

## Equal Employment Opportunity Policy Statement

The new Equal Employment Opportunity Policy 2025, 1<sup>st</sup> Edition provides detailed, enforceable standards for equal opportunity across all employee levels at Mountain Province State University. It strictly prohibits discrimination and harassment at every stage of HR management, ensuring robust implementation of the university's diversity, fairness, and inclusion initiatives in alignment with current national and international standards, CHED requirements, and ISO compliance. This policy strengthens stakeholder confidence in the university's governance and operational integrity.

The policy builds upon the foundation established by the original 2014 Equal Employment Opportunity Policy Statement, which first committed the institution to eliminating all forms of discrimination, harassment, and intimidation in the workplace through merit-based recruitment and fair treatment regardless of race, sex, color, origin, religion, sexual orientation, gender identity, age, political affiliation, or disability. The enhanced version addresses gaps in enforcement and coverage identified during the 2023–2024 university-wide quality assurance review and accreditation cycle, transforming the university's equity commitments from foundational principles into genuinely operational practices.



## Equal Employment Opportunity Policy 2025, 1<sup>st</sup> Edition

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## **GUIDELINES ON THE IMPLEMENTATION OF EQUAL EMPLOYMENT OPPORTUNITY POLICY IN HUMAN RESOURCE MANAGEMENT (HR) SYSTEMS**

### **Introduction**

Mountain Province State University (MPSU) is committed to fostering a workplace grounded in the principles of merit, fairness, and equality. This Equal Employment Opportunity Policy (EEOP) is aligned with the Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) program, as outlined in Civil Service Commission (CSC) Resolution No. 1601209 (2016) and CSC Memorandum Circular No. 24, Series of 2016.

It is, and continues to be, the policy of the University to adopt and support measures designed to prevent and eliminate discrimination against employees and prospective employees of the University on the basis of color, religion, sex, gender identity or expression, ethnicity, age, physical conditions or other characteristic protected by law. As a part of this policy, all members of the University shall continue to take such steps as may be necessary to accelerate the final elimination of any and all vestiges of discrimination because of color, religion, sex, gender identity or expression, ethnicity, age, physical conditions or other characteristic protected by law that may still exist in the employment policies, practices and/or procedures of the University.

These guidelines shall cover all four (4) core systems of human resource management, namely: (a) Recruitment, Selection and Placement, (b) Learning and Development; (c) Performance Management and (d) Rewards and Recognition in all campuses of the Mountain Province State University. These shall apply to all personnel regardless of employment status unless existing laws, rules, regulations and jurisprudence allows substantial differences among certain groups of individuals.

### **Commitment to Equal Employment Opportunities**

In line with its vision, MPSU is resolute in promoting the following principles:

- The elimination of all forms of discrimination, harassment, and intimidation in the workplace.
- The provision of equal employment opportunities for all individuals, recognizing the value of a diverse workforce.
- The creation of a work environment free from discrimination, focused on fostering a culture of inclusivity, respect, and support.

To achieve these objectives, MPSU ensures that all human resource management activities, specifically in the areas of Recruitment, Selection, and Placement (RSP); Learning and Development; Performance Management; and Rewards and Recognition are conducted in strict adherence to the principles of merit, fairness, and equality. All decisions will be based solely on job-related qualifications and competencies, and will not consider factors unrelated to the job, such as race, sex, color, national origin, religion, sexual orientation, gender identity, age, political affiliation, or disability.







#### Vision

A premier university of developmental culture and inclusive growth

#### Mission

It shall produce globally competitive leaders molded from a tradition of excellence in instruction, research, effective governance, sustainable entrepreneurship. It shall share responsibility in cultural vitality and well-being of the community.

#### Goals

- Attract and nurture quality and resource
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#### Quality Policy

MPSPC in its aim to fully enhance its programs and services commits to deliver high standards of satisfaction responsive to the needs of its clients and compliant applicable statutory and regulatory requirements while continuously improving its systems and processes.

#### Member

- Education Business Asia Association
- Association of Universities in Asia Pacific
- Philippine Council for Academic, Research and Technological Development
- Coalition Health Sector Human Development Consortium



#### Uniques

Agricultural Cooperative Development International (Agriculture in Overseas Cooperative Assistance)

Selawesi Inggris Ilmu Ekonomi - Pertanian Sulawesi - Indonesia

Learning Medical University Taiwan

University of the Philippines

National Research Council of the Philippines



## EQUAL EMPLOYMENT OPPORTUNITY POLICY

### POLICY STATEMENT

Mountain Province State Polytechnic College adheres and promotes the principle of equality of treatment and employment opportunity vital in the advancement of the continuing commitment of the College for quality education and excellent services. Further, the College recognizes that it can gain from the elimination of any form of discrimination in the workplace as fairness and justice in the workplace boost self-esteem and morale of employees and ultimately their productivity.

MPSPC, consistent with its vision shall be at the vanguard of policy and practice that:

- removes all forms of discrimination, harassment or intimidation;
- provides equal employment opportunity, and values diversity among its workforce;
- Promotes discrimination-free work environment and foster inclusive culture.

Thus, all phases of the College's human resource management shall be conducted without regard to race, sex, color, origin, religion, sexual orientation, gender identity, age, political affiliation, disability or such other non-job-related matters.

To such an end, MPSPC commits itself to the active implementation of equality in treatment and employment opportunity and the promotion of a culture that supports it by proactively integrating into organizational practices and in all aspects of the four HRM systems of: 1) Recruitment Selection and Placement, 2) Learning and Development 3) Performance Management, and 4) Rewards and Recognition. This shall pave the way for the imbedding of the Equal Employment Opportunity Principle (EPOP) and its practice at MPSPC.

### SCOPE

The policy applies to all employee positions, whether academic or non-academic, and in all employment categories.





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2024