



Saint Louis University

promotes the same freedoms, opportunities, and possibilities to its community to live life as deemed fit and contributory to the advancement of society.

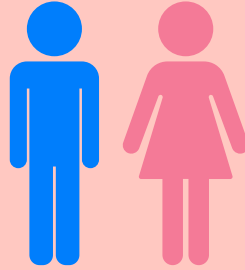


5 GENDER
EQUALITY





System Generated Population by Gender



Graduates by Gender

4,000
1,409 2,591

Freshmen by Gender

7,060
2,903 4,157

University Students

25,286
9,834 15,452

SLU Employees

1,790
707 1,083



Saint Louis University

System Generated Fact Sheet on Gender

Proportion of Senior Female Academics

Number of senior academic staff	265
Number of female senior academic staff	153

Proportion of women receiving degrees

Number of graduates:	4000
Number of graduates by subject area	
(STEM, Medicine, Arts & Humanities / Social Sciences):	3990
Number of graduates: STEM	2607
Number of graduates: Medicine	157
Number of graduates: Arts & Humanities / Social Sciences.	626

Number of female graduates by subject area	
(STEM, Medicine, Arts & Humanities / Social Sciences):	2157
Number of female graduates: STEM	1577
Number of female graduates: Medicine	120
Number of female graduates: Arts & Humanities / Social Sciences.	460

Women's access schemes: Mentoring

<https://www.slu.edu.ph/2023/05/05/neolouphis-and-dlusa-conducts-womens-month-lecture-digitall-innovation-and-technology-for-gender-equality/>

The New Louisian Philosophical Society (NEOLOUPHIS), in partnership with DiscipuliLegis Universitates Sancti Aloysii (DLUSA), conducted its culminating activity for the Women's Month, with the theme "DigitALL: Innovation and Technology for Gender Equality"



SLU Sunflower Pedagogical Developmental Center: Childcare Facility and PDC



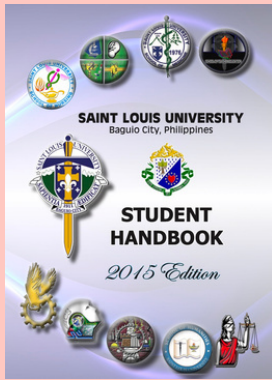
The SLU Pedagogical and Developmental Center (SLU PDC) is a community of committed professionals who implement child- or learner-centered pedagogical approaches to ensure maximal progress in each child's development. Certainly, with an effective pedagogy, there is enhancement in the child's academic, social and emotional development, attainment of technical skills, and a wide-ranging ability to contribute to society as whole.

At its core, the SLU PDC promotes a child-centered approach in an engaging environment where children with varied backgrounds, learning styles, and physical and cognitive abilities are provided with opportunities to explore their potentials and to hone their skills that will make them adept in handling life challenges inside and outside the classroom.

<https://www.facebook.com/SLUSunflowerPDC>

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Women's Progress Measures: Policy on Sexual Harassment

Sexual harassment can be verbal, visual, or physical. It can be overt, as in the suggestion that a person could get a higher grade or a raise by submission to sexual advances.

The suggestion or advance need not be direct or explicit. It can be implied from the conduct, circumstance, and relationship of the individuals involved.

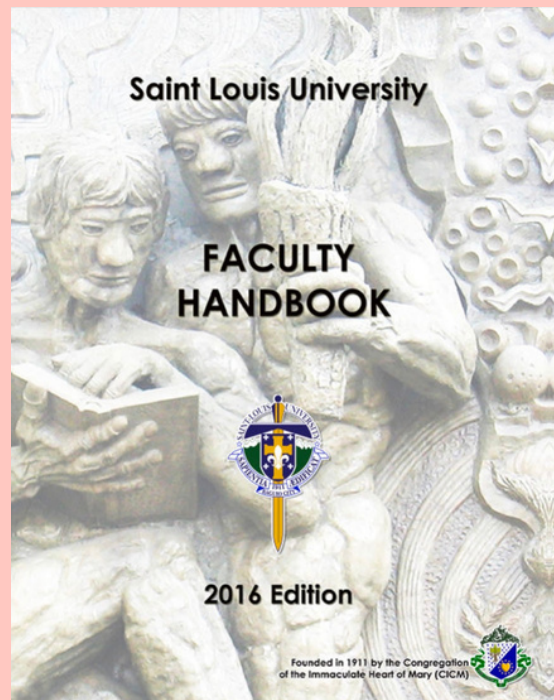
Section 4. *Forms of Sexual harassment.* – Sexual harassment can consist of the following:

- a. Persistent, unwanted attempts to change a professional or educational relationship to a personal one.
- b. Unwelcome sexual flirtations and inappropriate put-downs of individual persons or classes of people. Examples include, but are not limited to the following:
 - (1) Unwelcome sexual advances;
 - (2) Repeated sexual oriented kidding, teasing, joking, or flirting;
 - (3) Verbal abuse of a sexual nature;
 - (4) Graphic commentary about the individual's body, sexual prowess, or sexual deficiencies;
 - (5) Derogatory or demeaning comments about **women** in general, whether sexual or not;
 - (6) Leering, whistling, touching, pinching, or brushing against another's body;
 - (7) Offensive crude language; and,
 - (8) Displaying objects or pictures which are sexual in nature that would create hostile or offensive work or living environments.

Sexual harassment can also consist of serious physical abuses such as sexual assault and rape.



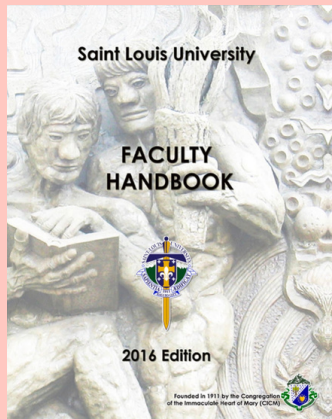
Maternity and Paternity Policies



Section 5.6. Government-Mandated and Other Benefits

The University provides all other benefits and privileges as embodied in government regulations and issuances, such as Thirteenth (13th) Month Pay, Service Incentive Leave, **Maternity** and **Paternity** leaves, SSS/MEDICARE/ECC coverage (Social Security Act of 1997), PhilHealth Coverage (as mandated by the National Health Insurance Act of 1995), among others.

A faculty member is entitled to several benefits as incorporated in latest Collective Bargaining Agreement (CBA). Such benefits, among others, are longevity pay, welfare fund (or death benefit), University Foundation Anniversary gift, hospitalization discount, group accident insurance, *de minimis* benefits in the form of rice subsidy, additional Christmas bonus (14th month pay), and clothing allowance.



"Policies protecting those reporting discrimination
Have a policy that protects those reporting discrimination from educational or employment disadvantage"

CHAPTER VII

APPENDICES

Rule II Due Process

Section 1. Right to Due Process. – No disciplinary sanction shall be applied upon any erring member of the educational community except for cause and after due process shall have been observed.

In sexual harassment cases, the alleged harasser must be afforded due process and as much confidentiality during the process.

Section 2. Procedural Process Standards. – The following procedural due process standards must be met in sexual harassment cases:

- a. The alleged harasser must be informed in writing of the cause of the accusation against him;
- b. He shall have the right to answer the charges against him, with the assistance of counsel if desired;
- c. He shall be informed of the evidence against him;
- d. He shall have the right to adduce evidence in his own behalf; and,
- e. The evidence must be considered by the investigating committee that hears the case.

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