

Policies protecting those reporting discrimination

Policies for protecting persons reporting discrimination are included in the UIC Barcelona Statutes, in the [UIC Barcelona harassment prevention, assessment and intervention protocol](#), and the [UIC Barcelona Gender Equality Plan \(2020-2025\)](#), approved in 2020 and the [3rd UIC Barcelona Gender Equality Plan \(2022-2026\)](#), in 2022. All of these documents confirm a commitment to equality and non-discrimination, and establish the procedures followed in the event of complaints. Alongside the policies, the Spanish law on data protection and other state and regional laws guarantee these rights.

The following paragraphs are a detailed description of the procedure for anyone reporting discrimination:

In the [UIC Barcelona harassment prevention, assessment and intervention protocol \(2020\)](#), discriminatory harassment on moral, occupational, pregnancy, or sexual orientation grounds is defined and the internal procedure is specified. This process involves mediation, the Ombuds officer, the Equality Unit, and a specific commission created for each case with the commitment to follow up on the issue.

As part of the measures for prevention against harassment, we promote codes of good conduct, distribute informative documents outlining rights, duties and responsibilities, and organise training programmes for teaching and administrative staff of the University, as well as student education on the subject.

Page 7 of the protocol describes the development of a conflict resolution management system. In the case that mediation does not resolve the situation between both parties, a confidentiality agreement will be signed at the start of the procedure and will remain in force during the length of the process.

The following considerations must be adhered to in order to guarantee the procedure:

- Respectful treatment and protection of the individual
- Confidentiality. Any personal data generated in the application of this protocol will be governed by Organic Law 3/2018 of 5 December on the Protection of Personal Data and the Guarantee of Digital Rights, as well as other applicable regulations.
- Diligence and immediacy
- Impartiality
- Protection of the dignity of the person(s) affected

In the 2019 UIC Barcelona [Code of conduct](#), we foster values to help members of the university community to treat everyone with dignity, integrity and with respect for diversity and acceptance of plurality. All private communications are treated with confidentiality and with a commitment not to provide data to third parties.

These include:

(1.2) Guiding values at work. Dignity at work, professional and educational conditions, provision of resources and conditions required to perform the functions of the different groups that work at or collaborate with UIC BARCELONA.

(3.2.1) Governing bodies and management staff. Instil the principles of fairness, merit and transparency in hiring and promoting staff, and also the principles of equality and transparency for the purchase and provision of services.

(4.1) Human rights. The university recognises that the principles of equal treatment and employee opportunity are fundamental to Human Resources and will be applied to recruiting and training employees, career opportunities, salary levels and other aspects of employee labour relations.

(4.2) Professional development. UIC Barcelona will promote the personal and professional development of its employees, encouraging them to become involved in improving their own skills and abilities. Policies and actions applied to the selection, recruitment, training and internal promotion of employees must be based on clear criteria of ability, competence and professional merits. Consideration will be given to the internal promotion of employees to positions. Discrimination in the recruitment of employees for reasons of race, functional diversity, illness, religion, sexual orientation, political opinion, age, nationality or sex will constitute a breach of this code, which might be considered to be a serious offence or even a crime.