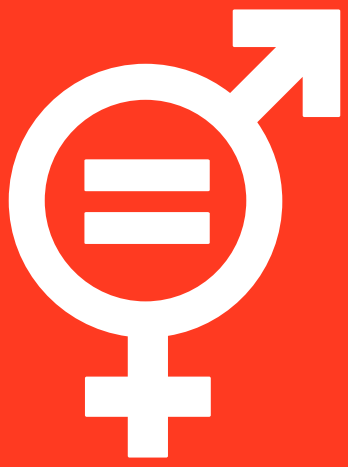
SAINT LOUIS UNIVERSITY

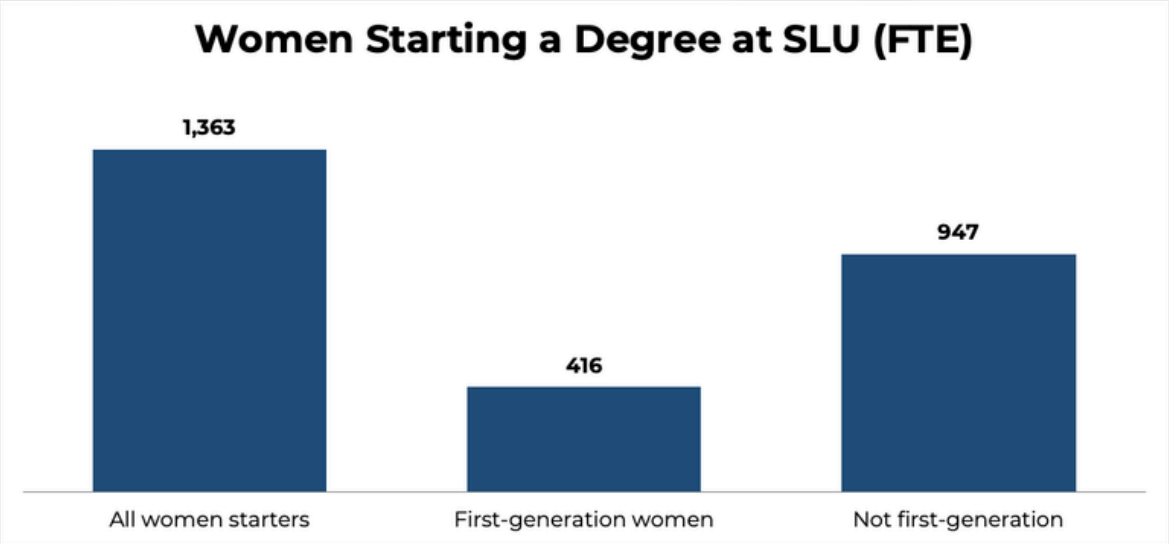
SDG

5 GENDER EQUALITY



# PROPORTION OF FIRST-GENERATION FEMALE STUDENTS

**SLU is committed to opening its doors to women who are the first in their families to pursue a college degree.**

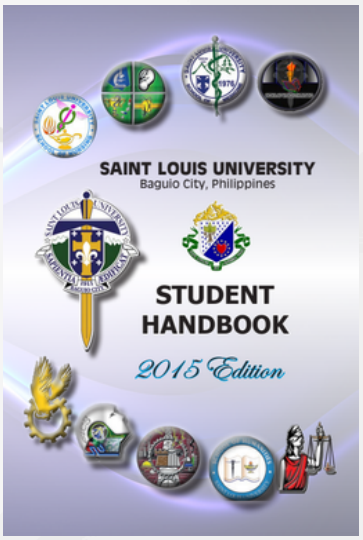



Saint Louis University is a university where many women arrive as the first in their families to pursue a degree. This year, 1,363 women (FTE) started a degree, and 416 of them are first-generation, which is about 30.5%, or roughly three in every ten. This indicator measures the number of women starters who are the first in their immediate family to attend university, divided by the total number of women starters, expressed in full-time equivalents. It shows whether a university is actively supporting disadvantaged women, and it connects to UN SDG Target 5.1 on ending discrimination against women and girls. This also shows that behind the percentage are young women who are learning the ropes of campus life sans family guides. When they succeed, their families feel it, too.

