Equality, Diversity, and Inclusion (EDI) Policy

1. Institutional Commitment

C3S Business School is an international institution committed to fostering an inclusive, equitable, and respectful environment where every individual is valued, empowered, and supported. We celebrate diversity in all its forms and actively promote a learning and working community where difference is embraced and all voices are heard. This policy affirms our responsibility to eliminate discrimination, address systemic barriers, and ensure equal opportunity in all aspects of academic, professional, and social life.

2. Legal Framework and Compliance

This policy is guided by a rigorous set of national, regional, and international laws to ensure institutional integrity:

- **Spanish Constitution (Article 14):** Ensuring the fundamental right to equality and non-discrimination.
- **Organic Law 2/2023 (LOSU):** Adhering to the latest Spanish university system regulations.
- **Organic Law 3/2007:** Focused on the effective equality of women and men.
- **Catalan Regional Regulations:** Specifically Decree 172/2022 concerning university centres.
- **European Standards:** Full compliance with the GDPR for data protection and the ESG 2015 for quality assurance.
- **UK Equality Act 2010:** Maintained for transnational compliance with partners such as OTHM and Abertay University.

3. Key Strategic Pillars

A. Gender Equality Plan (GEP)

C3S has successfully implemented a GEP encompassing over 500 students, staff, and faculty members to foster a culture of equality.

- **Leadership Representation:** Active diversification of leadership positions and decision-making committees to reflect a gender balance.
- **Institutional Adjustments:** Implementation of updated hiring practices, regular salary audits, and mentorship programmes to ensure equity.
- **Work-Life Integration:** Support for flexible working arrangements and policies that enable staff to balance professional duties with personal responsibilities.

B. Inclusive Admissions and Recruitment

- **Inclusive Principles:** Applying merit-based, inclusive principles in all recruitment and admission activities.
- **Anonymised Screening:** Utilising anonymised application screening and clearly defined selection criteria to eliminate unconscious bias.
- **Diverse Panels:** Ensuring diverse representation on selection panels to provide a range of perspectives during the hiring process.

C. Inclusive Teaching and Student Support

- **Curriculum Diversity:** Integrating diverse perspectives and multicultural case studies into the curriculum to prepare students for a globalised business world.
- **Reasonable Adjustments:** Providing necessary support and accommodations for students with disabilities to ensure equal access to educational resources.
- **Student Representation:** Ensuring designated representation on key decision-making bodies, such as the Academic Council and Student Affairs Committee.

4. Prohibited Conduct and Sanctions

C3S maintains a zero-tolerance policy regarding any form of discrimination, harassment, victimisation, or bullying.

- **Protected Characteristics:** No individual shall be discriminated against based on age, disability, gender identity, race, religion, sexual orientation, or socioeconomic background.
- **Harassment Prevention:** Mandatory annual workshops and seminars are conducted to educate the community on harassment prevention and unconscious bias.
- **Disciplinary Action:** Any breach of this policy by staff or students will result in severe disciplinary action, which may include suspension or expulsion.

5. Reporting and Resolution Procedures

The school provides clear, confidential, and accessible avenues for raising concerns.

- **Confidential Reporting:** Anyone witnessing or experiencing discrimination may contact the **Equality & Inclusion Officer** at info@csss.es or submit a report via the Student/Staff Portal.
- **Formal Investigation:** All reports are investigated promptly by the Ethics and Compliance Committee to ensure fairness and non-retaliation.
- **Supportive Environment:** Assistance is available through academic advisers, well-being staff, and dedicated student services.

6. Monitoring and Accountability

- **Annual Reporting:** An annual Compliance and Risk Report, including EDI metrics, is presented to the Board of Directors.
- **Policy Review:** This policy is reviewed every 2-3 years or in response to legislative changes to ensure it remains a "living document".
- **Transparency:** Strategic budget allocations for inclusion initiatives are published in the institution's Annual Report.