

## Non-discrimination policies

One of the Equality Office's responsibilities is to ensure compliance with legislation on equal opportunities, non-discrimination and effective implementation of the principle of equality between women and men, such as harassment management protocols.

### [3rd Gender Equality Plan \(2022-2026\)](#)

On page 4 of the 3rd Gender Equality Plan (2022-2026), the introduction states that "the express commitments made by the University's various offices and services, combined with the sum of all our efforts, will allow us to go beyond the achievements reached under the two previous plans. In doing so, we will contribute as an institution to making the working conditions of men and women more equitable. We will also continue working to define jobs in a better way; improve selection and professional promotion processes; ensure fair pay between men and women in the same professional category; show inclusivity towards all people, including those with disabilities, and further develop a culture of respect and zero tolerance towards any kind of harassment, as set out in the protocol published on 15 July 2020."

Point 3.1 of the Gender Equality Plan (2022-2026), regarding Strategic Pillar 1 on Culture, states that:

- The aim of this pillar is to consolidate a culture and an environment of internal and external communication that encourage equal opportunities, parity, a work-life balance, healthy relationships in the workplace and non-discrimination.
- Action 1: Ensure that there is nothing hindering more equal representation by periodically reviewing staff's development, promotion and access to certain positions.

Point 3.2 of the Gender Equality Plan (2022-2026), regarding Strategic Pillar 2 on Work and People Management, states:

- Provide training in equal opportunities, flexibility and a work-life balance.
- Ensure responsible use of work-life balance and flexibility measures.
- Action 1: Ensure that staff selection, evaluation, hiring and promotion processes are free of any type of indirect discrimination.
- Action 4: Remuneration: draw up a procedure for managing bonuses and variable income for administration and service staff that ensures equal opportunities.
- Draw up a procedure for managing bonuses at UIC Barcelona, in keeping with the University's aim to provide mechanisms for ensuring pay transparency (payroll audit and salary register), under the terms of Royal Decree 902/2020, of 13 October, on equal pay for women and men.

### [UIC Barcelona harassment prevention, assessment and intervention protocol 2020](#)

Page 3 of the UIC Barcelona harassment prevention, assessment and intervention protocol 2020 states: The right to equality means that all people can and must demand equal and non-discriminatory treatment –treated equally under all circumstances and in all situations–, the right to be treated with dignity and with respect for their private life and physical and moral integrity, as well as the chance to benefit from educational and professional environments free from any kind of violence or discrimination, whether it be sexist or for ideological, religious or political reasons etc.