5 GENDER EQUALITY

# STUDENT ACCESS MEASURES

**SLU advances gender equality through admission policies and outreach initiatives.**




Saint Louis University (SLU) actively implements initiatives for Sustainable Development Goal 5 (Gender Equality) through its admissions process and community outreach. Equity starts right at the point of entry. SLU maintains an inclusive admissions policy in which applicants are assessed strictly on their merit and potential, expanding access for female students and historically underrepresented groups and removing entry barriers. To ensure these policies yield results, the Information Systems and Technology Service Department works with the University Registrar to track female application and acceptance rates over time.

Apart from campus admissions, SLU drives social impact through student leadership and community engagement. Under the School of Teacher Education and Liberal Arts (STELA), the Philosophy Department's student organization, the New Louisian Philosophical Society (NEOLOUPHIS) has launched Project Kwago (Project Dunong). This project is a book donation drive for children in Barangays Lourdes and Poliwes, and it allowed female student volunteers to lead, mentor, and organize outreach efforts for vulnerable populations.



Working with vulnerable populations is all about stepping outside the school premises and connecting with people on a human level. This commitment is reflected in the Department of Psychology's Psyche Society bringing the project Dugtong Kamay to life. The Psyche Society's members offered active listening and personal support to incarcerated women, which validated their health, dignity, and worth beyond prison walls.




## SLU integrates gender and social equity into its research initiatives and discussion forums.

In terms of research, NEOLOUPHIS members recently participated in a conference on Gender Equality, Disability, and Social Institutions (GEDSI) and Education. They presented research on women's historical underrepresentation, and they challenged social inequities through dialogue. An inaugural research volume was also established to bring women's voices and insights to the forefront. Furthermore, the Department of Philosophy, the Philosophical Association of Northern Luzon (PANL), and the NEOLOUPHIS held an inclusive philosophical discourse that provided a platform for marginalized voices. The dialogue focused closely on queer-related issues, women's exploitation, and experiences of underrepresented members of society.



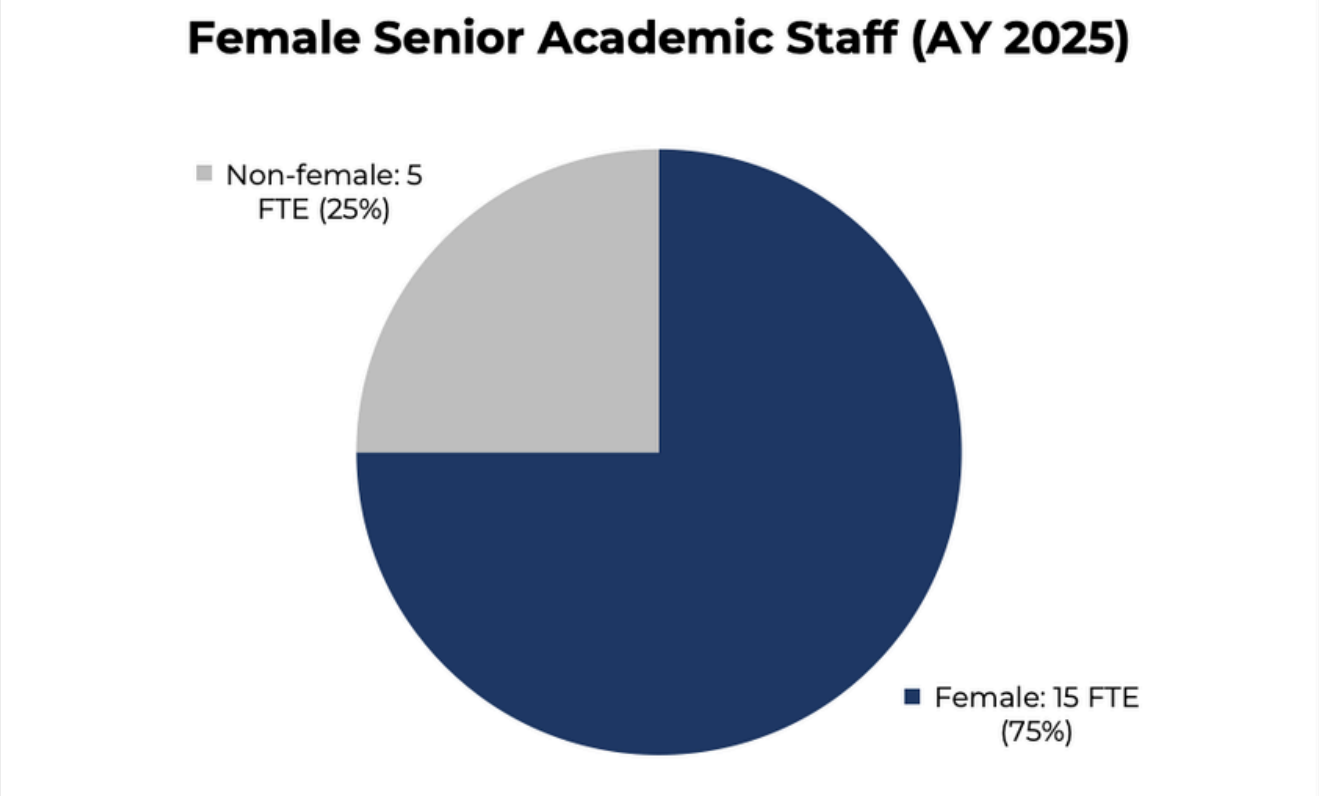
Shifting focus to legal advocacy, SLU delegates attended a talk by Supreme Court Senior Associate Justice Marvic Leonen on how the current legal framework shapes the realities surrounding same-sex marriage. Justice Leonen challenged the delegates to question legal structures that entrench exclusion, thereby highlighting their roles as advocates for social transformation and inclusive policymaking.






