

December 2019

Dear,

This is to inform you that the Management of the Sant Joan de Déu Barcelona Research Foundation has decided to implement its Equal Opportunities Plan for Men and Women.

This makes patent our commitment to establish and develop policies that include equality of treatment and opportunities, free from direct or indirect discrimination by reason of gender or any other personal or social condition or circumstance, while fostering and furthering measures to achieve effective equality within our organisation. To this end, we seek to ensure equality of opportunities between women and men as a strategic principle of our Corporate and Human Resources Policy, in accordance with the definition of this principle in the Spanish Organic Law 3/2007 of 22nd March, as well as with the Catalan Law 17/2015 of 21st July on effective equality, which states as follows: *"The principle of equality of treatment between women and men implies the absence of all direct or indirect discrimination by reason of gender and, especially, discrimination derived from maternity, the assumption of family obligations, and marital status"*.

In each and every one of the spheres in which this Institution's activity is carried out, from selection of personnel to promotion, and even including wage policy, training, working and employment conditions, occupational health, organisation of working time and work-life balancing, we uphold the principle of equal opportunities. Accordingly, with special attention to indirect discrimination, the following is understood, just as is provided in Article 6.2 of the aforementioned Spanish law and in Article 2.1 of the Catalan law: *"Indirect discrimination by reason of gender will be understood to be the situation in which an apparently neutral rule, criterion or practice places persons of one gender at a particular disadvantage with respect to other persons in the same situation."*

In accordance with Article 47 of Law 3/2007, in all cases the access of personnel to information on the content of the Equal Opportunities Plan and on the achievement of its goals will be ensured.

Moreover, in keeping with the HRS4R Charter and other European initiatives, we undertake to implement internally the Gender Equity Action Plan (GEAP), and to share our experience with other centres and institutes in order to contribute to pooled learning.

The implementation of the Equal Opportunities Plan will entail improvements with respect to the present situation, with the establishment of the respective monitoring systems in order to advance in the achievement of effective equality between women and men in our Institution and, by extension, in our society as a whole.

For the purpose of carrying out this endeavour, we have organised a working committee with research personnel and management personnel, allowing in this way the performance of a complete diagnosis and the development of a work plan that will be applicable to all our Institution's personnel.

Best regards,

Emili Bargalló, Managing Director