



**Cordillera Career Development College**  
**HANDBOOK FOR STUDENTS**  
**2021**

**Article 8.**  
**CODE OF DISCIPLINE**

**Section 2. Gender-Sensitive Campus Policy**

CCDC strives to be gender responsive and commits to integrate the principles of gender equity, gender sensitivity, non-discrimination and human rights in its governance, curriculum, instruction, student services and all student activities, including research and extension programs. Consistent with the policy of the CHED, as stated in Memo 1 s. 2015, of the Department of Education and of UNESCO, it shall undertake gender mainstreaming in education to address both enduring and emerging gender and sexuality-related issues, to promote the protection of children and students from all forms of gender-related violence, abuse, exploitation, discrimination and bullying, and to promote gender equity and non-discrimination in the campus.

**Section 3. Safe Spaces Policy**

Consistent with the provisions of Department of Education (DepEd) Order No. 40, 2. 2012 (Child Protection Policy); Republic Act 7877: The Anti- Sexual Harassment Act of 1995 and Republic Act 11313: The Safe Spaces Act (Bawal Bastos Law), CCDC recognizes that both men and women must have equality, security, and safety not only in private but also on the streets, public spaces, online, workplaces and educational and training institutions.

CCDC is committed to creating and sustaining a safe space environment for its students, employees and all its stakeholders, free from all forms of discrimination and harassment. It is also committed to truth and will ensure prompt investigation of all allegations of harassment that happens on its campus in a fair and objective manner. CCDC shall ensure that every person is respected, complaints are handled and accommodated with no judgment or discrimination in relation to gender, race, social standing and experiences.

**Section 4. Non-Discrimination Against Women**

CCDC will not tolerate any form of discrimination, harassment or unequal treatment of women. It aims to provide equal opportunities and full participation for women in all academic, curricular and extra-curricular activities. It shall include information-dissemination and orientation activities in its educational programs in order to foster a respectful inclusive environment for everyone and promote awareness on gender equality, sensitivity and the harmful effects of discrimination. foster a respectful and inclusive environment for everyone.

Aside from the school clinic and the birthing clinic, CCDC will also provide private spaces for nursing mothers nurse their babies and/or express breast milk. These will be equipped with necessary facilities to ensure comfort and hygiene.

### **Section 5. Non-Discrimination for LGBTQ**

All members of the CCDC Community are entitled to the same rights, privileges and opportunities regardless of their gender identity. In all its activities, CCDC aims to foster among students and employees an inclusive and respectful learning environments that embraces diversity. CCDC will not tolerate any form of discrimination, harassment, and unfair treatment of any individual based on gender identity or gender status including transgenders and other non-binary individuals. It shall continuously provide trainings and orientations to employees and students on issues related to gender and development.

All reported incidents on discrimination, harassment and other forms of unfair treatments shall be reported and thoroughly investigated. CCDC, shall provide confidential reporting mechanism and will take appropriate action to address and prevent further discrimination. Further, it shall provide counselling and support services to individuals, reported to have experienced discrimination, harassment, or unequal treatment.