



MABALACAT CITY COLLEGE

FROM THE MINUTES OF THE 4th REGULAR MEETING OF THE BOARD OF TRUSTEES OF MABALACAT CITY COLLEGE HELD ON OCTOBER 20, 2021 2:00 P.M. VIA MICROSOFT TEAMS (VIRTUAL)

PRESENT:

Michelle Aguilar-Ong
Vice Chairperson - Dr. Michelle Aguilar-Ong College President

Members -

Dr. Imelda DP. Soriano Representative, ALCU-National

Ms. Rebecca Q. Lising President, MCC Faculty Association

Mr. Niel P. Rigdao President, MCC Alumni Association

Mr. Denmark R. Blances President, MCC Student Council

Secretary of the Meeting -

Atty. Charmaine P. Lansangan-Venturina

ABSENT:

Crisostomo C. Garbo
Chairperson - Hon. Crisostomo C. Garbo Mayor, Mabalacat City, Pampanga

Hon. Krizzanel C. Garbo Chairperson, Committee on Education, Sangguniang Panlungsod, Mabalacat City, Pampanga

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RESOLUTION NO. 59

Series of 2021

APPROVAL OF THE INCLUSIVITY POLICY

Michelle Aguilar-Ong
WHEREAS, Article III Section 6 of the City Ordinance No. 60 s. 2016 generally known as The New Charter of Mabalacat City College, the Sangguniang Panlungsod empowers Mabalacat City College to exercise the general powers prescribed by this Ordinance in order to carry out and perform the powers and functions are hereby vested exclusively by the Board of Trustees;

WHEREAS, Article II section 7 (q), of the City Ordinance No. 60 s. 2016 generally known as The New Charter of Mabalacat City College, the Sangguniang Panlungsod of Mabalacat City empowers the Board of Trustees to exercise and perform such other





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powers and functions not inconsistent with existing law or ordinance as it may deem necessary for the effective and efficient governance of the College;

WHEREAS, Section 11, Article II of the 1987 Constitution, provides that the State values the dignity of every human person and guarantees full respect for human rights;

WHEREAS, Mabalacat City College is committed to create a school community where its members are welcomed, accepted and treated equitably and with respect regardless of their backgrounds or personal attributes;

BE IT RESOLVED, That the Board of Trustees approves MCC's Inclusivity Policy, which states:

INCLUSIVITY POLICY

I. POLICY STATEMENT

Mabalacat City College (MCC) is committed to create a school community where all members are welcomed, accepted and treated equitably that is free from discrimination based on gender and sexual orientation. MCC supports the rights and ensure the safety and wellbeing of students and personnel. The institution is committed to enabling all students and personnel to have the freedom to be themselves in a safe and supportive environment.

II. DEFINITION OF TERMS

Homophobia - Discriminatory behaviour driven by an irrational hatred to or aversion of people who are homosexual (gay or lesbian) or who are perceived to be homosexual. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance or disregard

Biphobia - Discriminatory behaviour driven by an irrational hatred to or aversion of people who are bisexual or who are perceived to be bisexual. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance or disregard.

Transphobia - Discriminatory behaviour driven by an irrational hatred to or aversion of transgender people or people who are perceived to be transgender. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance or disregard

Queerphobia - Discriminatory behaviour driven by an irrational hatred to or aversion of people who identify as queer or who are perceived to be queer.

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Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance or disregard.

Interphobia - When a person of intersex status is treated in a discriminatory way, based on their intersex variations.

III. PURPOSE

The purpose of this policy is:

- a) To promote an educational and work environment that is welcoming, safe and free from discrimination and stigma for all students and personnel, regardless of sex, gender identity, race, gender expression and sexual orientation;
- b) To ensure that all students and personnel have the opportunity to express themselves and live authentically.

IV. SCOPE

This policy applies to all matters that relate to discriminative behavior inclusive of homophobia, biphobia, transphobia, queerphobia and interphobia. It covers conduct that takes place at school, at school organized events and activities. This policy also pertains to usage of electronic devices that occurs at school and on school devices.

V. GUIDELINES

MCC acknowledges the diversity of backgrounds and experiences in the institution and will not tolerate behaviors that discriminate students and personnel based on gender and sexual orientation.

MCC shall:

- a) Ensure that all students and personnel of the institution are treated with respect and dignity;
- b) Apply standards that enforce a zero tolerance of discriminative behaviors based on sexual orientation and/or gender identity;
- c) Apply standards that enforce a zero tolerance of violence against the LGBTQ+ based on sexual orientation and/or gender identity;
- d) Acknowledge and respond to the diverse needs, identities and strengths of all students;
- e) Encourage empathy and fairness towards others;
- f) Challenge stereotypes that promote prejudicial and biased behaviors and practices;
- g) Provide the students/personnel with counselling support;





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- h) Ensure that all students and personnel have the right to participate in any school activities/school program;

Any student and personnel may be addressed in the title and pronoun he/she prefers in all communications, correspondences and citations.

MCC shall be celebrating Pride Month every June in order to be one with the LGBTQ+ in asserting their rights.

VI. SANCTION

Mabalacat City College takes bullying, harassment and discrimination very seriously. Therefore, any complaint alleging discrimination, harassment and bullying based on individual's actual or perceived gender identity, and expression, will be given immediate attention and appropriate action.

RESOLVED FINALLY, That a copy of this resolution be furnished to the concerned offices.

APPROVED this 20 day of October 2021.

Approved by:

HON. CRISOSTOMO C. GARBO

Chairperson, Mayor of the LGU of Mabalacat City

DR. MICHELLE AGUILAR-ONG

Vice Chairperson, College President





Republic of the Philippines
Province of Pampanga
Mabalacat City



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HON. KRIZZANEL C. GARBO

Member, Chairperson - Committee on Education
Sangguniang Panlungsod of the LGU of
Mabalacat City

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