



Oficina del Presidente

April 5, 2022

TO THE ENTIRE UNIVERSITY COMMUNITY

José F. Méndez Méndez
President

EXECUTIVE ORDER NO. OE-02-2022 – DIVERSITY, EQUITY, AND INCLUSION POLICY

The public policy of the Commonwealth of Puerto Rico is to eliminate vestiges of unequal treatment based on age, race, color, sex, sexual orientation, gender identity, social or national origin, social condition, political affiliation, or political or religious ideas, or for being a victim or perceived victim of domestic violence, sexual assault or stalking, for being military, ex-military, serving or having served in the Armed Forces of the United States or for holding veteran status, and tempering the legal system to the mandate provided in the constitutional precepts of equality before the law and the dignity of the human being.

Universidad Ana G. Méndez (UAGM) maintains a firm commitment to promote an equitable and discrimination-free study and work environment, which is why it is aligned with the current public policy. This commitment is reaffirmed in our mission, vision, institutional values, policies, regulations, manuals, executive orders, and in our operations, actions, and initiatives for academic, student, and administrative development. In this way, our stewardship, as a non-profit institution, is to provide exchange spaces for the growth and development of our university community. For these purposes, we affirm that diversity and inclusion are a priority for UAGM.

The foundations of diversity, equity, and inclusion are established in the Universal Declaration of Human Rights, the Universal Declaration of Cultural Diversity, and in the laws, regulations, and standards that address the issues of education, human rights, student rights, employee rights, health, safety, and issues related to maintaining a work and study environment free of discrimination, harassment, and other forms of intolerance and violence.

Our goal is to optimize our environment and execution scenario, valuing our differences and incorporating them into everything we do. Therefore, we foster an inclusive environment that embraces the diversity of our members, their ideas and lifestyles, and their professional and personal perspectives. Maintaining a diverse and inclusive academic, administrative, and student community is essential for the exchange of ideas, knowledge, culture, enriching experiences, and for recognizing the differences between one another. The focus on the global perspective of the human being is a priority in the education and training processes of educational institutions, for students, as well as for administrative staff and professors.

In accordance with the foregoing, through this Executive Order the Diversity, Equity, and Inclusion Policy is promulgated, applicable to administrative employees, professors, students, and the community at large. We recognize that diversity is an essential component of the future of UAGM since, by fostering an environment of inclusion, the professional development and the participation of the university community are stimulated. Thus, we strengthen our reputation as a leading institution and as being representative of the socioeconomic reality of Puerto Rico.

Each member of the university community is expected to read, understand, and comply with

the principles and regulations established in this policy. To facilitate this process, the Human Resources Vice Presidency will prepare a module (CBT) and will offer various educational activities to disseminate this policy.

This Executive Order is effective as of today, April 5, 2022.



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SISTEMA UNIVERSITARIO ANA G. MÉNDEZ

VICE PRESIDENCY OF HUMAN RESOURCES

DIVERSITY, EQUITY, AND INCLUSION POLICY

Policy No: RH-02-2022 **Effective Date: April 5, 2022**

New

_____Amendment Executive Order No. _____ dated month day, year

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I. INTRODUCTION

The public policy of the Commonwealth of Puerto Rico is to eliminate vestiges of unequal treatment based on age, race, color, sex, sexual orientation, gender identity, social or national origin, social condition, political affiliation, or political or religious ideas, or for being a victim or perceived victim of domestic violence, sexual assault or stalking, for being military, ex-military, serving or having served in the Armed Forces of the United States or for holding veteran status, and tempering the legal system to the mandate provided in the constitutional precepts of equality before the law and the dignity of the human being.

In agreement with the above and aware that language produces, modifies, and guides thought, Universidad Ana G. Méndez (UAGM) is committed to the principles of diversity, equity, and inclusion in education, employment, service, and research. This commitment is reaffirmed in our mission, vision, institutional values, policies, regulations, manuals, executive orders, and in our operations, actions, and initiatives for academic, student, and administrative development.

The foundations of diversity, equity, and inclusion are established in the Universal Declaration of Human Rights, the Universal Declaration of Cultural Diversity, and in the laws, regulations, and standards that address the issues of education, human rights, student rights, employee rights, health, safety, and issues related to maintaining a work and study environment free of discrimination, harassment, and other forms of intolerance and violence.

