



Our
**Diversity
Policy**



**Universidad
Europea Madrid**

LAUREATE INTERNATIONAL UNIVERSITIES

REGULATORY CONTEXT

Universidad Europea de Madrid's Diversity Policy is based on respecting, complying with and defending current Spanish legislation.

The Spanish Constitution recognises the equality of all people without any discrimination on the basis of gender, ethnic origin, religion, disability, age or sexual orientation, with specific regulations having been approved in relation to equal opportunities for people with functional diversity and effective gender equality.

As a result, and in line with the provisions of the Spanish Effective Gender Equality Act 3/2007 of 22nd March, at the University there is a clear balance in both the composition of the workforce and in the company's various managing bodies, in which the percentage of women's representation to date exceeds 50%. This balance is also transferred to the composition of our student body.

The Diversity Policy is also based on respecting and promoting the following laws and regulations:

- Spanish Constitution.
- The Spanish Universities Act 6/2001 of 21st December.
- Act 24/1995 of 17th July, by which Universidad Europea de Madrid is recognised as a private University.
- Universidad Europea de Madrid's Organisational and Operating Regulations, approved under Decree 73/2010 of 14th October by the Board of Governors.
- The Spanish Effective Gender Equality Act 3/2007 of 22nd March.
- Royal Legislative Decree 1/2013 of 29th November, which approves the Revised Text of the General Act on Persons with Disabilities and their Social Inclusion.
- Royal Decree 1791/2010 of 30th December, which approves the University Student Charter.
- Royal Legislative Decree 2/2015 of 23rd October, which approves the Revised Text of the Spanish Workers' Statute Act.
- UN Convention on the rights of persons with disabilities.
- European Council Directive 2000/78/EC of 27th November 2000 on the establishment of a general framework for equal treatment in employment and occupation.
- Regulations on disability and universal accessibility: Act 26/2011 of 1st August on adapting regulations on the International Convention on the Rights of Persons with Disabilities; Royal Decree 314/2006 of 17th March, which approves the Technical Building Code; Urban Renewal, Regeneration and Rehabilitation Act 8/2013 of 26th June; and Act 15/1995 of 30th May on the limits of ownership over real estate, which aims to eliminate architectural barriers to people with disabilities.
- All local and regional regulations of specific application.
- Likewise, this Policy is reflected in Universidad Europea de Madrid's internal academic regulations, in particular, in Universidad Europea de Madrid's Student Charter and other internal regulations.
- The Laureate International Universities Code of Conduct and Ethics.

1. Scope

Universidad Europea de Madrid is an institution that grows with its university community, eliminating boundaries and seeking to educate global citizens with a multidisciplinary approach and ethical commitment to help them develop their personal and professional competences.

This Diversity Policy is applicable to all Laureate institutions in Spain: Universidad Europea de Madrid, Universidad Europea de Canarias and Universidad Europea de Valencia.

Universidad Europea de Madrid follows a student-focused academic model that promotes an education in values and competences for optimal professional development. To achieve this, it encourages diversity and fosters an inclusive environment based on respecting and appreciating individual differences as key enriching elements in personal relationships.

It is completely convinced that diversity as to abilities, culture, ethnic origin, gender, sexual orientation, age, ideology or any other socioeconomic factors generates an environment of creativity, innovation and commitment that translates into continuous improvement. This is why our corporate culture is based on cooperation, respect, dignity and non-discrimination, and we promote equal opportunities for the members of our university community.



2.

Universidad Europea de Madrid

Mission

To provide our students with a comprehensive education, forming leaders and professionals ready to meet the needs of a global world, to add value in their professions and contribute to social progress with an entrepreneurial spirit and ethical commitment.

To generate and transfer knowledge through applied research, by the same token contributing to progress and positioning ourselves at the cutting edge of intellectual and technical development.

Vision

Universidad Europea de Madrid considers academic excellence to be one of our strategic pillars. Thus, its educational model has embraced the principles of the European Higher

Education Area based on the individual's holistic learning. In this model, the faculty member is a mentor as well as an adviser who supports the student throughout their university life.

