SAINT LOUIS UNIVERSITY

Baguio City, Philippines

Metric 8.2
Employment practice



8 DECENT WORK AND ECONOMIC GROWTH

Times Higher Education
Sustainability
Impact Ratings

AY 2025-2026

SAINT LOUIS UNIVERSITY

Baguio City, Philippines

Indicator 8.2.3 Employment policy on discrimination

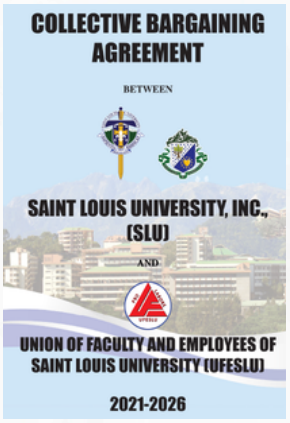


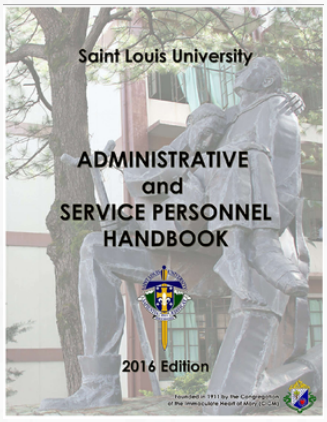
8 DECENT WORK AND ECONOMIC GROWTH

Times Higher Education Sustainability Impact Ratings

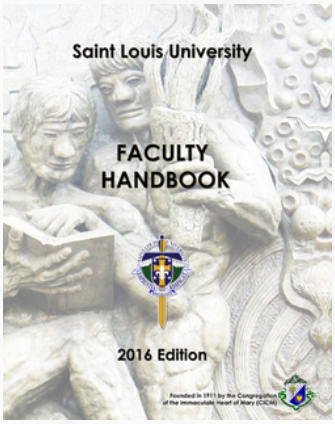
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Building an Anti-Discrimination Culture at SLU









Employment policy on discrimination

Saint Louis University (SLU) upholds a strong, institution-wide commitment to promoting workplace equity, fairness, and inclusive employment practices. This commitment is articulated through multiple governance documents that are formally issued to all personnel—through printed copies, email distribution, and continuous access via the SLU faculty and employee portal—ensuring that every employee is informed of their rights and the University's standards of professional conduct.

At the foundation of SLU's policy framework is the Collective Bargaining Agreement (CBA) between SLU and the Union of Faculty and Employees of Saint Louis University (UFESLU). The CBA expressly provides that "there shall be no discrimination, interference, or coercion" toward employees in the performance of their duties or in the exercise of their employment rights. This clause ensures that all employees are treated with fairness and respect, regardless of religion, gender, sexuality, age, or background.

This principle of equitable treatment is reinforced in the SLU Retirement Plan. Article VI, Section 8 states that "there must be no discrimination in contributions or benefits in favor of University officials and employees who are officers or supervisors." This safeguard ensures that retirement contributions and benefits follow uniform, just standards, further institutionalizing fairness across employee categories.

The Administrative & Service Personnel Handbook adds further support. It highlights the University's responsibility to foster a workplace grounded in communal trust and healthy relationships, stating that SLU promotes "a pleasant atmosphere of communal trust, mutual respect for one another, and sound relationships," strengthening expectations of respectful and equitable treatment. On recruitment, the Handbook explicitly states that hiring is based solely on merit, qualifications, and fitness, anchoring non-discriminatory decision-making in HR processes.

The SLU Faculty Handbook likewise underscores the University's commitment to a respectful, inclusive, and ethical work environment. It emphasizes professional conduct grounded in mutual respect, acceptance, and healthy collegial relationships, while affirming SLU's broader mission to "promote equality, justice, and social consciousness," including the removal of "prejudicial forces that impede harmonious... life." These statements articulate SLU's cultural and moral grounding for equitable workplaces.

Together, these governance documents demonstrate SLU's clear and proactive commitment to upholding fairness, supporting equal treatment, and maintaining an environment where all employees are respected and protected.

Employment Practices against Discrimation

SLU'S COMMITMENT TO SERVE THE VULNERABLE SECTORS LIKE PERSONS WITH DISABILITIES (PWDS)

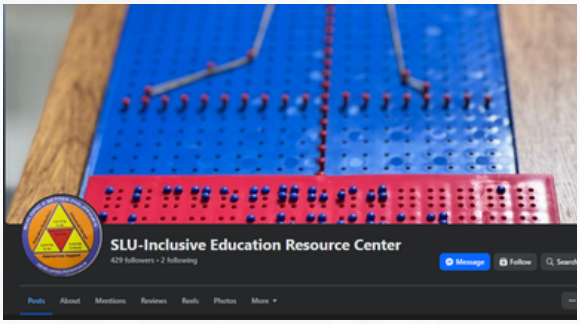
Saint Louis University (SLU) promotes workplace fairness and non-discriminatory practices through its Inclusive Education Resource Center (IERC), which provides support services for individuals with disabilities both within the University and from the external community. This ensures that no person is disadvantaged based on disability, age, gender, religion, or other personal attributes.

The IERC coordinates accommodations such as accessible learning materials, mobility support, alternative assessments, and referrals to specialized services. By ensuring equitable participation in academic and workplace environments, the Center operationalizes SLU's principles of fairness and respect.

Through continuous collaboration with academic units, administrative offices, Human Resource, and community partners, the IERC fosters a culture of sensitivity and inclusivity. Its services, available to SLU personnel and the wider public, demonstrate the University's proactive implementation of its non-discrimination commitments.



Live interview to acknowledge and feature SLU's Inclusive Education Resource Center (IERC) through the ADUYON Extension of the School of Teacher Education and Liberal Arts (STELA)



Mission Inclusion Lives On!

For my ten years of teaching, I have learned a lot from all my students, both in the undergraduate and graduate programs. I have come to realize that teaching is not only my vocation but my passion as well.
-Sir. John Lochasan Paredes







The SLU SDG Report 2026