

IE NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY AND PROCEDURES



As a diverse global community, at IE University we foster positive change through education, research and innovation with respect for human dignity support for equality and protection against discrimination as outlined in the UN Declaration of Human Rights.

ETHICS.

The IE community is dedicated to the advancement of ethics in the professional world. **Professional ethics and integrity are at the core of our community.** Every member of the IE community has the right to expect evenhandedness, honesty, and respect for others from their peers.

DIVERSITY.

The IE community believes in the importance of diversity. Different opinions, experiences, values and identities enrich the learning process and the shared experience of the whole community, and it is what it makes us unique. The IE community promotes a culture within which every member can freely express their opinions regardless of their birth, nationality, culture, race, ethnicity, religious beliefs, diversity of conviction or opinion, gender, gender Identity, gender expression, sexual orientation, sexual identity, disability, disease, age, socio-economic status, idiomatic or linguistic, political or syndical affinity,

physical appearance, overweight or obesity, or by any other personal or social circumstance or condition.

ACCEPTANCE AND RESPECT.

IE is a community built on ideas, and as such, we nurture and cherish academic freedom. **We do this by fostering a culture of respect and acceptance of different opinions, experiences,** and outlooks and by creating an environment that observes mutual respect.

INCLUSION.

The IE community embraces the contribution each individual makes, not simply because humanism is at the heart of our values, but also because it is only by creating an inclusive space that we will thrive. **IE University guarantees all members of our community a secure space where they can feel free to express themselves and make their contribution to the common good.**

EQUITY AND JUSTICE.

As a community we work to support equity and justice. IE is committed to creating equity in our community by **combating discriminatory ideologies, policies and behaviors.**



SCOPE OF APPLICATION

THESE PROCEDURES AND POLICIES APPLY TO ALL MEMBERS OF THE IE COMMUNITY

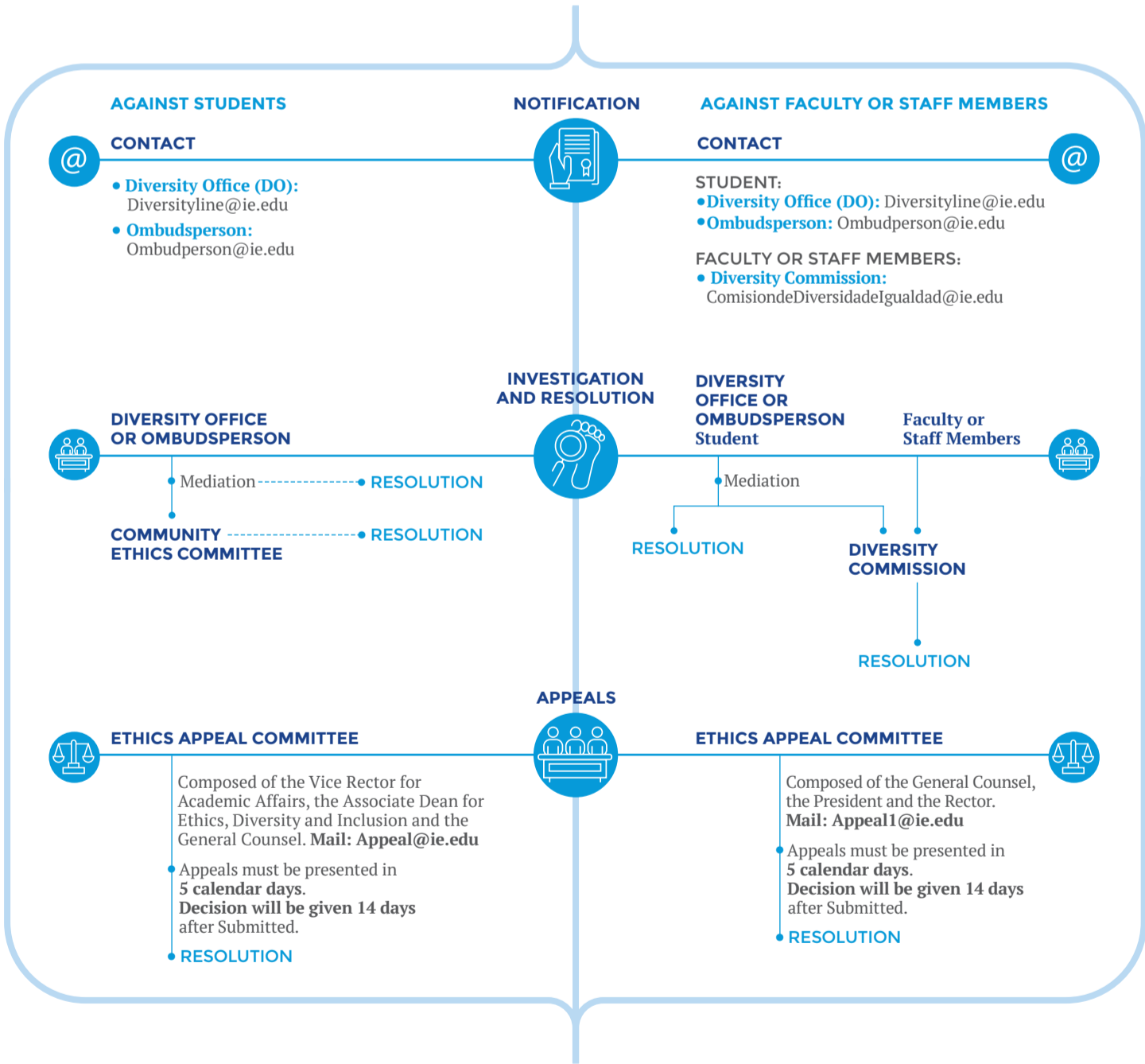
- Students
- Faculty and staff

IE expects full compliance with the policy from all members of the IE Community.



PROCEDURE REGARDING COMPLAINTS

If you feel you have been discriminated or harassed, in line with the **Students' Ethics Code** and the **Staff and Faculty Ethics Code** and the **IE Code for the Prevention of Harassment in the Workplace**, you have the following mechanisms put in place to help you in the process.



- 20** LENGTH OF THE PROCESS.
Every effort will be made to conclude the process within 20 business days of receipt of the complaint. However the length of the process will depend on the nature and extent of the allegations, the number of parties and witnesses involved, and their availability.
- CONFIDENTIALITY.**
Complaints must be made by the person alleging harassment or discrimination (anonymous or indirect complaints will not be accepted). Allegations of discrimination or harassment brought to the attention of IE University will be investigated in a confidential manner to the fullest extent possible. The investigation of complaints may also require disclosure to the person being accused and to other witnesses for the purpose of gathering pertinent information. In such cases, disclosure will be limited to the minimum.
- PROTECTION FROM RETALIATION.**
When appropriate, prior to or during an investigation, IE University may take reasonable and appropriate interim steps to protect the safety and well-being of members of the university community, safeguard the investigation and/or resolution, and prevent retaliation. (In cases involving the judicial authorities, it is possible to decide to stay the proceedings along with any precautionary measures).
- PROCEDURE FOR COMPLAINTS MADE IN BAD FAITH.**
IE University accepts its responsibility to balance the rights of all parties. Therefore, if an investigation reveals that a complaint is malicious or knowingly false, such charges will be dismissed and the person who filed the complaint may be subject to sanctions.
- SUSPENSION.**
Both procedures may be suspended if there is a pending judicial action and until a final decision is taken by the court.