

BCAM LGTBIQ+ Plan

March 2025

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1. Introduction

BCAM is a world-leading interdisciplinary research centre in the field of Applied Mathematics. Its focus is on interdisciplinary research in mathematics, as well as on training and attracting scientific talent and promoting scientific and technological advances worldwide. For this reason, attracting talent is fundamental to the centre. This purpose is only possible with the creation of an optimal working climate in the centre, a safe space in which the capabilities of the workers are developed, for which it is essential to consider that equal opportunities for any person is a fundamental principle that promotes equity and justice in all areas of society, including the working environment.

Recognising the importance of this principle, the need to ensure the real and effective equality of trans people and respect for the rights of LGBTBI people is established. This is why this LGBTBI Diversity and Inclusion Plan is configured as the main action tool to promote respect for sexual and gender diversity, eradicate homophobia, lesbophobia, transphobia, biphobia and intersexphobia, and generate actions to promote the autonomy of LGBTBI people at BCAM.

The commitment of the centre is to promote equal rights, freedoms and social recognition of all its members, in a broad sense, with special emphasis on the respect and fulfilment of the rights of lesbian, gay, trans, bisexual and intersex people, as workers with full rights.

BCAM declares its commitment to the establishment and development of policies that integrate equal treatment and opportunities for LGBTBI people and especially for Trans women who are susceptible to double discrimination. The centre establishes, together with equal opportunities between women and men, non-discrimination and respect for the rights of LGBTBI people as strategic principles of our Corporate and Human Resources Policy, in accordance with the definition of this principle established in Organic Law 3/2007, of 22 March, for effective equality between women and men and Law 4/2023, of 28 February, for the real and effective equality of trans people and for the guarantee of the rights of LGBTBI people.

These measures are transversal to the daily management of BCAM and its strategic management, with the aim of safely incorporating this philosophy into the centre's business philosophy.

2. Frame of reference: Regulations and legislation

Although there is still a long way to go, numerous efforts and public commitments have been made to defend and promote the rights of LGBTI people.

In this section, a review is made of this long history of struggle for the recognition of the dignity of LGBTI people, from a Human Rights approach as the basis from which the fundamental rights of people emanate. To this end, it identifies, covering the international, community and state levels, all the achievements that have led to significant progress in this area, including provisions which, despite being repealed, represented an important milestone.

International level

- **The Universal Declaration of Human Rights (UDHR)** is a declaratory document adopted by the United Nations General Assembly in its Resolution 217 A (III) on 10 December 1948 in Paris; its 30 articles contain the human rights considered to be basic: Article 1. 'All human beings are born free and equal in dignity and rights and, endowed as they are with reason and conscience, should behave towards one another in a spirit of brotherhood. Article 2. 'Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.
- **The UN with the Yogyakarta Principles (2007)**, on the application of international human rights law in relation to sexual orientation, gender identity and/or gender expression and the demand for states to guarantee the protection of the human rights of LGBTI people. It explicitly extends the Universal Declaration of Human Rights to homosexual, bisexual, transsexual and transgender persons, whose rights were already implicitly included in the second article of the aforementioned Universal Declaration under the generics 'or any other status' and 'or any other status.
- In the **Declaration against Homophobia and Discrimination based on Sexual Orientation of 18 December 2008**, the 66 UN Member States that signed the document expressed concern about violations of fundamental rights, as well as violence, harassment, discrimination, exclusion, stigmatisation and prejudice

against people on the basis of their sexual orientation or gender identity. In its text appears for the first time the demand that human rights apply equally to all human beings, regardless of their sexual orientation or gender identity.

- **The UN General Assembly Resolution: Human Rights, Sexual Orientation and Gender Identity of 4 June 2012** promoted the condemnation of discrimination against persons on the basis of sexual orientation and gender identity, and urged States within the parameters of the legal institutions of their systems to eliminate, where they exist, barriers faced by lesbian, gay, bisexual, trans and intersex (LGBTI) persons in accessing political participation and other areas of public life, as well as to avoid interference in their private lives.

