

**OFFICE ORDER NO. 071**  
Series of 2017

In view of our continued commitment to implement an effective and responsive agency Strategic Performance Management System (SPMS), the CFO reiterates its equal opportunity policy for all human resource systems:

**Performance Management**

"The Commission on Filipinos Overseas (CFO) adheres to the existing general policy of no discrimination based on gender identity, sexual orientation, disabilities, religion and/or indigenous group membership in the implementation of its performance management system."

**Rewards and Recognition**

"The PRAISE Committee shall adhere to the principle of providing incentives and awards based on performance, innovative ideas and exemplary behavior. Moreover, it shall not discriminate based on gender identity, sexual orientation, disabilities, religion and/or indigenous group membership in the implementation of its rewards and incentive program."

**Recruitment, Selection and Placement**

"The CFO affirms its commitment that all employees are afforded equal opportunities in accordance with the law regardless of gender identity, religion, disability, sexual orientation and/or indigenous group membership within employment and that entry into employment with the agency and progression within employment will be determined only by merit and the application of criteria which are related to the duties of each particular position. In all cases, ability to perform the job will be the primary consideration."

**Learning & Development**

"The L&D Committee remains attuned to establishing a continuing program for career and personnel development for all agency personnel and prepare a career and personnel development plan to include trainings and other interventions such as counselling, coaching and mentoring regardless of gender identity, sexual orientation, disabilities, religion and/or indigenous group membership."


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The following committees are hereby instructed to convene not later than 31 July 2017, and develop a communication strategy to emphasize the equal opportunity policy in its processes and guidelines:

- a. Performance Management Team (PMT);
- b. Programs on Awards and Incentives for Service Excellence (PRAISE) Committee;
- c. Personnel and Selections Board (PSB); and
- d. Learning and Development Committee

Recommendations and reports by the above mentioned committees should be submitted to the undersigned, through the Administrative and Finance Division (AFD), not later than 23 August 2017.

For compliance.



**MARIA REGINA ANGELA G. GALIAS**  
Interim Officer-In-Charge

10 July 2017