The student, on the other hand, maps out their own educational journey, developing the knowledge, competences, skills and values demanded by our society. Our model places special emphasis on the student's growth and empowerment, so they learn to adapt to an increasingly complex and ever-changing world.

Values

Universidad Europea de Madrid identifies the values it is committed to as an institution.

1) Collaborative. We bear the seal of approval that sets us apart for our entrepreneurial spirit: we are resolute and audacious, placing the student at the forefront. We collaborate and work together to implement the best practices at our institution.

2) International. As members of the Laureate Network we have a global vocation and scope, while retaining strong local roots. We offer international resources to support and strengthen local education. The magnitude and influence of the Laureate Network enable us to provide our professionals and students with excellent opportunities. We are an inclusive, multicultural organization that values diversity and respects all cultural perspectives and characteristics.

3) Analytical. We implement a rigorous self-assessment process to constantly increase our information and knowledge so as to improve our performance. This reflexive approach, based on data analysis, sets us apart from other institutions.

4) Trustworthy. If we want to be "here for good" we must gain the trust of our students and their families, employers and the communities where we operate. All levels of our organization are subject to the highest demands; we work with integrity and assume full responsibility for our actions.

5) Audacious. We are entrepreneurs; we strive to be audacious and are willing to take calculated risks while at the same time basing our decisions on rational, reflexive planning. We are quick to leverage opportunities and make positive changes in order to enrich our students' experience. We search for new ways to improve learning without borders and transform the traditional educational model. We have an innovative mentality and we provide members of the university community with the chance to challenge the status quo. We apply creative approaches to education and business. We never cease to explore new approaches, new technologies, new business models and new theories. We are leaders, not followers.

6) Responsible. Assuming responsibility for our students' results is the cornerstone of our revolution in the field of education. We focus on students and employers to adapt our programs to their needs. We strive to maintain high rates of retention, graduation and employability so that our students joining the labor market generate a positive social impact.



3. Concept

3.1 Principles of diversity

Promoting inclusion and effective integration, avoiding any kind of discrimination (direct or indirect) at work and in the lecture room.

Raising awareness on the principles of equal opportunities and respect for diversity and the dissemination thereof in the university community.

Progressing in building a diverse community: the company must encourage the integration of people with diverse profiles (regardless of gender, sexual orientation, ethnic origin, nationality, ethnic origin, religion, beliefs, age, disability etc.).

Promoting the work-life balance: organisations must establish mechanisms that enable the harmonisation of the work life with all workers' family and personal lives, without making any kinds of distinctions on the basis of gender.

Extending and communicating the institution's commitment to diversity which must be shared transversally throughout the entire institution to the entire university community.

Publicising activities to support non-discrimination, as well as the results obtained from the implementation of diversity policies in the institution's annual report.

3.2 Definition of discrimination and harassment

Universidad Europea de Madrid is a dynamic institution, focused on adding value to society and actively contributing to social progress through students who seek to make a positive impact on society. We were born with a restlessness, a desire to go further, and established as an innovative University that educates, researches and promotes knowledge, culture and development.

These principles and values are reflected in this Policy, which is fully evident in all our campuses and facilities; Universidad Europea de Madrid, Universidad Europea de Canarias and Universidad Europea de Valencia.

The University expresses its conviction and commitment to maintaining and promoting diversity in its students, employees (teaching and administrative staff) and providers, avoiding any form of discrimination and harassment or any kind of inappropriate behaviour in said stakeholders at any level. Discrimination or harassment is understood as any conduct that, on the basis of a person's characteristics as to ethnic origin, nationality, age, gender, sexual orientation, religion, functional diversity or marital status:

Negatively affects the teaching, learning or work activities or participation in any other activity at the University.

Is used as a factor to affect or make decisions about the teaching, learning, work activity or any other activity taking place at the University.

Is used for the purpose of interfering with the teaching, learning, research or administrative work activity or any other activity taking place at the University.

