

IE NON-DISCRIMINATION AND ANTI-HARRASSMENT POLICY AND PROCEDURES



IE University is proud to be home to a diverse, global community. It is committed to maintaining both an academic and work environment for all students, faculty, and staff that is free of discrimination and harassment. All members of the IE Community are expected to treat each other fairly and with respect, courtesy and consideration. The Diversity Office exists to help community members report cases of discrimination or harassment.

To find out if your case applies, please read through this information carefully to better understand IE University policies and procedures. This is the starting point to understand what resources exist and how you can proceed if you believe you have a case of this nature.

Definition / Examples of Misconduct

DISCRIMINATION:

Discrimination at IE University is characterized by behaviors or actions that are not merit-based but rather influenced by factors such as origin, culture, race, ethnicity, religious beliefs, diverse convictions or opinions, gender identity or expression, sexual orientation, disability, health status, age, socio-economic status, political or union affiliation, or any other personal or social circumstance or condition.

HARRASSMENT:

At IE University, harassment is identified as unwelcome behavior or speech, encompassing:

I. Moral harassment, bullying, or mobbing: this is systematic and reiterated harassment that takes place over a prolonged period of time, which may be incited by colleagues and/or superiors and is based on physical and/or psychological actions aimed at making the victim give up his/her position or simply by deriving pleasure from the victim's suffering.

II. Harassment based on personal or social circumstance: this type of harassment comprises unwelcome behavior or speech based on diversity of discrimination based on origin, culture, race, ethnicity, religious beliefs, diversity of conviction or opinion, gender identity or expression, sex, sexual characteristics, sexual orientation, disability, health status, age, socio-economic status, political or syndical

affinity or by any other personal or social circumstance or condition in such an extreme or persistent manner that it interferes with that person's ability to work, terms of employment, or participation in an educational program, or creates an intimidating, hostile, or offensive environment for study, work, or living.

III. Sexual harassment: this is harassment, either verbal or physical, of a sexual nature, with the intention or the effect of undermining the victim's dignity and of creating an intimidating, degrading, or offensive situation.



SCOPE OF APPLICATION

IE University requires a strict adherence to its ethical standards by all members of the community, no matter where they may be. When an infringement occurs off-campus, individuals may not be subject to the rules outlined in the IE Policies. However, if the conduct is associated with an IE-related program, event, or activity where IE exerted substantial control over both the accused individual and the context of the incident, the policies could indeed apply. The policies may also apply when such conduct directly impacts the welfare or core values of the IE community, as determined by IE management.

Even in cases where IE University may not have jurisdiction due to the pre-defined scope, we encourage individuals who believe they may have experienced any form of discrimination or harassment to report the incident through the **Harassment and Discrimination Intervention Line (HDI Line)**. This proactive step aids IE University in identifying concerns about discrimination or harassment, allowing for appropriate actions to be taken, even if a formal process is not initiated or a complaint is not filed.



PROCEDURE REGARDING COMPLAINTS

if you consider that you have **experienced discrimination or harassment**, you have the following resources to help you in the process.

ANONYMOUS CLAIMS:

IE University goal is to keep the institution free from discrimination and harassment. For that purpose, an anonymous report system has been put in place. Due to its anonymous nature, this investigation might be limited in scope and might not result in mediation or proceedings before the relevant body (committee or commission, depending on whether it involves a student or a faculty/staff member), but in all cases, anonymous complaints will be reviewed carefully by the Diversity Office (if the person involved is a student) and the Compliance Officer (if the person involved is a member of faculty or Staff).

To report an incident anonymously

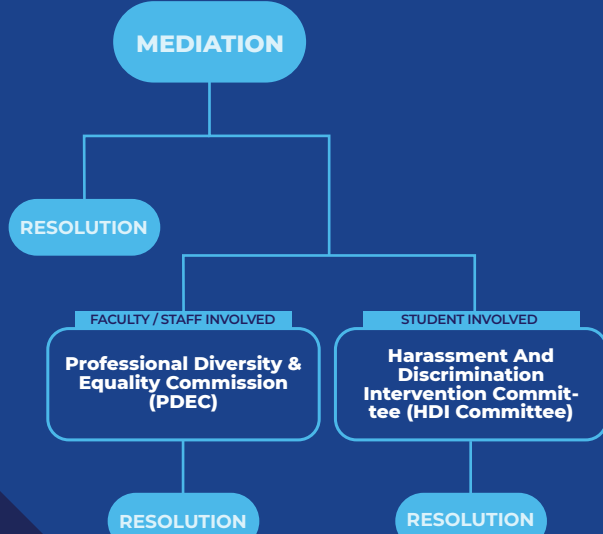
[CLICK HERE](#)

NOTIFICATION

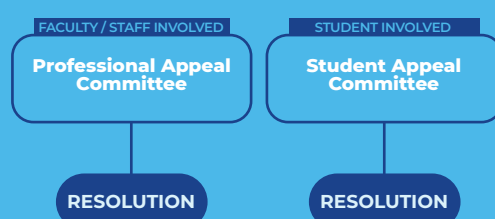
Harassment and Discrimination Intervention Line (HDI Line).



INVESTIGATION & RESOLUTION



APPEALS



If your case is related to sexual-based violence, find additional resources and information in this guide.

[CLICK HERE](#)

Diversity Suggestions

For individual or collective suggestions or requests regarding diversity or inclusion Contact The Student Advisory Board diversitysab@ie.edu. The Student Advisory Board, formed by students representatives regularly transmits any proposals to the designated body in the University Administration