



Republic of the Philippines
City of Manila



UNIVERSIDAD DE MANILA

ADMINISTRATIVE ORDER No. 11 Series of 2022

Date: July 15, 2022

Universidad De Manila Student Access Policy – Women’s Applications, Entry, and Participation

Purpose

In alignment with Universidad De Manila’s mission to foster an inclusive and equitable learning environment, this Student Access Policy is established to promote and ensure equal opportunities for women at every stage of their academic journey—from application through participation—in all academic and extracurricular activities. This policy reflects our commitment to upholding the right of women to fully access, engage, and thrive in higher education without barriers or discrimination.

Policy Statement

Universidad De Manila is committed to supporting women’s academic aspirations and achievements by fostering an environment that:

- Encourages and facilitates equal access to university education for all women.
- Ensures fair treatment in admissions, academic programs, and campus life.
- Promotes a culture of respect, safety, and inclusivity to enhance women’s participation across all university activities.

Scope

This policy applies to all prospective and current female students within Universidad De Manila, including those applying for admission, scholarship opportunities, research programs, and participation in extracurricular activities.

Policy Objectives

1. **Equitable Admissions and Acceptance.** Universidad De Manila shall ensure that women’s applications are reviewed and assessed with full impartiality. Admissions policies and procedures will be designed to provide equal consideration and opportunity to all applicants, without bias toward gender.
2. **Promotion of Women’s Enrollment.** The university commits to actively promoting higher education opportunities for women, particularly those from underrepresented, marginalized, or disadvantaged backgrounds. Outreach programs, information sessions, and financial support opportunities will be made accessible to increase women’s awareness of and access to higher education.
3. **Scholarship and Financial Support.** Universidad De Manila will ensure that women have equal access to scholarships, grants, and other forms of financial assistance, with





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UNIVERSIDAD DE MANILA

specific scholarships designated for women, particularly in areas where they are underrepresented. Information about financial aid opportunities will be transparently communicated to prospective female students.




4. **Supportive Campus Environment.** Recognizing the unique needs of women students, Universidad De Manila will maintain a campus environment that is supportive of their personal and academic development. This includes providing accessible counseling services, academic support, health services, and safe spaces that foster well-being and inclusion.
5. **Equal Access to Academic and Extracurricular Opportunities.** The university shall ensure that all programs, including STEM fields and leadership positions in student organizations, are accessible to women without discrimination. Women will be encouraged and supported to participate in all academic disciplines and extracurricular activities, including those where they have traditionally been underrepresented.
6. **Anti-Discrimination and Safety Policies.** Universidad De Manila shall maintain a zero-tolerance policy on gender-based discrimination, harassment, and violence. Protective measures, reporting mechanisms, and support services are available for female students to report incidents and receive appropriate support in a confidential and timely manner.
7. **Mentorship and Professional Development Programs.** To support women's growth beyond academic success, the university will establish mentorship programs and career development workshops that foster leadership, skill-building, and networking opportunities. Special emphasis will be placed on helping women achieve professional and academic goals aligned with their interests and aspirations.

Implementation and Responsibilities

1. **Admissions Office.** The Admissions Office is responsible for ensuring that admissions criteria are applied equitably. Outreach initiatives to encourage women's applications, particularly in underrepresented fields, will be actively pursued in collaboration with relevant academic departments.
2. **Office of Student Affairs.** This office will oversee the creation and maintenance of a supportive campus environment, offering services that cater to women's academic and personal needs and ensuring their inclusion in all university activities.
3. **Office of Gender and Development.** The Office of Gender and Development will monitor and assess the participation of women across all programs and activities. This office is tasked with addressing gender-related concerns, developing programs to empower women, and ensuring compliance with this policy.
4. **Student Support Services.** Counseling, financial aid, academic advising, and mentorship programs will be managed to promote women's retention, success, and holistic development during their university experience.
5. **Regular Monitoring and Reporting.** The university will conduct regular evaluations to monitor the effectiveness of the Student Access Policy. Data on women's application rates, acceptance, and participation will be reviewed annually to identify areas for improvement and to adapt the policy to evolving needs.

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Compliance and Review




All members of the Universidad De Manila community are expected to support and comply with this policy. Any form of gender-based discrimination or impediment to women's access to education will be addressed promptly in accordance with university regulations and applicable laws.

Through this policy, Universidad De Manila reaffirms its commitment to advancing gender equity and supporting women's full participation in higher education. By cultivating an inclusive environment and dismantling barriers, we empower women to achieve their academic and professional goals in a supportive, respectful, and equitable university setting.

Ma. Felma Carlos-Tria, ED. D.
President

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