Taking into account these circumstances, different preventive actions are articulated by the University with the aim of avoiding conduct that could negatively affect our employees or students, thus ensuring their professional or academic performance.

Discrimination, harassment and any other inappropriate behaviour will not be tolerated and will be investigated following the institution's processes and regulations.

Good practices to encourage diversity and inclusion

3.3

Through this policy, Universidad Europea de Madrid is characterised by:

- Being committed to providing students, without any exceptions, with the tools needed for them to be able to develop the competences needed to successfully complete their university education.
- Having a global, interactive and systematic view of issues.
- Promoting its students' participation in the curriculum and in the university community through initiatives integrated into their education and extracurricular activities.
- Being concerned about identifying and minimising barriers to optimal learning and the participation of all its students.

Taking into account this conceptual framework, Universidad Europea de Madrid has defined as good diversity management practices those including:

- A clear, defined process to plan and prepare the teaching.
- The teaching staff's attitude towards inclusion.
- Teaching/learning strategies to prepare and raise awareness in the faculty.
- Educational resources, spaces and materials that cover diversity.
- Strategies to assess the teaching activity and diversity.
- Working methodologies that promote inclusion.
- Systems adapted for employee assessments.

4.

Diversity as an asset

Universidad Europea de Madrid sees diversity as a source of added value.

To do this, it enriches the daily work in the lecture rooms and articulates how the day to day at Universidad Europea de Madrid's campus is developed through its students and teaching and administrative staff.

Diversity is a maxim for Universidad Europea de Madrid. This maxim allows us to recognise without bias, accept and appreciate differences and use them to improve our academic proposal. In this regard, the University is committed to continue working to ensure an environment free of discrimination or any kind of harassment, so that it unreservedly defends freedom and diversity in our university community.

The selection of students and the recruitment of teaching and administrative staff, the recognition and development of them and any benefits or obligations generated must all be carried out without any bias. It is essential to work under the conviction of the need to promote diversity in all areas of the University. In addition to the commitment to an inclusive student selection process, the University provides the tools and adjustments needed for students to be able to achieve the competence development needed to successfully complete their academic experience.

In the admission process for students with functional diversity or specific educational support needs, a multidisciplinary committee reviews the cases before admission to verify whether what we can offer as a University is honestly integrated with the needs of the student in question.



5.

Areas of action

Age

Universidad Europea de Madrid considers diversity as to age to be a high-value asset in its employees. Therefore, **encourages the creation of teams including different generations.** Likewise, we are convinced of the role the University plays in lifelong learning, consequently, the University adapts curricula to groups that have time limitations so they can continue learning.

Gender

Universidad Europea de Madrid promotes active policies for effective gender equality among its students and employees, as well as **ensuring gender balance in its governing bodies.**

Sexual orientation

Universidad Europea de Madrid understands that sexual orientation or gender identity cannot be grounds for discrimination, harassment or persecution. With the aim of ensuring support for victims of these kinds of crimes, the University **works with leading associations in the fight for social and legal equality for the LGBT community.**

Religion

Universidad Europea de Madrid is a private, non-denominational institution that does not subscribe to any kind of ideology. To ensure inter-religious relations, without any exceptions **there are no facilities or resources for public religious worship at the University.**

