SAINT LOUIS UNIVERSITY

Baguio City, Philippines

Metric 16.2 University governance measures



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Times Higher Education Sustainability Impact Ratings

AY 2025-2026

SAINT LOUIS UNIVERSITY

Baguio City, Philippines

Indicator 16.2.5 University principles on corruption and bribery



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Times Higher Education Sustainability Impact Ratings

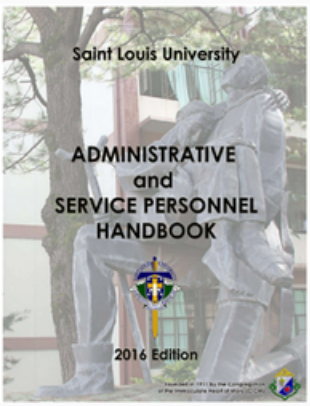
AY 2025-2026

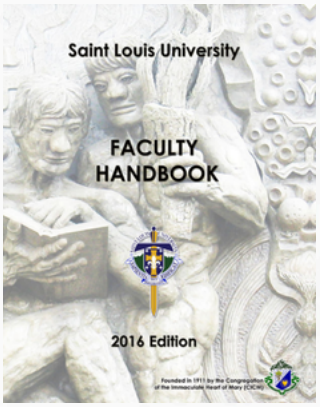
INTEGRITY IN SERVICE: SLU'S STAND AGAINST CORRUPTION AND BRIBERY

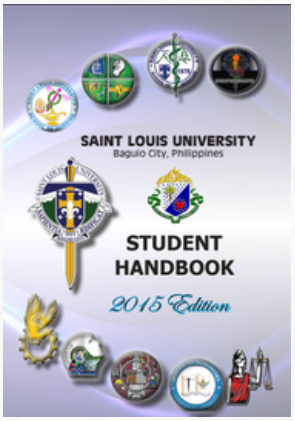
SLU POLICIES AGAINST CORRUPTION AND BRIBERY

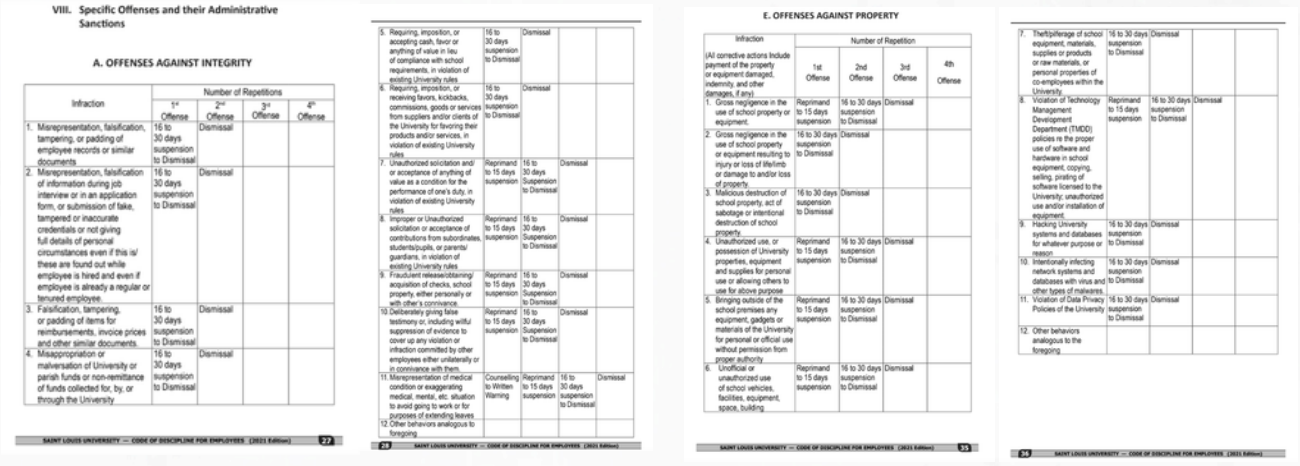
Saint Louis University stands as a beacon of institutional integrity, embedding a robust, zero-tolerance stance against bribery and corruption directly into the fabric of its academic community. Through clear, binding guidelines outlined in its handbooks for students, faculty, and administrative personnel, the university enforces strict ethical standards, prohibiting the exchange of gifts or favors for administrative or academic gain and mandating absolute transparency, honesty, and accountability across all campus operations.