# PROPORTION OF SENIOR FEMALE ACADEMICS

**SLU exceeds gender parity in senior academic leadership.**

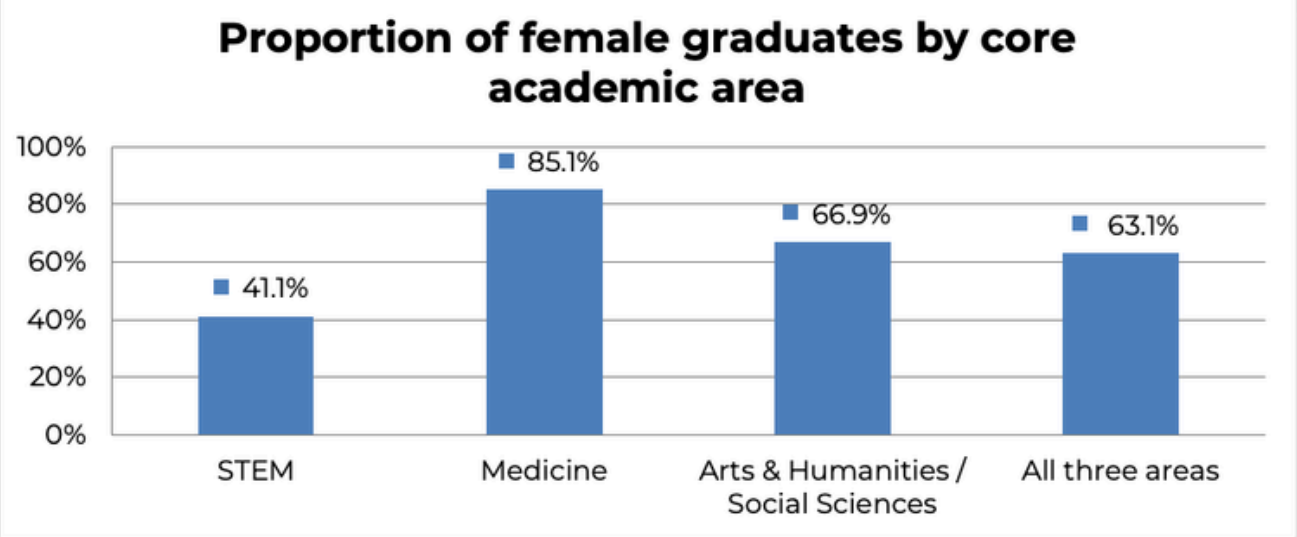



Academics make up about 56% of Saint Louis University's 1,232 permanent full-time equivalent (FTE) staff (688), but only 20 of those hold senior roles. This is under 3% of academics. Women fill 15 of those 20 posts, or 75%, which is well above an even split and fits SDG 5's call for women to have equal opportunities in leadership, including senior academic roles. The 15 reflects women's FTE in senior academic roles for 2025, with FTE calculated by dividing total hours worked during the year by the hours of a full-time employee. For this measure, senior academic staff refers to professors, deans, chancellors, rectors, presidents, vice-chancellors, deputy vice-chancellors, and chairs. It also includes directors, assistant directors, and senior administrative positions with academic functions.