Social/ethnic origin

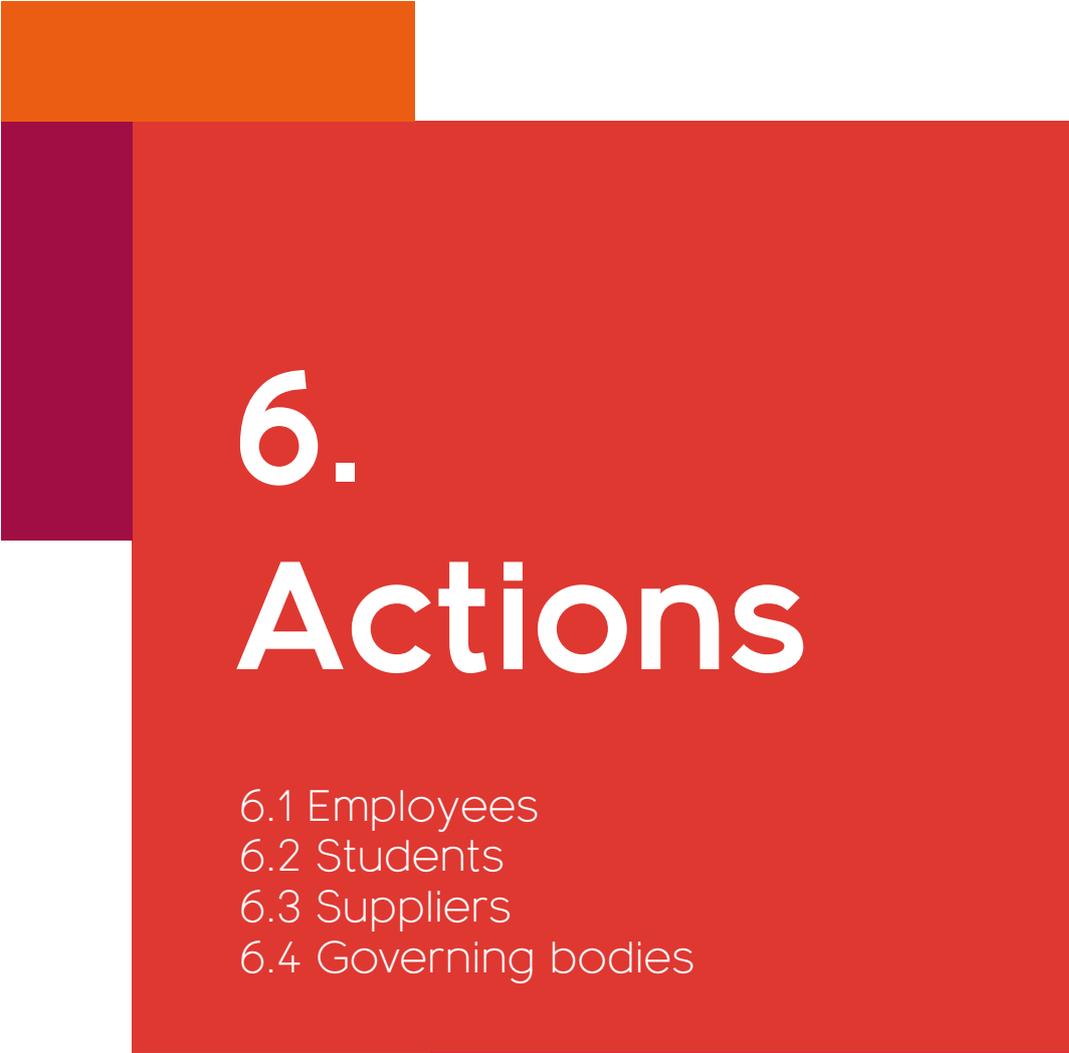
Universidad Europea de Madrid **encourages internationality and cultural and social diversity through numerous curricular programmes, as well as through volunteering and development cooperation projects,** with a clear inclusive approach that makes its university campus true meeting point in which different social and ethnic realities coexist.

Specific educational support needs

Universidad Europea de Madrid pursues equal opportunities and the full inclusion of people with specific educational support needs. It promotes its students' competence development, participation in the educational community and entry into employment, thereby assuring their university experience. **Likewise, it is committed to working with special employment centres and to encouraging the specific development of all its employees.**

Personal/family situation

Universidad Europea de Madrid understands that personal or family situations may hinder its students' performance or prevent its employees from achieving objectives. Therefore, **it aims to generate scenarios that provide the flexibility needed for students to continue their education and for its employees not to lose their positions.**



6.

Actions

- 6.1 Employees
 - 6.2 Students
 - 6.3 Suppliers
 - 6.4 Governing bodies
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EMPLOYEES

In line with the Spanish Constitution itself, all HR policies will ensure and be focused on management that encourages the creation of quality employment through responsible treatment and respect in the professional context, and that promotes equal opportunities and diversity in the workforce.