This university-wide commitment serves as a powerful testament to United Nations Sustainable Development Goal 16 (Peace, Justice, and Strong Institutions). By enforcing ethical governance, fair evaluation, and anti-corrupt practices at every organizational level, SLU actively cultivates an environment of justice and transparency—demonstrating how educational institutions can lead by example to build strong, trustworthy systems for society at large.








VIII. Specific Offenses and their Administrative Sanctions

A. OFFENSES AGAINST INTEGRITY

Infraction	Number of Repetitions			
	1st Offense	2nd Offense	3rd Offense	4th Offense
1. Misrepresentation, falsification, tampering, or padding of employee records or similar documents	16 to 30 days suspension to Dismissal	Dismissal		
2. Misrepresentation, falsification of information during job interview or in an application form, or submission of fake, tampered or inaccurate credentials or not giving full details of personal circumstances even if this is/ these are found out while employee is hired and even if employee is already a regular or tenured employee.	16 to 30 days suspension to Dismissal	Dismissal		
3. Falsification, tampering, or padding of items for reimbursements, invoice prices and other similar documents.	16 to 30 days suspension to Dismissal	Dismissal		
4. Misappropriation or malversation of University or parish funds or non-remittance of funds collected for, by, or through the University	16 to 30 days suspension to Dismissal	Dismissal		

E. OFFENSES AGAINST PROPERTY

Infraction	Number of Repetition			
(All corrective actions include payment of the property or equipment damaged, indemnity, and other damages, if any)	1st Offense	2nd Offense	3rd Offense	4th Offense
1. Gross negligence in the use of school property or equipment.	Reprimand to 15 days suspension	16 to 30 days suspension to Dismissal	Dismissal	
2. Gross negligence in the use of school property or equipment resulting to injury or loss of life/limb or damage to and/or loss of property.	16 to 30 days suspension to Dismissal	Dismissal		
3. Malicious destruction of school property, act of sabotage or intentional destruction of school property.	16 to 30 days suspension to Dismissal	Dismissal		
4. Unauthorized use, or possession of University properties, equipment and supplies for personal use or allowing others to use for above purpose	Reprimand to 15 days suspension	16 to 30 days suspension to Dismissal	Dismissal	
5. Bringing outside of the school premises any equipment, gadgets or materials of the University for personal or official use without permission from proper authority	Reprimand to 15 days suspension	16 to 30 days suspension to Dismissal	Dismissal	
6. Unofficial or unauthorized use of school vehicles, facilities, equipment, space, building	Reprimand to 15 days suspension	16 to 30 days suspension to Dismissal	Dismissal	

SLU PRINCIPLES ON CORRUPTION AND BRIBERY

SLU DISCIPLINARY COMMITTEES

To operationalize its uncompromising stance against misconduct, the university maintains a robust, multi-tiered disciplinary framework vested with clear authority to conduct investigations and recommend decisive disciplinary actions across all institutional ranks. Through specialized bodies, including the Disciplinary Action Committee (DAC) for general offenses, the Special Disciplinary Action Committee (SDAC) to handle potential conflicts of interest involving unit heads, and the University Disciplinary Action Committee (UDAC) for high-level respondents, the institution ensures that no individual is above accountability. Complemented by the Committee on Decorum and Investigation (CODI), which leads educational outreach and oversees investigations into specialized misconduct cases, this structured governance model guarantees impartial, systematic enforcement of anti-corruption and anti-bribery standards.

This rigorous investigatory and enforcement architecture plays a crucial role in advancing United Nations Sustainable Development Goal 16 (Peace, Justice, and Strong Institutions). By embedding institutional checks and balances, legal oversight, and multi-sectoral representation—including HRD, legal counsel, employee, and student delegates—into its disciplinary process, the university ensures transparent, fair, and accountable governance. In doing so, it translates ethical policies into enforceable realities, serving as a powerful model for institutional integrity and rule-of-law execution in higher education.