UE level

- In the **Treaty of Amsterdam of 2 October 1997**, a revision of the 1992 Treaty of Maastricht, one of the founding texts of the European Union, Article 13(1) states that ‘without prejudice to the other provisions of this Treaty and within the limits of the powers conferred by it upon the Community, the Council, acting unanimously on a proposal from the Commission and after consulting the European Parliament, may take appropriate action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation’. Sexual orientation is thus singled out as discrimination to be combated in the main EU documents.
- In 2000, the **Charter of Fundamental Rights of the European Union**, incorporating for the first time in its Article 21.1 the ‘Right to non-discrimination’, legally censures discrimination on the grounds of sexual orientation: any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation is prohibited.
- **European Parliament Resolution of 18 January 2006** on equal rights for lesbians and gays and the fight against discrimination and homophobia, which called on all Member States to ensure that the principle of equal treatment irrespective of sexual orientation is applied in all legal and administrative provisions.
- **Report of the Council of Europe Commissioner for Human Rights of 29 July 2009 on Human Rights and Gender Identity**. Study on discrimination on the grounds of gender identity, with a particular focus on discrimination against transgender people, and therefore calls for Member States to legally recognise the

change of gender of transgender people. It also contains a number of good practices and recommendations to Member States.

- **European Parliament Resolution of 24 May 2012** on combating homophobia in Europe. It condemns any discrimination based on sexual orientation and gender identity and therefore calls on the Member States to ensure the protection of LGBTI people from hate speech and violence. It also urges them to ensure that the principle of equal treatment irrespective of sexual orientation is applied in all legal and administrative provisions.
- **Revision of the Charter of Fundamental Rights of the European Union (2016)**. It enshrines the prohibition of discrimination based on sexual orientation as a primary right of the Union (Article 21). Motivated by the rollback of LGBTI rights in Poland and Hungary, it reminds authorities at all levels of governance of the Union of their obligation to protect and promote the equality and fundamental rights of LGBTIQ people, and to fully guarantee their rights by declaring the European Union a 'free zone for LGBTIQ people' and denouncing any form of violence or discrimination based on sex or sexual orientation.

State level

- **Spanish Constitution (1978)**. With the beginning of the transition to democracy, the regulation of the improvement of life and the defence of the rights of LGBTI people began with the decriminalisation of homosexuality. The following articles are included in the Spanish Constitution: **Article 10.1**: Recognises and safeguards the protection of 'the dignity of the person and recognises the inviolable rights inherent to him and guarantees the free development of his personality and that respect for the rights of others is the basis of political order and social peace'. **Article 9.2**: specifies the duty of the public authorities to promote 'the conditions for the freedom and equality of the individual and of the groups in which he or she is integrated to be real and effective', as well as to remove 'the obstacles that prevent or hinder their full realisation'. **Article 14**: recognises the equality of Spanish men and women before the law 'without any discrimination on the grounds of birth, race, sex, religion, opinion or any other personal or social condition or circumstance'. In its ruling 41/2006 of 13 February, the Constitutional Court specified that 'other personal or social condition or circumstance' must also include grounds of sexual orientation and gender identity. **Article 18.1** guarantees the right to privacy and honour.
- **Law 62/2003 of 30 December 2003 on fiscal, administrative and social measures**. It regulates equal treatment and non-discrimination in employment on the grounds of sexual orientation, thus adapting state legislation to Directive 2000/43/EC and Directive 2000/78/EC. It establishes a general legal framework and

a series of measures in its Chapter III to combat discrimination in all areas, addressed the legal definition of 'discrimination, direct and indirect', and modernised the regulation of equal treatment and non-discrimination at work.