The procedures for recruitment, promotion, training, remuneration etc. are designed to guarantee the quality of the processes and objectivity in the decision-making, exclusively taking into account the criteria of the candidates' professional qualifications, experience and competences in connection with the position in question, avoiding any discriminatory bias.

In accordance with the Workers' Statute in force in Spain, all workers have the right to:

Not be directly or indirectly discriminated against for employment, or once employed on the basis of gender, marital status, age within the limits set under this Act, racial or ethnic origin, social condition, religion or convictions, political ideas, sexual orientation, affiliation to a union or not, or language, within Spain.

Guarantee equal opportunities for people with functional diversity, through objective selection processes, the result of which is exclusively based on candidates' abilities, experience and professional competences.

Respect for their privacy and due consideration for their dignity, including protection against harassment on the basis of racial or ethnic origin, religion or belief, disability, age or sexual orientation, and against sexual harassment and gender-based harassment.

In addition, the University carries out the following actions to encourage the prevention and protection of these rights:

1) To guarantee equal opportunities through objective selection processes, the result of which is exclusively based on candidates' abilities, experience and professional competences.

2) To promote cooperation with foundations and companies focused on the search for and entry into employment of people with functional diversity to encourage their recruitment to our team of professionals, as well as to adopt the necessary alternative measures with special employment centres, with the aim of complying with the provisions of Art. 42 of RDL 1/2013 on the rights of persons with disabilities and their social inclusion.

3) To develop activities to raise employees' awareness and provide them with information on the different recognised disabilities, organise conferences and seminars on specific educational needs and promote training for students and teaching staff on the inclusion of students with specific educational support needs at the University.

4) To implement an equality plan that regulates and guarantees equal treatment and opportunities in employment which will determine:

- The provisions aimed at eliminating discriminatory treatment, to ensure the principles of equality.
- Preventive actions to move forward the detection of any kinds of discriminatory attitudes or actions.
- Communication and awareness-raising programmes focused on equality training.
- Action protocols with specific responses for any sexual or workplace harassment situations.

5) To establish a system of indicators and statistics that enable monitoring and have an accurate situation diagnosis available to, where relevant, develop and implement the actions needed to guarantee effective gender equality in all areas such as training, promotions, wage levels etc.

Any employee of the University who feels they have suffered, or has suffered, an act of discrimination or harassment and is afraid to report it, has the option to go to the Laureate Ethical Helpline (available at www.laureateethics.net), following the mechanisms established in the University's internal regulations for this.

STUDENTS

As set out in the Students' Statute of Universidad Europea de Madrid, Universidad Europea de Canarias and Universidad Europea de Valencia, Article 2, which, in turn, is supported by state and regional regulations, among other rights, every student has the right to:

Equal opportunities, without any discrimination, in accessing the University, admission to the centres, remaining at the University and exercising their academic rights.

Attention to and design of academic activities that facilitate the balance of studies with work and family life, as well as the exercise of the rights of women who are victims of gender-based violence, to the extent of the University's organisational and budgetary availability.

Likewise, Article 5 of the aforementioned Statute states that every student has the duty to actively exercise and promote non-discrimination on the basis of birth, racial or ethnic origin, gender, religion, conviction or opinion, age, disability, nationality, illness, sexual orientation or gender identity, socio-economic, idiomatic or linguistic condition, political or union affinity, appearance, overweight or obesity, or any other personal or social circumstance or condition, of members of the university community, cooperating institutions' staff or those providing services at the University.

These statements are behind the following actions related to the prevention and protection of student rights at the University.

Prevention

Activities to raise awareness, courses and workshops: activities specifically aimed at raising awareness and training on diversity will be included each year under the offer of University Activities for students.

Action

Mentoring Plan: as part of the University's Mentoring Programme, all new students will be assigned a reception mentor who will be responsible for ensuring the student integrates into university life, as well as detecting any situations that could jeopardise their equal opportunities during their studies.