DISCIPLINARY COMMITTEES	
These disciplinary committees are vested with certain levels of authority and responsibility that may be exercised in the conduct of investigations and crafting of recommendations for disciplinary action against employees in the University, who may, in certain circumstances, have the same rank and position	
DISCIPLINARY ACTION COMMITTEE (DAC)	
This committee is convened if the offense is correctible by reprimand or suspension, or punishable with dismissal	
Office of Legal Affairs	Chair
Head of Office Concerned	Member
Representative from HRD	Member (HRD Representative)
SPECIAL DISCIPLINARY ACTION COMMITTEE (SDAC)	
This Committee is activated when the complaint is by the Head of Office against a Subordinate or when the Head of Office is otherwise prevented from sitting as a member of the Disciplinary Action Committee	
Office of Legal Affairs	Chair
Member of the Corp of Deans/Directors	Member
Representative from HRD	Member (HRD Representative)
UNIVERSITY DISCIPLINARY ACTION COMMITTEE (UDAC)	
This Committee is convened where the respondent of a complaint is a Head of Office	
Vice President of Unit Concerned	Chair
Office of Legal Affairs	Member
Representative from HRD	Member

COMMITTEE ON DECORUM AND INVESTIGATION (CODI)	
Tasked to conduct meetings with officers and employees, teachers, faculty, coaches, trainer and students or trainees to increase understanding and prevent incidents of sexual harassment; conducts investigation of sexual harassment cases	
Office of Legal Affairs	Chair
Representative from HRD	Member
One (1) Employee Representative from sector concerned OR One (1) Student Representative	Member

SLU COMMUNITY JOINS THE DIOCESAN PRAYER MARCH AND HOLY MASS AGAINST CORRUPTION

Saint Louis University (SLU) joined the Diocesan Prayer March and the Holy Mass Against Corruption Campaign, hosted by the Diocese of Baguio, on 07 October 2025. Together various parishes and schools under the Diocese of Baguio, SLU students and employees headed by Rev. Fr. Gilbert B. Sales, CICM, PhD, participated in this fight against corruption in the Philippine society.

Most Rev. Rafael T. Cruz, D.D., Bishop of the Diocese of Baguio, who led the Community Prayer March and Holy Mass against corruption, urged the faithful to support this fight against the atrocities of corruption as the Philippine society strives to preserve truth, justice, and integrity in the country.



This event aimed to unite the faithful and renew everyone's moral commitment, especially those entrusted to serve society. This spiritual battle against corruption reflects the country's long struggle, marked by social injustices that perpetuate suffering among Filipinos.

As the bishop of the Diocese of Baguio, Most. Rev. Rafael T. Cruz, D.D., emphasized this religious activity, which serves as a message to those involved in corruption to take accountability for their unjust actions through repentance and change. The bishop emphasized the need for prayer and action as he said, "*Sa pamamagitan ng ating panalangin, pinapaalalahan natin ang mga nagkasala*."



Rev. Fr. Gilbert B. Sales, CICM, PhD, also emphasized that: "This rally is very important especially to our young people... So here we are, expressing our indignation, expressing our anger at what is happening in our society today. There is hope, and I think the hope is our young people who are all amassed today in this Cathedral. They are our hope and they will be the ones to choose and relent our next generation of officials and I hope that they will be able to think, reflect on who the good government officials will be, good legislators who will really fight for the resources of the country and especially that it goes to the beneficiaries, the poor in our country. This day is very special for all of us, for all of us Catholics, all of us religious, and for all our Christian brothers and sisters who are in the schools.



The Holy Mass at Our Lady of the Atonement, Baguio Cathedral, concluded with the National Day of Prayer and Repentance, also known as the National Cry for Mercy and Renewal, initiated by the Catholic Bishops' Conference of the Philippines (CBCP) under the leadership of CBCP President Cardinal Pablo Virgilio S. David.





There is hope, and I think the hope is our young people who are all amassed today in this Cathedral.

- Rev. Fr. Gilbert B. Sales.















The SLU SDG Report 2026