- **Workers' Statute (2003 amendment).** Although there are several subsequent modifications, it is in the 2003 amendment that significant modifications on LGBTI matters were included. Section 2.c) and e) of Article 4 on the rights of workers in the employment relationship was modified following the approval of Law 62/2003, of 30 December 2003, making express mention of the right to non-discrimination, directly or indirectly, for employment due to sexual orientation (Art. 4.2.c) and the right to respect for privacy, dignity and protection against verbal and physical offences of a sexual nature and against harassment due to sexual orientation (Art. 4.2.e).
- **Organic Law 2/2006, of 3 May, on Education (LOE).** In its preamble, it expressly recognises affective-sexual diversity: 'The aims of education include the full development of the personality and affective capacities of students, training in respect for fundamental rights and freedoms and effective equality of opportunities between men and women, the recognition of affective-sexual diversity, as well as the critical assessment of inequalities, which enables sexist behaviour to be overcome'.
- **Law 3/2007, of 22 March, for the effective equality of women and men.** Through the eleventh additional provision, relating to amendments to the revised text of the Workers' Statute Law, and the fourteenth provision, relating to amendments to the Law on Social Order Infringements and Penalties, the law establishes equal treatment and opportunities in employment and occupation, prohibiting any form of discrimination on grounds of sexual orientation and gender identity.
- **Law 11/2014, of 10 October, to guarantee the rights of lesbian, gay, bisexual, transsexual, transgender and intersex people and to eradicate homophobia, biphobia and transphobia.** This law recognises and protects the rights of LGBTI people in various areas, including employment. Specifically in Chapter III on the labour market, the law addresses the right to equal treatment and opportunities for LGBTI people (Art. 20), and establishes measures and actions for occupation, prevention and combating discrimination on grounds of sexual orientation and gender identity (Art. 21).
- **Law 15/2022 of 12 July 2002 on equal treatment and non-discrimination, referring to Article 14 of the 1978 Constitution.** It proclaims the right to equality and non-discrimination. The law cites birth, race, sex, religion or opinion as grounds for special social attention or protection, and prohibits discrimination on the

basis of any other personal or social circumstance. Furthermore, Article 9 establishes the obligation of the public authorities to promote the conditions and remove the obstacles so that the equality of the individual and of the groups in which he or she is integrated is real and effective.

- **Law 4/2023, of 28 February, for the real and effective equality of trans people and for the guarantee of the rights of LGTBI people.** It establishes a series of principles for action by the public authorities, regulates the rights and duties of natural and legal persons, both public and private, and provides for specific measures aimed at the prevention, correction and elimination, in the public and private spheres, of all forms of discrimination. It also contemplates the promotion of LGTBI people's participation in all spheres of social life and the overcoming of stereotypes that negatively affect the social perception of these people.

Although in recent decades legislation has provided a series of rules with the aim of favouring equal and non-discriminatory conditions, also for the LGTBI collective, it cannot be ignored that it was imperative to make progress from formal equality towards real and effective equality.

3. The reality of LGTBI people in the labour market

In the current context of change, where society increasingly values equality, it is essential that companies make a firm commitment to diversity.

The real and effective inclusion of the LGTBI and transgender community in a working environment free of prejudice and discrimination should be at the heart of every organisation's policies as a unique opportunity to boost the company's growth and value, which goes beyond complying with the new legislation in force.

According to different studies, LGTBI diversity not only enriches corporate culture, but also fosters an inclusive environment and increases well-being at work. However, achieving this goal is not easy, and it is the company that must act as an active agent for the promotion of spaces free of discrimination.

Regardless of compliance with the legal obligation, building a safe working environment, free of prejudice and discrimination, where each person feels valued and respected regardless of their sexual orientation, gender identity

or expression and sexual characteristics, is a responsibility of the company which, in turn, has a positive impact as it fosters collaboration and productivity, which translates into a boost for organisational success. Hence, the need for a commitment to adopt solid measures to detect, prevent and eradicate any form of discrimination within the workforce, focusing on the LGTBI community as a group that is invisible and subject to inequality. Compliance with this approach has one result: the common wellbeing of the organisation.

