

Plan for Equal Opportunities and Non- Discrimination for LGBTQIA+ People

**Vall d'Hebron Institute of
Research
VHIR**



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1. Introduction

The Vall d'Hebron Research Institute (hereinafter, VHIR) is a public sector institution that promotes and develops research, **innovation** and **biomedical teaching** at the **Vall d'Hebron University Hospital**, the largest hospital in the Catalan public health system (ICS). Since 1994 we have been working to identify and apply new solutions to society's health problems, achieving **leadership** and **excellence** in **clinical and translational biomedical research** at national and international level.

The VHIR, as an institution linked to the hospital's activity, also belongs to the public sector. The Board of Trustees is the governing and administrative body of the Foundation. It represents, manages it, and assumes all the powers and functions necessary for the achievement of the foundation's purposes.

The following institutions are represented on the VHIR Board of Trustees, through their members:

1. **Department of Health** of the Generalitat de Catalunya.
2. **Department of Research and Universities** of the Generalitat de Catalunya. The VHIR is a CERCA centre, of the CERCA Institution, an entity that depends on this department.
3. **Vall d'Hebron University Hospital**.
4. **Autonomous University of Barcelona** (UAB), of which we are an affiliated University Research Institute.
5. **Vall d'Hebron Institute of Oncology** (VHIO). Together with VHIR, is part of the Vall d'Hebron Campus Accredited Institute, an entity that encompasses the Vall d'Hebron research institutes that have been accredited by the Instituto de Salud Carlos (ISCIII) as Health Research Institutes.
6. The **Catalan Institute of Health** (ICS).

VHIR's Strategic Plan 2021-2025 defines the general lines of action in both research and knowledge transfer to face the new challenges and needs of the coming years. This Strategic Plan is aligned with the research and innovation policies of the Board of Trustees, as well as with regional, national and European policies. The ultimate objective of the Strategic Plan is to balance public service with innovation and research, within the global framework of the Sustainable Development Goals (SDGs 2030). In this regard, the United Nations has called for the need to systematically incorporate gender in the implementation of its 2030 Agenda for Sustainable

Development, and to develop goal number 5, explicitly dedicated to achieving gender equality. Thus, the promotion of gender equality in research and innovation is a commitment included in the European Union's science policy with the aim of achieving gender balance in research teams and decision-making, and to integrate gender analysis into research and innovation content.

The European Commission (EC) has also developed a set of measures to promote equality and combat discrimination against LGBTQIA+ people. These measures include the creation of a legal framework that protects the rights of this group and fights against discrimination based on sexual orientation, gender identity or gender expression. In addition, awareness-raising campaigns and educational programmes are promoted to promote respect and understanding of LGBTQIA+ diversity.

Both the EC and other funding bodies support organisations working for LGBTQIA+ equality and fund projects that promote inclusion with the aim of guaranteeing equal treatment and opportunities for all. These actions are part of a broader effort to build a more inclusive and respectful society with diversity.

The VHIR highlights the importance of promoting the visibility of the LGBTQIA+ community in the workplace and encouraging the presence of role models. During the last year, an LGBTQIA+ working group was set up and 9 specific measures were incorporated into the current Equality Plan, related to the visibility, training and protection of people in this group. The origin of this working group dates back to June 28, 2022, International Day for the Rights of the LGBT Community. To mark the occasion, a collection of messages was carried out within the framework of the institutional adhesion to the Prisma Decalogue.

Subsequently, a detailed analysis of these messages was carried out to identify the needs and concerns of the LGBTQIA+ community and the working group was created with the aim of discussing and working on the aspects that directly affect LGBTQIA+ people, both in the professional and research fields. One of the objectives of this group is to ensure that the Equality Plan includes inclusive measures for diversity, in compliance with Law 4/2023, which promotes real and effective equality for trans people and guarantees the rights of LGBTQIA+ people.

2. Culture and Diversity

All companies and organizations have their own culture, understood as a set of values, norms, beliefs, attitudes and behaviours that are shared by their members and that have a relevant effect on the way things are done and on people's interactions.

We cannot ignore the fact that companies and organizations play a fundamental role in society. Regardless of their sector or size, they have the capacity and influence to play an active role in promoting social welfare and environmental sustainability. The culture of each company establishes the values and ethics that guide the organization's actions and directly influences the adoption of responsible practices, such as Corporate Social Responsibility (CSR), which implies an ethical commitment in the direction and management of its activities, operating responsibly and sustainably.

CSR represents an increasingly developed approach in the business world, which translates into a set of actions and practices aimed at improving people's quality of life and minimizing the environmental impact of the organization. This implies compliance with legal obligations and support for environmental and social projects and initiatives, contributing to environmental protection and the well-being of both workers and society as a whole.

Diversity is a fundamental characteristic of our society, enriching people's experiences and cultures. An inclusive society values and respects everyone, guaranteeing equal opportunities without distinction of personal characteristics. Companies, reflecting this diversity, must implement policies that promote dignity and equality for all, regardless of sex, gender, sexual orientation, race, age, culture, religion, disability or marital status.

The culture of the organization must promote diversity and inclusion, by creating a work environment where the respect and well-being of the workforce is guaranteed and any type of direct and indirect discrimination is eliminated.

