

5. The University allows and gives its woman-faculty the same level of rights, benefits and reinstatement privileges given to other faculty who are temporarily disabled.
6. The University adheres to the provision that pregnancy-related benefits cannot be limited to married employees.

Section 7. Procedures on Pregnancy Discrimination

1. Document each instance of pregnancy discrimination as soon as after the incident is reported/witnessed/observed. In as much detail as possible, write down a description of the situation, when and where it happened, what was said, who said it, and who else was there.
2. Discuss the problem with the personnel of human resource unit or the University's equal employment officer.
3. File a formal complaint to the University's Grievance Committee or the Committee on Decorum and Investigation.

Section 8. Observance of Due Process and Procedures

In dealing with all cases of discrimination against women, the procedures and reglementary period in filing complaints, affidavits, counter-affidavits, answers and replies as contained in the procedural mechanism of the Committee on Decorum and Investigation (CODI) shall be made applicable.

Section 9. Effectivity

These Rules and Regulations shall take effect upon approval by the PSU Board of Regents and the same shall be published within fifteen (15) calendar days from approval thereof to any official publications of the University.

*Note: Approved via Board Resolution No. 12, s. 2016
Published in: PSU ECHOES
Official publication of PSU
July issue*

WHERE DO WE GO FOR HELP?

These agencies/organizations are committed to assist the victims. They are only phone call away:

Pangasinan State University
Lingayen, Pangasinan
Tel. No.: (075) 206-0802

Department of Social Welfare and Development (DSWD)
Dagupan City, Pangasinan
Tel. No.: (075) 523-3844/ 515-3140/ 522-7837

Civil Service Commission (CSC)
Lingayen, Pangasinan
Public Assistance and Information Office
Tel. No.: (075) 542 6641

National Bureau of Investigation (NBI)
Violence against Women and Children's Desk (VAWDC)
Dagupan City
Tel. No.: (075) 515 5208

Regional Trial Court – Public Attorney's Office
Lingayen, Pangasinan
Tel. No.: (075) 212-28-33 / 542-7075

Region 1 Medical Center
Dagupan City, Pangasinan
Tel. No. : (075) 515-3815 / 515-3030



**Pangasinan
State
University**

NON-EXPULSION OF STUDENT AND FACULTY DUE TO PREGNANCY

BOR Resolution No. 12, s. 2016

A Primer

**PSU GENDER & DEVELOPMENT
(GAD)**

Section 1. Legal Basis

Pursuant to the provision of Republic Act 9710 otherwise known as the Magna Carta of Women (MCW), the following policies and procedures are hereby formulated by Pangasinan State University to prevent expulsion of women students and faculty due to pregnancy in its workplace and college environment, and to provide the procedure for the settlement and/or elimination of discrimination in education, scholarships, and training, particularly on non-expulsion of women due to pregnancy.

Section 2. Affirmation of Policy

In affirmation of the provision of Magna Carta of Women, (Republic Act 9710) the Pangasinan State University shall establish and maintain a learning and working environment for all, particularly for women students and faculty, that is fair, humane and happy – an environment that seeks to eliminate discrimination in education, scholarships and training. Thus, expulsion, non-readmission, prohibition of enrolment and other related discrimination of women students and faculty due to pregnancy is condemned and considered illegal.

The University affirms its commitment to provide equality for all its students and faculty; recognizes, protects and promotes the rights of women, especially those belonging in the marginalized sectors of the society, hence, it discourages and ultimately eliminates discrimination to exist and prevail in the University.

Section 3. Definition

As used in these Rules and Regulations:

1. **Students.** These are female students duly enrolled in any academic unit of the University who are on their pregnancy stage.
2. **Faculty.** These are female members of the teaching staff of the University regardless of academic rank or category and includes librarian, researcher and extension worker who are on their pregnancy stage.
3. **Non-expulsion.** It refers to the process of allowing a female student to continue pursuing her chosen degree program notwithstanding her pregnancy or the non-

deprivation or non-dismissal of women-faculty or personnel from leaving her station of work solely due to pregnancy.

4. **Non-readmission.** It refers to the process of not allowing a female student, faculty or personnel of the University to enter or be admitted again in school or workplace due to pregnancy.

Section 4. Scope

All pregnant women students and faculty at all PSU campuses, activities, programs, project offices/sites, or venue of official functions, or while representing the University in an official capacity.

Section 5. Declaration of University Policies for the Elimination of Women Discrimination and Promotion of Women's Rights

1. Provision for equal access and elimination of discrimination in education, scholarship, and trainings.
2. "Expulsion", non-readmission, prohibiting enrolment, and other related discrimination of women students and faculty-due to pregnancy out of marriage shall be outlawed.
3. Increasing the number of women in important University positions to achieve a fifty-fifty(50-50) gender balance;
4. Provision for Leave benefits of two (2) months with full pay based on gross monthly compensation for women employees who undergo surgery caused by gynecological disorders, provided that they have rendered continuous aggregate employment service of at least six (6) months for the last twelve (12) months;
5. Non-discriminatory and non-derogatory portrayal of women in media and film to raise the consciousness of the general public in recognizing the dignity of women and the role and contribution of women in family, community, and the society through the strategic use of mass media.

Section 6. Policy Guidelines against Non-Expulsion and Non-readmission of Students and Faculty solely due to Pregnancy

In furtherance of provisions of Magna Carta of Women affirmed in Section 2 hereof, the following guidelines shall be observed within the Pangasinan State University system:

1. The Pangasinan State University recognizes, protects and promotes the rights and human dignity of women, particularly pregnant and parenting students and faculty and those who are most vulnerable including low income women;
2. The University ensures that no woman student and faculty is discriminated against in the school/workplace because of pregnancy, parenting or the ability to become pregnant;
3. The University observes the following policies in the admission, readmission of **woman-students** and in the recruitment, hiring and promotion of **woman-faculty**:
 - 3.1. Non-expulsion, non-readmission and non-prohibition of enrollment of woman-student solely due to pregnancy-related conditions in any degree programs enrolled in;
 - 3.2. Non-refusal to hire women-applicant in the teaching job because of pregnancy-related conditions;
 - 3.3. Non-demotion nor denial of promotion nor non-dismissal from work of woman because they are pregnant or may become pregnant;
 - 3.4. Non-use of pregnancy-related conditions for special procedures to determine one's ability to work, to screen one's ability to work; or to force one to stop working or to take pregnancy leave during pregnancy if one is still willing and able to perform ones job.
4. The University considers and treats its woman – faculty who are temporarily unable to perform their job due to pregnancy-related condition in the same manner as any other temporarily disabled employee, by providing modified task, alternative assignment, disability leave, or leave without pay.