

The UPF Barcelona School of Management is deeply committed to the development of policies that integrate equal treatment and opportunities between women and men, without directly or indirectly discriminating on the basis of sex. The School works to promote and encourage measures to achieve real equality in our centre, the principle of equality being a strategic principle of our Corporate and Human Resources policy.

As established in the UPF-BSM Code of Ethics, the School ensures the adoption of all necessary measures to ensure compliance with the right to not be discriminated against in all its areas, as well as to promote respect for diversity and the acceptance of differences. This conduct must govern interpersonal relationships, as it contributes to democratic coexistence and to training in those values to which we are committed.

This commitment extends to each and every one of the areas where the activity of the School is carried out, from selection or promotion, through to salary policy, training, work and employment conditions, occupational health, the organization of working time and work–life balance, prevention and action against sexual harassment and harassment based on sex, and the non-discriminatory use of language.

On the one hand, our **Rules of Coexistence**, applicable to our students and the UPF-BSM ecosystem, are intended to facilitate understanding, peaceful coexistence and full respect for democratic values, fundamental rights and freedoms within the School, promoting, among other things, respect for diversity and tolerance, equality, inclusion and the elimination of all forms of violence, discrimination or sexual harassment, on the basis of sex, sexual orientation, gender identity or expression, sexual characteristics, national origin, belonging to an ethnic group, disability and/or functional diversity, age, health status, social class, religion or belief, language or any other personal or social condition or circumstance.

On the other hand, the School adopted its first **Equality Plan** in 2012, applicable to the human team of the UPF-BSM, and consolidating its values in a work management instrument that allowed the optimization of the human resources of the School, promoting the capacities of people in conditions of equality and without gender discrimination.

The current Equality Plan, valid from 2022 to 2026, continues to work along these lines and furthers policies of non-discrimination and respect for diversity and equality among our staff in **eight areas of action**:

1. Organizational management/commitment to equality area.
2. Access to employment area: selection and recruitment.
3. Professional classification, professional promotion and training area.
4. Remuneration area.
5. Area of co-responsible exercise of the right to work–life balance.
6. Area of prevention of sexual harassment/harassment based on sex.
7. Communication/use of language area.
8. Plan monitoring area.

For each of these areas, specific objectives have been identified that contribute to the fulfilment of the general objective. And to achieve the aforementioned specific objectives, a series of positive actions, grouped into measures, have been designed.

The Equality Committee ensures compliance with the Plan and promotes the positive measures and actions which are part of it.

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