According to the data provided by FELGTBI+1, only 23.6% of LGTBI+ people are visible with their work colleagues, 11.1% with their superiors and 6.6% with clients or suppliers.

The figures are striking, especially if we take into account that the LGTBI+ working population is 14 points higher than the general working population (a difference marked by the younger age of the LGTBI community compared to the general population). For the same reason of age, the student population among the LGTBI community is 8 points higher than the general population. The data are reversed when we focus on the group of pensioners, in this case being 20 points lower than the general population. It should also be noted that the percentage of people who carry out unpaid work in the home is lower among the LGTBI community, while the percentage of unemployed people is practically identical to that of the general population (FELGTBI+, 2023).

A reading of these data shows that the LGTBI group has a higher rate of activity than the general population. If we add that the level of education is higher, we can see that the collective is in itself a melting pot of talents, which can be seen even more in the new generations.

In order to have a more complete overview of the situation, we offer below a summary of the 10 critical points faced by the LGTBI collective in the workplace, according to the UGT study:

- Discrimination in employment: 70% of LGTBI people and 75% of trans people consider that being LGTBI is a disadvantage when looking for a job.
- Concealment of sexual orientation: Nearly 50% of LGTBI people avoid disclosing their sexual orientation at work for fear of reprisals or professional prejudice.
- Rejection in selection processes: 55% of trans and non-binary people have experienced direct or indirect rejection during job interviews because of their gender identity.
- Verbal violence and harassment at work: 75% of LGTBI people have experienced verbal violence at work and there is also a high frequency of aggressions, which is higher in trans people (86% have been assaulted more than twice), which constitutes harassment. Moreover, in 75% of the cases there were people who testified to the facts, but only in 40% of the situations someone reacted in defence of the person assaulted.

The number of witnesses is as high as 80% for trans and non-binary people, but nobody intervened to prevent it.

- Self-exclusion and loss of talent: The hostile work environment leads 40% of LGBTI people to hide their identity, which can result in self-exclusion, loss of talent and poor job performance.
- Lack of support in gender transitions: 62% of transgender people do not receive support from their employers during their gender transition process.
- Lack of knowledge and understanding: Nearly 80% of transgender people feel that neither their colleagues nor their superiors understand their realities.
- Inappropriate uniforms and assignments: 16% of transgender people are forced to wear uniforms that do not correspond to their gender identity, and 27% receive assignments that violate their dignity.
- Perception of disadvantage in internal promotion: 55% of transgender people consider that being LGBTI is a disadvantage for promotion in employment, due to stereotypes and prejudices.
- Impact on professional career: 44% of transgender people consider that their gender transition has negatively affected their professional career.

These 10 points are just a summary of a real problem with a great negative impact that is still present today within organisations in a latent or invisible way. And, therefore, they highlight the need for an imperative change in the organisational approach and the development of measures to prevent and correct LGBTI discrimination in the workplace, from the selection process to the positive impact on career development.

What is striking (and incongruous) about the data provided is that 93% of companies already have initiatives related to the celebration of LGBTI Pride, but do not have a decisive approach towards real inclusion, with a 'zero tolerance' strategy towards discrimination, active policies, awareness-raising programmes, partnerships and a strong visualisation of commitment to diversity.

Approximately half of LGTBI people prefer to hide their identity in their workplaces due to a perceived unsafe environment. This feeling is reflected in alarming statistics: 75% of LGTBI people have been verbally attacked at work, with a lack of support from the work environment in 75% of the cases. These assaults are not one-off events, but repeated, which is evidence of a systemic problem in the workplace.

This LGTBIphobia has a direct impact on the search for employment. Most transgender people choose to hide their gender identity for fear of discrimination.

