRA) to regulate human resource management within the government, including State Universities.

The 2017 Omnibus Rules on Appointments and Other Human Resource Actions, Rule XII Section 134, states that:



No discrimination shall be exercised, threatened, or promised against or in favor of any person examined or to be examined or employed by reason of his/her political or religious opinions or affiliation, sex, sexual orientation and gender identity, civil status, age, disability, or ethnicity.

No discrimination shall be exercised, threatened, or promised against or in favor of any person examined or to be examined or employed by reason of his/her political or religious opinions or affiliation, sex, sexual orientation and gender identity, civil status, age, disability, or ethnicity.

In the unfortunate event of a discrimination complaint, the complainant may file a complaint following the 2017 Rules on Administrative Cases in the Civil Service (2017 RACCS).

2017 RACCS Rule 3 Section 11 states that the complaint shall contain the following:

- Full name and address of the complainant;
- Full name and address of the person complained of, as well as their position and office;
- A narration of the relevant and material facts which show the act or omissions allegedly committed;
- Certified true copies of documentary evidence and affidavits of their witnesses, if any; and
- Certification or statement of non-forum shopping.



The absence of any of the aforementioned requirements may cause the dismissal of the complaint without prejudice to its refiling upon compliance with the same.

Additionally, Section 13 of the same policy states that:

“ Except when otherwise provided for by law, an administrative complaint may be filed anytime with the Commission or any of its regional offices, heads of departments, agencies, national government, local government units, state universities and colleges (SUCs) or local universities and colleges (LUCs), and government-owned or controlled corporations with original charters except as may be provided by law. ”

In the case of Mindanao State University - Iligan Institute of Technology, the complainant may file the complaint with the Civil Service Commission or any of its regional offices or with the Human Resource Merit Promotion and Selection Board (HRMPSB) of the University.

References:

2017 Omnibus Rules on Appointments and Other Human Resource Actions

Link: <https://csc.gov.ph/downloads/2017-oraohra>

2017 Rules on Administrative Cases in the Civil Service (2017 RACCS)

Link:

<https://www.csc.gov.ph/phocadownload/userupload/irmo/policy%20resolutions/2017/CSC%20Resolution%20No.%201701077.pdf>