# PROPORTION OF WOMEN RECEIVING DEGREES

## SLU showcases robust female achievement across its core academic programs.

Out of 3,521 academic degrees awarded by Saint Louis University, female students accounted for 2,221 graduates, representing nearly two-thirds of all graduates in these fields. Female representation was strongest in Medicine at 85.1% and Arts & Humanities/Social Sciences at 66%, while making up 41.1% of STEM graduates.



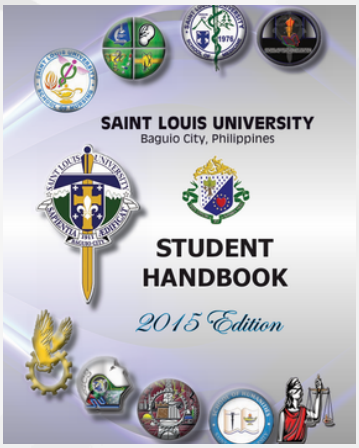
5 GENDER EQUALITY

# WOMEN'S PROGRESS REPORT

## SLU provides its students, faculty, and staff with protection and non-discriminatory policies.

Saint Louis University is committed to a safe and respectful community, and it strictly enforces Philippine-law based policies to eradicate sexual misconduct.

The Anti-Sexual Harassment Act of 1995 (RA 7877) protects women at SLU from all forms of sexual harassment. This includes unwanted sexual advances, crude jokes, and verbal abuse to physical contact like touching, pinching, or kissing. According to the SLU faculty handbook, the university does not tolerate this form of harassment; instead, it emphasizes its duty to protect the dignity of all its human resources, students, and applicants. Violation of this policy entails disciplinary repercussions.




**A. RULES AND REGULATIONS IMPLEMENTING THE ANTI-SEXUAL HARASSMENT ACT OF 1995 IN SAINT LOUIS UNIVERSITY**

**PART I**
**GENERAL PROVISIONS**

**Rule I**
**Preliminary Matters**

Section 1. *Title*. – This body of rules and regulations shall be known as the Rules and Regulations for the Implementation of the Anti-Sexual Harassment Act of 1995 in Saint Louis University, Baguio City, or "Rules", for short.

Section 2. *Terms Used: Meaning of.* – Whenever used in this body of implementing rules and regulations, the terms or words "Act", "University", and "Committee" shall respectively mean Republic Act No. 7877, also known as the Anti-Sexual Harassment Act of 1995, the Saint Louis University, and the Committee on Decorum and Investigation of Sexual Harassment Cases in the institution.

Section 3. *Coverage*. – These Rules shall govern incidents of sexual harassment in Saint Louis University.

**Rule II**
**Policies**

Section 1. *State Policy.* – The State shall value the dignity of every individual, enhance the development of its human resources, guarantees full respect for human rights and uphold the dignity of workers, employees, applicants for employment, students or those undergoing training, instruction or education. Towards this end, all forms of sexual harassment in the employment, education or training environment are hereby declared unlawful.

Pursuant to Section 4 of this Act, it is the duty of the employer or the head of the work-related, education or training environment or institution, to prescribe the guidelines on proper decorum on the workplace and educational or training institutions, prevent or deter the commission of acts of sexual harassment, and provide the procedures for the resolution, settlement or prosecution of said acts.

Section 2. *School Policy and Objectives.* – The mission of Saint Louis University is to foster an open learning and working environment. The ethical obligation to provide an environment that is free from sexual harassment and from fear that it may occur is implicit. The entire educational community suffers when sexual harassment is allowed to pervade the academic and labor atmosphere. It is therefore the declared policy of Saint Louis University that sexual harassment is unacceptable behavior and a violation of the law and shall not be tolerated or condoned.