LGTBIphobia in society and in the workplace is very present, as revealed by the UGT study on the situation of LGTBI people carried out in 2023:

- 70% of trans and non-binary people feel socially unaccepted and 55% have experienced rejection in their jobs.
- More than 50% of respondents consider LGTBI people to be socially unaccepted, rising to 70% for transgender and non-binary people.
- 75% of LGTBI people perceive inequality in job opportunities, rising to 87% for trans and non-binary people.
- Verbal violence towards LGTBI people stands at 50% outside of work in the last two years, with a 20% increase in trans and non-binary people since 2020.
- 86% of trans people have experienced multiple assaults, indicating bullying behaviour.
- In situations of harassment, 75% of the time there were people who saw the events, but only 40% of the time did someone intervene in defence of the victim. These figures are 80% for trans and non-binary people, with no intervention from bystanders.
- Only 3 out of 10 LGTBI people report assaults to their superiors.
- Only 6.32% of the LGTBI people verbally assaulted filed a complaint, decreasing to 5% for trans and non-binary people.

Here it is essential that companies align themselves with existing anti-discrimination legislation and take concrete steps to ensure equal opportunities at all levels of the organisation.

4. Basic concepts. Definitions

The concept of affective-sexual and gender diversity is framed within an egalitarian perspective, which wants to go beyond LGBTI people and offer a more global view, which not only includes this population but the whole workforce, which will be favoured by the establishment of more respectful and open frameworks for all people, in their diversity.

This approach recognizes the complexity of gender and sexuality by highlighting several interconnected dimensions: biological sex, intersex variations, gender identity, gender expression, and affective-sexual orientation. These dimensions interact with one another, reflecting the diverse experiences and identities of individuals within our community.

- **Sex** is the category that defines the primary and secondary sexual characteristics of our body (chromosomes, gonads, hormone load, genitalia...). Biology has traditionally classified bodies into male and female categories, but not all bodies can be pigeonholed into these two categories.
- **Intersex people** born with biological, anatomical or physiological characteristics, sexual anatomy, reproductive organs or chromosomal patterns that do not correspond to socially established notions of male or female bodies.
- **Gender identity** is the gender with which a person identifies, i.e. it is the internal and individual experience of sex as each person feels and defines him or herself, which may or may not correspond to the sex assigned at birth.
- **Gender expression** refers to the behaviours, roles, clothing, hobbies and gestures of a person, i.e. the manifestation that each person makes of his or her gender identity.
- **Affective-sexual orientation** has to do with the object of desire (heterosexual, bisexual, homosexual, etc). That is, it is not about how you feel, but about who you like in an affective sense or who you are sexually attracted to.

For the purpose of a correct understanding, we will develop the definitions contained in Law 4/2023, of 28 February, which will be contained in the present document:

- **Direct discrimination:** a situation in which a person is, has been or is likely to be treated less favourably on grounds of sexual orientation, gender identity and/or gender expression than another person in a similar situation.
- **Indirect discrimination:** a situation in which an apparently neutral provision, criterion, interpretation or practice causes or is likely to cause one or more persons a particular disadvantage compared to others on the basis of sexual orientation, and gender identity, gender expression or sex characteristics.
- **Multiple and intersectional discrimination:** occurs when several of the causes listed in the previous section concur or interact, generating a specific form of discrimination.
- **Order to discriminate:** any instruction that involves direct or indirect discrimination on the basis of sexual orientation, gender identity and/or gender expression.
- **Discriminatory retaliation:** adverse treatment or negative effect that occurs against a person as a result of the filing of a complaint, claim, complaint, lawsuit or appeal, of any kind, aimed at preventing, diminishing or reporting the discrimination or harassment to which he/she is or has been subjected.
- **Discriminatory harassment:** Any conduct carried out on the basis of any of the grounds for discrimination set out in this law, with the purpose or the consequence of violating the dignity of a person or group of which he or she is a member and of creating an intimidating, hostile, degrading, humiliating or offensive environment. Depending on the active subject, three types of harassment can be distinguished:
 - Top-down bullying: where the perpetrator has hierarchical ascendancy over the victim (from boss to subordinate).
 - Upward harassment: where the perpetrator is hierarchically subordinate to the victim (from subordinate to boss).
- **Positive action measures:** Differences in treatment aimed at preventing, eliminating and, where appropriate, compensating for any form of discrimination or disadvantage in its collective or social dimension.
- **LGTBIphobia, homophobia, biphobia, transphobia:** Any attitude, conduct or discourse of rejection, repudiation, prejudice, discrimination or intolerance towards LGBTI people because they are, or are perceived as such.