Diversity Unit: the University offers the support and advice needed for students with specific educational needs to engage in university life on equal terms. To do this, considering each case individually, the adjustments considered appropriate in order to achieve this goal are planned together with the faculty, the academic coordinator and the mentor.

Schedules Compatible with Professional Activity: in the case of students whose personal situation requires adjustments in the schedule, the University will offer (whenever possible) groups at times compatible with these situations.

Access course for over 25 year olds: every year, the University will facilitate access to the University to students who need it by offering special access courses to help them enter university life with the highest guarantees.

Protection (action protocols)

University Defender: the person who defends and protects students' rights within the teaching and administrative area of Universidad Europea, ensuring the fair and equal treatment of all students..

Disciplinary regulations: in its disciplinary regulations, the University regulates the offences and associated sanctions for any student who does not respect democratic principles, including equal rights for all people, with special mention of the intolerance of xenophobia.

SUPPLIERS

From a formal point of view, the purchasing area includes, as relevant points in the specifications, the University's commitment:

Special Employment Centres

Universidad Europea de Madrid promotes the contracting of services through Special Employment Centres, consequently, offers from providers that can offer their services through Special Employment Centres are evaluated separately.

Therefore, providers are invited to respond to the specifications together with the relevant accreditations and any impact that could arise from the work carried out through these kinds of Centres.

CSR

In accordance with the provisions of the United Nations Global Compact on human rights, labour standards and environmental protection announced at the World Economic Forum held in Davos (Switzerland) in January 1999, tender participants undertake to respect human rights, labour standards, the environment and the fight against corruption. Although these

factors are not part of the final evaluation of the offers, there is a commitment to develop responsible supply chain management, with the following standing out:

Promoting acceptance and compliance with the principles of the Global Compact and other aspects of Corporate Responsibility among the University's providers: Health and Safety, Quality and the Environment. Supporting diversity management as a corporate, social and legal imperative, in addition to complying with current regulations on equal opportunities.

Promoting responsible ethical, social and environmental purchasing criteria, prioritising providers that promote fair trade, environmental protection and respect for human rights.

Not only measuring the impact of providers on the University, but also the impact the University can have on providers, through its Diversity Policy and ethical practices, among which fair and equitable tendering and dialogue stand out.



GOVERNING BODIES



Transparency, evaluation of the boards and participation of their members, a greater dedication to strategic issues and CSR are just some of the keys that are present in all Universidad Europea de Madrid's governing bodies.

For the institution, it is essential to manage and encourage diversity in all areas within its governing bodies, but above all stressing functional diversity, followed by the recruitment of members of different nationalities with international experience. Gender diversity is certainly also a relevant issue in the debate on the composition of Universidad Europea de Madrid's boards.

Along with these premises, the quality of debate in the Boards and the quality of the members' work is one of the key principles governing Universidad Europea de Madrid's management, setting the principles on which all its key bodies are based.

Likewise, we must bear in mind that leaders are the main conveyors of culture in any institution and they should be the foremost ambassadors of diversity, as at Universidad Europea de Madrid. Thanks to this approach, Universidad Europea 's governing bodies introduce and respect:

- Gender diversity, taking this into account in the institution's decision-making positions.
- In addition, diversity is considered in connection with age so as to have an intergenerational governing structure.
- It is also key for Universidad Europea de Madrid to recruit to the University's different governing bodies international members who reflect the vocation for education that is open to the world experienced at the campuses in Madrid, Valencia and the Canary Islands.
- Likewise, our objectives looking to the future also include the option of recruiting independent board members.

7.

Responsibilities

Bodies that ensure compliance within the University

As part of its commitment to the entire educational community, it is key for Universidad Europea de Madrid **to provide the tools and resources needed** to ensure and guarantee compliance with the Diversity Policy at all campuses.

To do this, the institution make available to the **entire university community** the mechanisms and tools needed for the University to be aware of what actions and activities are being carried out as part of diversity, as well as to contribute to disseminating its principles.

