



SDG8 – Decent Work and Economic Growth

8.2.3 Employment policy on discrimination

Have a policy on ending discrimination in the workplace (including discrimination based on religion, sexuality, gender, age, or refugee status)

LNU commits to anti-discrimination policy

In today's dynamic and diverse multinational labor force, LNU demonstrates a comprehensive and bias-free employment policy that addresses discrimination which aims to create an inclusive workplace culture that values people based on their merits, competencies, and contributions rather than their religion, sexual orientation, gender, age, or refugee status. The university adheres to the **Omnibus Rules on Appointments and Other HR Actions CSC Revised July 2018**, particularly focusing on Rule IX, which pertains to **the Agency Merit Selection Plan and the Human Resource Merit Promotion and Selection Board**.

These principles are also manifested in the published documents of the university's vacant positions which encourage all interested and qualified applicants and promote equal employment opportunity to all men and women at all levels of position without discrimination.

The university's unwavering commitment to the principles of fairness and inclusivity is exemplified through the firm adherence to **Omnibus Rules on Appointments and Other HR Actions CSC Revised July 2018 Rule IX. Agency Merit Selection Plan and Human Resource Merit Promotion and Selection Board, Section 83 page 47-53**, and on **Faculty Handbook under Faculty Appointment, Rank, Tenure, and Separation from Service, 5.1 General Guidelines page 19** which unequivocally prohibits discrimination in the selection of employees based on a range of personal characteristics. This steadfast commitment to equality is a cornerstone of the institution's core values and its vision for a diverse and inclusive community.

Regarding age, the university's position demonstrates its commitment to making sure that job applicants are evaluated based on their credentials, expertise, and experience rather than being subjected to capricious age-related prejudices. This strategy values the contributions that people of all ages may make to the goals and mission of the university in addition to encouraging intergenerational cooperation.

In addition, the university's dedication to gender identity, sexual orientation, and gender equality shows that it firmly opposes discrimination based on a person's gender or sexual orientation. This policy promotes an



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lnu.edu.ph
info@lnu.edu.ph
+63 (53) 832 3205
www.facebook.com/lnuofficial

environment where diversity is welcomed and everyone feels appreciated and respected by guaranteeing that all candidates, regardless of their gender identity or sexual orientation, are evaluated exclusively based on their professional merits.

Civil status, as outlined in SECTION 83, encompasses an individual's marital status, and the university's stance underscores that such personal circumstances should not be a determinant in the selection process. This commitment reflects an awareness that individuals may have varying family or relationship situations, and their eligibility for employment should not be influenced by these factors.

The university's non-discrimination policy demonstrates its commitment to disability rights. It highlights that applicants with disabilities should not experience barriers to employment because of their disability. Instead, the university actively supports equal opportunities and accommodations to guarantee that all competent candidates have an equal opportunity to participate fully in the selection process.

Furthermore, the university's dedication to religious tolerance and respect for other belief systems ensures that a candidate's religion or faith is not considered when making hiring decisions. This strategy provides an environment in which people of all religious backgrounds can coexist peacefully and contribute to the university's mission.

SECTION 83 also protects ethnicity and political affiliation, stating that the university supports diversity and respects individuals' rights to hold various political ideas without bias in the workplace.

As a basis to the anti-discrimination policy of the university, it considers the **Equal Employment Opportunity Policy** which contains inclusive statements on Recruitment, Selection, and Placement; Learning and Development; Performance Management, Rewards and Recognition, and Complaints.