

GENERAL PROVISIONS

GENERAL PRINCIPLES

De La Salle-College of Saint Benilde (DLS-CSB) is committed to ensuring a harmonious, fair, and just working environment. These general principles detail the parameters that apply to all Associates, identifying the requirements and the accepted norms that apply within the College. Likewise, the College provides for personnel welfare by ensuring that there is fair and just access to processes and information that allow for grievances, disputes, problems, and complaints to be resolved.

STATEMENT OF RIGHTS

DLS-CSB Associates shall enjoy all rights and privileges as provided for by law and the College.

The following are the rights of the DLS-CSB regular associates:

- right to enjoy security of tenure
- right to due process
- right to just and decent wage
- right to self-organization
- right to career development
- right against discrimination
- right to just and humane working conditions
- right to free expression of opinions and suggestions
- right against involuntary contributions except those imposed by their own organization
- right to be represented and informed of personnel-related policies and procedures

EQUAL OPPORTUNITY STATEMENT

DLS-CSB is committed to provide equal employment opportunities to all applicants and associates. The College does not discriminate on the basis of race, color, religion, sex orientation, age, nationality, or marital status, in its employment or admission practices. Employment decisions in all Schools, Offices, and Centers of the College are based on work-related standards.

Any applicant or personnel who feels that he/she has been treated in any way that violates the principles of equal opportunity should address his/her concern to the People and Organization Development Office (PODO) Head. No individual shall be subjected to harassment, intimidation, threats, coercion, or discrimination for filing a complaint, nor shall the individual be stopped from assisting or participating in an investigation, compliance review, hearing or other similar activity; opposing any unlawful action.