Universidad Europea de Madrid has a **Diversity Unit and a Diversity and CSR Committee** to guarantee compliance with the basic principles of diversity on campus.

7.1 Diversity Unit

The Unit's main roles and objectives include promoting the inclusion of students with functional disabilities or specific educational support needs and equal opportunities for them, encouraging their competence development, their full participation in the educational community and their entry into employment.

This primary objective is represented by the following specific objectives:

- **To promote universal accessibility** on the University's different campuses.
- **To provide students with specific educational support** needs with the technical and human resources needed to enable them to take the utmost advantage of their education at the University as far as is feasible for Universidad Europea de Madrid.
- **To make the appropriate curricular adjustments** according to the needs of each case that do not involve alterations to the competence development for obtaining the academic qualification.
- **To raise awareness in the university community** by organising conferences and seminars on specific educational support needs.
- **To train students and teaching staff** on the inclusion of students with specific educational support needs at the University.
- **To work with support institutions.**
- The Diversity Unit is responsible for assessing students' needs and managing and coordinating all the actions needed **to ensure equal opportunities for students**. It coordinates with the Admissions, Student Services, Medical Service, Academic Management, Department Management, University Defence Counsel and Corporate Social Responsibility Departments and the faculty to offer advice during training at the University for students whose specific educational support needs arise from:

- **Neurodevelopmental disorders** (oral and written language disorders, autism spectrum disorder, attention deficit disorders with or without hyperactivity etc.).
- **Sensory, organic, physical and motor disability.**
- **Psychological and/or psychiatric disorders** (obsessive-compulsive disorder, anxiety disorders and depressive disorder etc.).

Diversity and CSR Committee 7.2

This is a forum comprised of professionals from the majority of Universidad Europea de Vaencia's Departments, which regularly brings together different kinds of projects in order to analyse and implement them. This Committee's main roles and objectives include attending to and supporting any kind of claim or query brought by students, administration or service staff and teaching or research staff.

The Committee works on training, providing guidance and raising awareness on diversity and its members work on raising awareness on the need to apply its principles as a constant asset.

Its work is essential for managing fruitful dialogue for students, teaching staff and workers at Universidad Europea de Madrid and for creating shared value based on diversity.

Diversity and CSR Committee members not only work to guarantee compliance with the basic principles of diversity on campus, but they are also the main ambassadors for the actions carried out by Universidad Europea de Madrid to ensure diversity.

Universidad Europea de Madrid sees diversity as a positive and so works to eradicate prejudice. Without any doubt, prejudice limits and impoverishes societies that label people and categorise and segregate them without taking into account the value they contribute. Identifying prejudices, fighting them and raising awareness are among the concerns that Universidad Europea de Madrid's Diversity and CSR Committee keep in mind in their management.

8.

Commitment

8.1 Certifications

BCorp®

As a member of Laureate International Universities, Universidad Europea follows a Corporate Social Responsibility (CSR) strategy based on its "Here for Good" commitment.

An institution committed to its vocation, Universidad Europea is convinced of the power of education to generate change and is firmly committed to the communities in which we are present in order to make a positive impact on them.

In addition, Universidad Europea has the mission of helping the entire university community to develop competences to enable them to become generators of social change.

The BCorp® certification accredits Universidad Europea as an institution with a high degree of social, environmental, transparency and corporate responsibility commitment.

Signatory to the Diversity Charter

Promoted in Spain by Fundación Diversidad, the diversity Charter - which already has more than 800 signatories - is a charter that contains a number of principles which organisations

voluntarily commit to: encouraging equality, respecting everyone's right to inclusion in the workplace and in society in general regardless of their different profiles and recognising the benefits of cultural, demographic and social diversity.

Universidad Europea is a signatory to the Diversity Charter, representing another step in the integration of diversity within the institution and a boost for all initiatives aimed at promoting equal opportunities and anti-discrimination.

The principles set out in the Charter and taken on by Universidad Europea include raising awareness on equal opportunities and respect for diversity, progressing in building a diverse workforce, promoting inclusion with effective integration and taking into account diversity in all people management policies.

