

EVALUATION OF THE NON-DISCRIMINATORY HIRING POLICY FOR LGBTQ+ POLICE APPLICANTS

ABSTRACT

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The Philippine National Police has policies intended to promote equal employment opportunities for lesbian, gay, bisexual, transgender, queer, and other gender-diverse applicants. However, concerns remain regarding awareness of non-discrimination policies, the adequacy of gender-sensitivity training, the effects of stereotypes, uniform requirements, and the limited representation of LGBTQ+ individuals in police service. This study evaluated perceptions of the non-discriminatory hiring policy for LGBTQ+ police applicants. The study used a descriptive research design. Data were collected through a survey administered to 50 participants. The questionnaire covered age, sex, civil status, and educational attainment and assessed perceptions of policy awareness, training, uniform requirements, hiring challenges, and LGBTQ+ representation. A four-point Likert scale was used to measure levels of agreement, and differences across demographic groups were examined. A total of 70% of respondents were aged 18–23 years. Non-binary respondents comprised 60% of the sample, while male and female respondents each accounted for 20%. All respondents were unmarried, and 60% had attended college. Policy awareness received the highest mean rating (3.34), followed by training and hiring challenges (both 3.27), uniform policy (3.24), and LGBTQ+ representation (3.23). The findings indicate general agreement that equal-treatment and anti-discrimination policies are valuable, while concerns about fairness, training, and representation remain. The findings suggest that respondents generally perceived police hiring policies as fair, although concerns and uncertainties persisted. The study recommends broader policy awareness, additional gender-sensitivity and inclusion training, and clearer assurances that LGBTQ+ applicants will receive equitable treatment throughout the police recruitment process.

RECOMMENDED CITATION

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