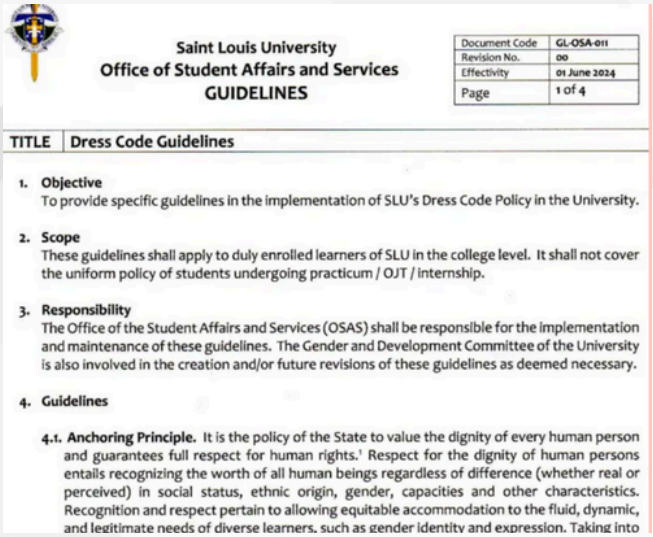
Violations of this policy shall result in disciplinary action up to and including expulsion or termination as the case may be.

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;

The university also supports gender-diverse students across academic, social, and professional spaces. This conviction is reflected in the institution's equitable accommodations for diverse learners, the implementation of the university's

Dress Code Policy for all students and the promotion of inclusive education through research exploring non-discrimination policies and queer-inclusive learning processes.



Saint Louis University
Office of Student Affairs and Services
GUIDELINES

| | |
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| Document Code | GL-OSA-011 |
| Revision No. | 00 |
| Effectivity | 01 June 2024 |
| Page | 1 of 4 |

TITLE | Dress Code Guidelines

1. **Objective**
To provide specific guidelines in the implementation of SLU's Dress Code Policy in the University.

2. **Scope**
These guidelines shall apply to duly enrolled learners of SLU in the college level. It shall not cover the uniform policy of students undergoing practicum / OJT / internship.

3. **Responsibility**
The Office of the Student Affairs and Services (OSAS) shall be responsible for the implementation and maintenance of these guidelines. The Gender and Development Committee of the University is also involved in the creation and/or future revisions of these guidelines as deemed necessary.

4. **Guidelines**

4.1. **Anchoring Principle.** It is the policy of the State to value the dignity of every human person and guarantees full respect for human rights.[1] Respect for the dignity of human persons entails recognizing the worth of all human beings regardless of difference (whether real or perceived) in social status, ethnic origin, gender, capacities and other characteristics. Recognition and respect pertain to allowing equitable accommodation to the fluid, dynamic, and legitimate needs of diverse learners, such as gender identity and expression. Taking into




## SLU helps its employees balance work and family life through childcare facilities and parental leave benefits.

In terms of support for faculty and staff, the university provides early learning childcare services through the SLU Pedagogical and Development Center (SPDC). The center offers a safe and conducive learning environment for young children's development, creativity, and exploration. Meanwhile, working mothers can balance their parental, academic, and professional responsibilities. This facility reflects the university's commitment to fostering an inclusive and supportive space for women.






5 GENDER EQUALITY

SLU treats maternity protection as a basic human right, so every female employee, teaching, non-teaching, or hospital staff, can avail of the maternity benefits in line with RA 11210. Under the Faculty Manual, mothers receive 105 days of paid maternity leave (with an extra 15 days for solo parents), or 60 days in cases of miscarriage or emergency termination. Female employees are also covered by SSS, Medicare, ECC, and Philhealth. Meanwhile, paternity leave is also granted to male employees. This policy offers paid time off for fathers to care for their newborn children and assist their wives. They are entitled to 7 days of paid paternity leave for the first deliveries of their legitimate spouses.




**SLU promotes well-being and gender equity through community outreach and gender-based graduation monitoring.**






As part of the SLU's mission to cultivate resilient minds and support a brighter future for local communities, the university conducted a community outreach initiative, targeting students, parents, and teachers in Datakan Integrated School, Kapangan, Benguet. This outreach activity focused on mental health awareness and empowering teachers and mothers as first responders in their community. Finally, to end potential disparities between male and female students and ensure all students complete their programs, SLU monitors female graduation rates alongside male graduation rates. The University's Registrar's Office keeps student records, from enrollment to graduation, while the Systems and Technological Service Department turns the data into reports on graduation outcomes by gender.

