



UNIVERSITY OF SANTO TOMAS
The Graduate School



UST:A010-00-ME18
A.Y. 2023-2024

November 10, 2023

MEMORANDUM

TO : ALL FACULTY MEMBERS, SUPPORT STAFF & STUDENTS

FROM: **PROF. MICHAEL ANTHONY C. VASCO, PhD**
Dean

Noted: **Rev. Fr. Rodel E. Aligan, O.P., SThD**
Regent

RE: Anti-Hazing, Anti-Bullying & Safe Spaces Policies

We highly encourage our faculty, non-academic staff, and students to continue to be aware of and to practice the anti-hazing, anti-bullying, and safe spaces stance of the University of Santo Tomas. Specifically, the information and implementation of the policies regarding these topics are available in the following:

Anti-Bullying Act of 2018 (R.A. 10627, Section 2)

For purposes of this Act, "bullying" shall refer to any severe or repeated use by one or more students of a written, verbal or electronic expression, or a physical act or gesture, or any combination thereof, directed at another student that has the effect of actually causing or placing the latter in reasonable fear of physical or emotional harm or damage to his property; creating a hostile environment at school for the other student; infringing on the rights of the other student at school; or materially and substantially disrupting the education process or the orderly operation of a school; such as, but not limited to, the following:

- a. Any unwanted physical contact between the bully and the victim like punching, pushing, shoving, kicking, slapping, tickling, headlocks, inflicting school pranks, teasing, fighting and the use of available objects as weapons;
- b. Any act that causes damage to a victim's psyche and/or emotional well-being;
- c. Any slanderous statement or accusation that causes the victim undue emotional distress like directing foul language or profanity at the target, name-calling, tormenting and commenting negatively on victim's looks, clothes and body; and
- d. Cyber-bullying or any bullying done through the use of technology or any electronic means.

Anti-Hazing Act of 2018 (R.A. 11053)

"Hazing" – refers to any act that results in physical or psychological suffering, harm, or injury inflicted on a recruit, neophyte, applicant, or member as part of an initiation rite or practice made as a prerequisite for admission or a requirement for continuing membership in a fraternity, sorority, or organization including, but not limited to paddling, whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical and psychological health of such recruit, neophyte, applicant, or member. This shall also include any activity, intentionally made or otherwise, by one person alone or acting with others, that tends to humiliate or embarrass, degrade, abuse, or endanger, by requiring a recruit, neophyte, applicant, or member to do menial, silly, or foolish tasks. (Section 2[a], R.A. 8049, Anti-Hazing Act of 2018, as amended by R.A. 11053).

Safe Spaces Act of 2019 (R.A. 11313)

"Gender-based streets and public spaces sexual harassment includes catcalling, wolf-whistling, unwanted invitations, misogynistic, transphobic, homophobic and sexist slurs, persistent uninvited comments or gestures on a person's appearance, relentless requests for personal details, statement of sexual comments and suggestions, public masturbation or flashing of private parts, groping, or any advances, whether verbal or physical, that is unwanted and has threatened one's sense of personal space and physical safety, and committed in public spaces such as alleys, roads, sidewalks and parks. Acts constitutive of gender-based streets and public spaces sexual harassment are those performed in buildings, schools, churches, restaurants, malls, public washrooms, bars, internet shops, public markets, transportation terminals or public utility vehicles (Section 4)".

Everyone is enjoined to read the specific details of the Republic Acts which are to be posted in the entrance of the TARC Building and are readily available in the <https://www.officialgazette.gov.ph>.