Universidad Europea takes on the responsibility of training young people who are going to enter the workforce, and under this premise it is essential that educational institutions commit to implementing policies that encourage a working environment free of prejudice.

8.2 Agreements with other institutions

Arcópoli

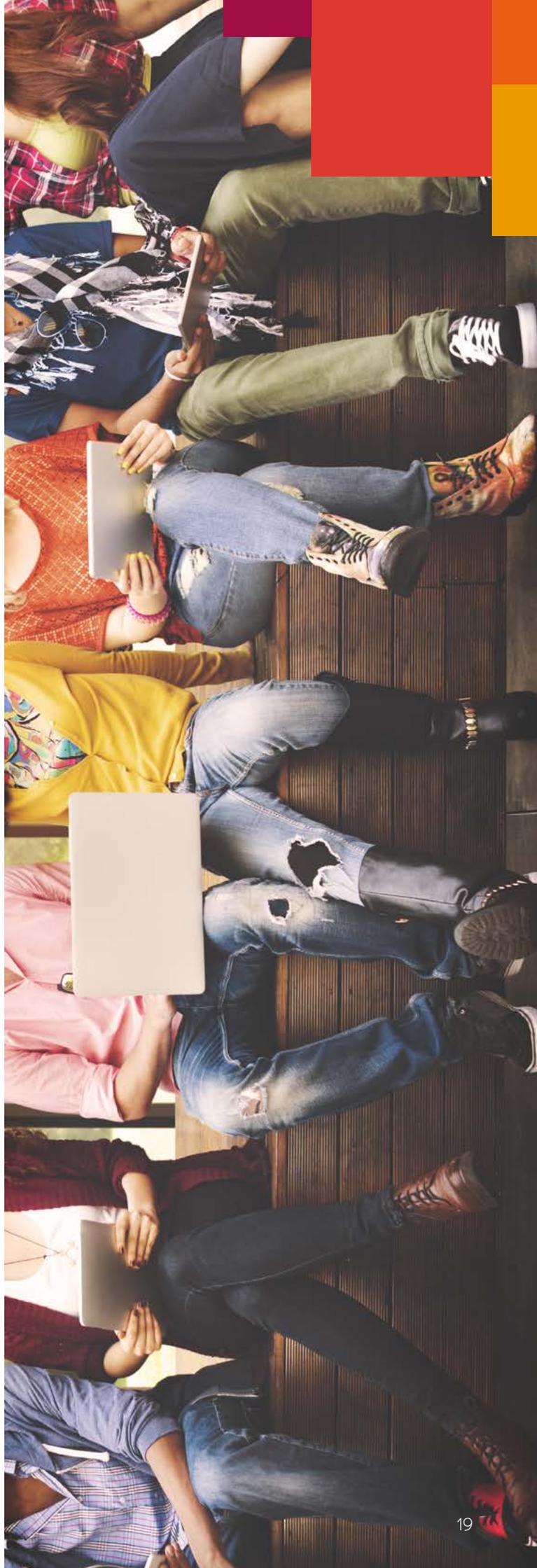
Universidad Europea considered it necessary to sign a cooperation agreement with Arcópoli, a leading association working for social and legal equality for Lesbian, Gay, Bisexual and Transgender(LGBT) individuals. Statistics show that crimes against these individuals are perpetrated by aggressors under 30, in fact, a sizable percentage are under 25. The University, which has a large proportion of students within this age range, is committed to actively fighting against this scourge.

Fundación Adecco

Thanks to this agreement, Fundación Adecco is a strategic partner in actions promoted for diversity management: Inclusion and Diversity strategic plans and policy design, development of social and labour inclusion programmes and campaigns and initiatives to raise awareness.

Fundación Generación y Talento

The University works with Fundación Generación y Talento on promoting and disseminating activities based on innovation in the management of generational diversity.





Universidad Europea Madrid

LAUREATE INTERNATIONAL UNIVERSITIES