II. PURPOSE

The diversity, equity, and inclusion policy has been established with the purpose of maintaining a work and learning environment focused on diverse people, perspectives, and ideas that break down barriers and mediate equal rights and opportunities, ensuring a treatment of respect and dignity for all the university community.

Maintaining a diverse and inclusive academic, administrative, and student community is essential for the exchange of ideas, knowledge, culture, enriching experiences, and for recognizing the differences between one another. The focus on the global perspective of

the human being is a priority in the education and training processes of educational institutions, for students, as well as for administrative staff and professors.

III. SCOPE

This policy applies to administrative employees, professors, students, and the community at large. Each member of the university community is expected to read, understand, and comply with the regulations established in this policy. Any non-compliance with it could result in the application of corrective actions.

IV. OBJECTIVES

This policy has the following objectives:

- Promote diversity, equity, and inclusion among administrative staff, professors, students, and the community at large.
- Establish, promote, and maintain a work and academic environment that values differences and is free from discrimination of any nature.
- Ensure equitable and inclusive regulations and processes.
- Promote enriching learning experiences, respecting differences and people's rights.
- Ensure equal opportunities, eliminate barriers, and respect the diversity of individuals or groups.
- Promote transparency, integrity, and fairness in all managerial and administrative actions.
- Develop and empower our university community to promote a focus on compliance with diversity, equity, and inclusion.

V. DEFINITIONS

Diversity: It refers to individual differences (for example, personality, background knowledge, and life experiences) and group/social differences (for example, race/ethnicity, class, gender and gender expression, sexual orientation, country of origin, and ability, as well as cultural, political, or other affiliations).

Cultural diversity: It reflects the multiplicity, coexistence, and interaction of the different coexisting cultures, worldwide and in certain areas, and addresses the degree of variation and cultural richness of these with the aim of integrating and not differentiating. It is the coexistence and interaction in harmony and mutual respect among various cultures that coincide in the same place and time.

Gender diversity: It promotes equal opportunities and promotes gender equity at all levels of the organization, reflects a respectful and non-discriminatory environment, favoring equal opportunities for all gender expressions. It encourages the presence of women and other gender expressions, at all levels, especially in leadership positions, guaranteeing their

professional development with equal opportunities and, in turn, reducing the salary gap, if it exists.

Generational diversity: It contributes to the labor integration and coexistence of the different generations and ensures the management and use of multigenerational talent in the organization and, therefore, in society. It establishes measures aimed at avoiding bias in the selection, hiring, and promotion processes based exclusively on age. It works actively in managing the challenges associated with a multigenerational society.

Functional diversity: It values the unique potential of people with different abilities and maximizes the innate abilities of their talent. It promotes the labor inclusion of people with different abilities, and in turn improves their integration at the time of incorporation into the workplace while supporting the retention of their talent.

Equity: Equity is a value that implies justice and equal opportunities, respecting the plurality of society. It is a recognition of the value of education as an instrument of access to better opportunities and the development of human being potential. It is the action of fair treatment, access, opportunity, and advancement for all people, while making a conscious effort to identify and remove barriers that have prevented the full participation of some minority groups. Equity is achieved when the organization provides the opportunities to give each person, however different he/she may be, what he/she deserves or has earned, considering the limitations of everyone.

Inclusion: It is to ensure that all people or social groups can have the same possibilities and opportunities to fulfill themselves, regardless of their characteristics, abilities, ideas, lifestyles, professional and personal perspectives, differences in abilities, culture or needs. It is the attitude, trend, or policy of integrating all people in society, with the aim that they can participate and contribute to it and benefit from this process.

VI. RESPONSIBILITIES

UAGM promotes the continuous commitment of the administrative staff, professors, students, and the community at large to maintain a diverse, equitable, and inclusive student and work environment.

The management staff will identify and promote initiatives focused on compliance and respect for diversity, equity, and inclusion, inside and outside the university.

We will ensure that our facilities and equipment are barrier-free and that our advertising is inclusive.

VII. VALIDITY

This Policy will be effective on April 5, 2022.

VIII. APPROVALS

Recommending officer:

Victoria de Jesús de Jesús, Ed.D.
Vice President of Human Resources

Date

Approved by:

José F. Méndez Méndez
President

Date

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