As a diverse global community, IE University sees proactive 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, ethical 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 makes us unique. The IE community promotes a culture within which every member can freely express their opinions on a wide range of issues, including social, religious beliefs, identity, sexual orientation, professional and political affiliations, 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 upholds the fundamental respect for all.

INCLUSION.

The IE community embraces the contribution each individual makes, not simply because it 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 goal.

EQUITY AND JUSTICE.

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

IE NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY AND PROCEDURES

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 Student’s Ethics Code and the Staff and Faculty Riddle Code and the Code of the Professional World, you have the following mechanisms put in place to help you in the process.

1. **Complaints**

   **Contact:**
   - Diversity Office (DO): DiversityOffice@ie.edu
   - Ombudsperson: Ombudperson@ie.edu

   **Notification:**
   - Student: DiversityOffice@ie.edu
   - Ombudsperson: Ombudperson@ie.edu
   - Faculty or Staff Members: DiversityCommission@ie.edu

   **Investigation and resolution:**
   - DIVERSITY OFFICE OR OMBUDSPERSON
   - Faculty or Staff Members

   **Appeals:**
   - The General Counsel, who may not accept or reject the appeal

   **Ethics Appeal Committee:**
   - Composed of the Vice-Rector for Academic Affairs, the Academic Dean for Academic Affairs, the Rector and the President
   - General Counsel: Mail: Appeal@ie.edu
   - Appeal must be presented in 30 calendar days
   - One hearing will be given 14 days after submission.

2. **Complaints Against Students**

   **Contact:**
   - Diversity Office (DO): DiversityOffice@ie.edu
   - Ombudsperson: Ombudperson@ie.edu

   **Notification:**
   - Student: DiversityOffice@ie.edu
   - Ombudperson: Ombudperson@ie.edu

   **Investigation and resolution:**
   - DIVERSITY OFFICE OR OMBUDSPERSON

   **Appeals:**
   - The General Counsel, who may not accept or reject the appeal

   **Ethics Appeal Committee:**
   - Composed of the General Counsel, who may not accept or reject the appeal

   **Resolution:**
   - Appeals must be presented in 30 calendar days
   - The decision will be given 14 days after submission.

Length of the process

The process will be concluded within 30 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 made by the person alleging harassment or discrimination or complaints that complainants 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, disclosures will be limited to the minimum.

Protection from retaliation

IE University and any individual and groups against steps to stop the ability and willingness of members of the university community, the investigation and/or resolution, and prevent retaliation. IE University accepts the 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.

Procedure for complaints made in bad faith

IE University accepts the 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.