5. Objective of the effective equality plan for LGTBI people

Therefore, at BCAM, we are firmly committed to achieving a diverse centre, which leads us to establish a policy that covers the following specific objectives:

- Guarantee real and effective equality for the guarantee of the rights of LGTBI people.
- Promote equality and non-discrimination on grounds of sexual orientation, gender identity or expression and sexual characteristics.
- Guarantee a safe and respectful working environment for all LGTBI people.
- Draw up an action protocol, review it periodically and keep it in force, ensuring that it is in line with the regulations and the needs of the working environment.
- Encourage the active participation of workers in the development and application of LGTBI policies through the creation of a Diversity Commission within the company.
- Guarantee the confidentiality and dignity of those who may be victims of harassment or discrimination.
- Take precautionary measures to protect victims during any proceedings.
- Extend these principles to all persons linked to the company, including staff, collaborating companies and suppliers, and customers.
- Establish personnel selection tools and mechanisms free of discriminatory bias towards the LGTBI community.
- Design awareness-raising, communication and dissemination campaigns that value diversity and promote non-discrimination of people from this group.
- Recognising LGTBI diversity as a valuable asset is a fact that strengthens the company and contributes to its success. For this reason, a commitment is needed to continue making progress in promoting an inclusive work environment, where all people can reach their full potential, regardless of their sexual orientation, gender identity, gender expression or sexual characteristics.

6. Preventive measures

In order to establish a mechanism that determines how to act effectively and comprehensively in the event of any behaviour that could constitute harassment due to sexual orientation, gender identity and/or sexual expression, the following measures will be implemented:

- Dissemination and communication of the protocol to all staff.
- Promote a working environment based on the principles of equal treatment and opportunities, and non-discrimination of LGBTBI+ workers.
- Prohibition of statements and insinuations that are contrary to the principles of equal treatment and opportunities and non-discrimination, and that incite LGBTBIphobia.
- When LGBTBIphobic conduct is detected, the company's management will contact the person or persons responsible for such conduct to inform them of the obligations and consequences deriving from non-compliance, and will make the action protocol available to the person affected.

7. Actions

| Action 1 | |
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| <i>Review internal policies and the Code of Ethics and Conduct to explicitly include sexual and gender diversity.</i> | |
| Objective | Introduce sexual and gender diversity at the very basis of the school's culture, as internal policies are at the heart of the school's philosophy and management. |
| Deadline | Jun-25 |
| Materials and resources | Review of policies and the Code of Ethics and Conduct |
| Responsible | Human Resources and Legal |
| Indicator-follow up | Reviewed policies |

| Action 2 | |
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| <i>Inform that BCAM is committed to equality and non-discrimination of LGTBIQ+ people.</i> | |
| Objective | Share BCAM's commitment to equality, and to communicate the existence of the I LGTBIQ+ Plan. |
| Deadline | Mar-25 |
| Materials and resources | Drafting of a communication to all members of the workforce |
| Responsible | Human Resources and Communication |
| Indicator-follow up | Actions carried out for this communication as well as their reflection in the annual report |

| Action 3 | |
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| <i>Give visibility to the 1st LGTBIQ+ Equality Plan</i> | |
| Objective | Share BCAM's commitment to equality, and to communicate the existence of the I LGTBIQ+ Plan. |
| Deadline | Jun-25 |
| Materials and resources | Upload the Plan to BCAM's website |
| Responsible | Human Resources and Communication |
| Indicator-follow up | Uploaded Plan |

| Action 4 | |
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| <i>Review and correct, if necessary, the language and images, text and content used in internal communications (news on bulletins, circulars, internal mailings, etc.) and external communications (website, brochures, annual reports, etc.) to ensure their neutrality with respect to sexual orientation, gender identity, gender expression or sexual characteristics.</i> | |
| Objective | Eliminate any discriminatory content in BCAM's communication, both internally and externally. |
| Deadline | Whenever any kind of communication is made |

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| Materials and resources | Proofreading of text and images in communications |
| Responsible | Human Resources and Communication |
| Indicator-follow up | Internal and external communications (advertising, job offers...) |

| Action 5 | |
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| <i>Raising awareness among the selection team of the importance of equality and non-discrimination in the selection of candidates by providing specific training for the staff responsible for recruitment and selection.</i> | |
| Objective | Improve the work of the selection team regarding eliminating any discriminatory bias in the candidate selection process. |
| Deadline | Abr-24 |
| Materials and resources | Training session |
| Responsible | Human Resources |
| Indicator-follow up | Monitoring of the training carried out and number of people taking it. Included in annual report |

| Action 6 | |
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| <i>Drawing up an annual report on BCAM's status alongside the evolution of the measures implemented and their results.</i> | |
| Objective | Get to know the evolution in the implementation of this Plan and the results obtained. |
| Deadline | Ene-26 |
| Materials and resources | Template of data to be collected by the human resources department |
| Responsible | Human Resources and Communication |
| Indicator-follow up | Report prepared |

| Action 7 | |
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| <i>Revision of assessment, screening and promotion guidelines and manuals in order to adapt them to the LGTBIQ+ plan.</i> | |
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| Objective | Adapt BCAM's procedures to the LGTBIQ+ plan |
| Deadline | Dic-25 |
| Materials and resources | BCAM's policies and guidelines |
| Responsible | Human Resources and Communication |
| Indicator-follow up | Documentation updated |

| Action 8 | |
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| <i>Identification of biases in letters of recommendation through AI techniques</i> | |
| Objective | Avoiding bias when drafting letters of recommendation |
| Deadline | Ene-26 |
| Materials and resources | BCAM's archives of recommendation letters |
| Responsible | Human Resources |
| Indicator-follow up | Report of the obtained results |

| Action 9 | |
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| <i>Encourage the use of pronouns</i> | |
| Objective | Encourage the use of pronouns to avoid misgendering people |
| Deadline | Dic-25 |
| Materials and resources | Gender Equality newsletter and BCAM's internal communication channels |
| Responsible | Human Resources and Communication |
| Indicator-follow up | Nº of employees incorporating pronouns |

| Action 10 | |
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| <i>Encourage the existence of safe spaces within BCAM that foster debate and exchange of experiences and opinions</i> | |
| Objective | Creation of a welcoming and safe space for BCAM employees to share their experiences and opinions on this issues that could facilitate implementing future actions or solving current problems |
| Deadline | Dic-26 |
| Materials and resources | n/a |
| Responsible | Human Resources and Communication |
| Indicator-follow up | Creation of the space |

| Action 11 | |
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| <i>Include in the Gender Equality newsletter the actions carried out in the framework of this protocol</i> | |
| Objective | Disseminate within the organization the actions taken along the year |
| Deadline | During the whole period |
| Materials and resources | Gender Equality newsletter |
| Responsible | Human Resources and Communication |
| Indicator-follow up | Nº of actions included |

| Action 12 | |
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| <i>Establish a monitoring committee with KPIs associated with the actions</i> | |

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| Objective | Monitor and follow-up the planned actions |
| Deadline | Dic-25 |
| Materials and resources | n/a |
| Responsible | Governing bodies |
| Indicator-follow up | Creation of the committee |

| Action 13 | |
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| <i>Obtain a certification for the Centre's work on LGTBI issues.</i> | |
| Objective | Certify that the actions taken are effective and that they have a real impact on the daily life of the school |
| Deadline | Ene-26 |
| Materials and resources | LGTBI Plan |
| Responsible | Human Resources and Communication |
| Indicator-follow up | Obtaining of the certification |