The values that make up VHIR's corporate culture are broad; **Ethics, integrity, commitment and transparency** are the basis of its actions, with the aim that research and the results derived from it have a relevant impact on the social, economic and environmental spheres. The vocation for **leadership and the ambition** to be transformative agents of the local and global environment, as well as the collaborative and inclusive spirit, **inclusion**, as well as **the efficiency** to face the challenges of daily work with rigour, agility and effectiveness. The vision to be a driver of

transformation for the improvement of health, social well-being and sustainability, as well as part of the axes that we can find in its Strategic Plan, have to do with equity and diversity.

Agenda 2030

In 2015, the UN approved the 2030 Agenda for Sustainable Development, an opportunity for countries and their societies to embark on a new path with the aim of improving the lives of all people. The Agenda has 17 Sustainable Development Goals (SDGs), ranging from the elimination of poverty to the fight against climate change, education, women's equality, the defence of the environment and the design of our cities.

However, although the LGBTQIA+ movement (acronyms that encompass lesbian, gay, bisexual, trans, intersex, queer, asexual people, and all those identities that are not included in these letters) was present and active in the process of drafting the 2030 Agenda, the inflexible stance of some Member States on including the demands of the collective in the SDGs made it impossible for there to be a specific mention of LGBTQIA+ people in the final document (Colina-Martín, 2021).

The 2030 Agenda does not include a specific SDG for the elimination of discrimination and the violation of the rights of LGBTQIA+ people but, under the commitment to "Leave no one behind", the UN echoes this social and global problem and urges not only member countries, but all countries in the world, to work on the objectives of the Agenda.

Therefore, SDG 5, on gender equality, and SDG 10, on the reduction of inequalities, are aimed at the social, economic and political inclusion of all people, regardless of sex, origin or other status, as well as equal opportunities for women in the workplace and society, including trans women.

On the other hand, SDG 3, on health and well-being, promotes the guarantee of healthy lives and a society that is more aware of mental and sexual health, as well as universal access for all people to sexual and reproductive health services, regardless of their gender identity, sexual orientation, origin, ethnicity or any other condition.

The Centre's commitment to the equality of LGBTQIA+ people

It is essential to consolidate a work environment based on respect, diversity and equality for all people regardless of their personal conditions. Fostering an inclusive business culture and a welcoming work environment are essential aspects for LGBTQIA+ people to feel safe and respected, and therefore companies are responsible for achieving this.

The evolution of society in the recognition of different sexual orientations has slowed down the rates of discrimination against the LGBTQIA+ community, facilitating their inclusion in social and cultural environments, as well as in the work environment.

Despite this, there is still a long way to go, as there are numerous entities and individuals who claim the existence of discriminatory situations that violate the rights of the LGBTQIA+ community in the workplace.

Spain is one of the countries in the world with the largest LGBTQIA+ population. Around 14% of people do not consider themselves heterosexual and 4% of the population say they do not feel identified with the gender categories of men and women, according to the latest Ipsos Global Advisor survey (2023). According to another source (CIS, 2023), it is estimated that between 3.3 million and 3.8 million people are part of the collective in Spain.

Ipsos, also in its 2023 study, indicates that 14% of the Spanish population between 18 and 74 years old identifies as part of the LGBTQIA+ collective. Breaking down this percentage, 6% define themselves as gay or homosexual and 5% as bisexual.

According to data from the *II Edition of the Study on LGBTI People in Employment in Spain*¹ (2023), 75% of LGBTQIA+ people consider that they do not have the same opportunities as heterosexual people at work and 55% of trans people recognise that they have been excluded directly or indirectly in job interviews. Three out of ten LGBTQIA+ people say they have suffered verbal aggression, 78% referring to jokes and rumours about their sexual orientation, and 52%, insults, behaviours that make almost 7 out of 10 LGBTQIA+ people consider that belonging to the LGBTQIA+ community is an inconvenience when looking for a job.

In this area, people in the group tend to take a series of "strategies" to avoid situations that may be discriminatory, if not violent, in the workplace². These strategies include self-segregation, concealment or invisibility of their gender identity or sexual orientation, and in some cases, the decision to forcibly postpone the full expression of their identity or renounce certain rights.

Self-segregation refers to the tendency to seek jobs or work environments where LGBTQIA+ people feel more accepted and safer, often avoiding sectors or places where discrimination is more prevalent. Concealment involves the act of hiding part or all of one's LGBTQIA+ identity for

¹ <https://www.ugt.es/ugt-presenta-la-ii-edicion-del-estudio-sobre-las-personas-LGTBI-en-el-empleo-en-espana>

² *LGBTIphobia from the Prevention of Occupational Risks*. Trade Union Confederation of CCOO (2023).

fear of discrimination, which can include not talking openly about one's sexual orientation or gender identity.

Forced resignation or postponement are measures in which a person may feel that they need to sacrifice their authenticity to maintain their job or job security. This concealment means that people are forced to renounce consolidated labour rights linked to family relationships (leave to care for a minor, marriage, accompanying their spouse to medical visits, etc.). These strategies originate from the need to protect oneself in work environments that may be less inclusive and understanding.

Within the VHIR's commitment to respect, dignity and equality towards all people, and within the regulatory framework of Law 4/2023, of 28 February, for the real and effective equality of trans people and for the guarantee of the rights of LGBTQIA+ people, this document has been designed. The development of this plan of measures and resources responds to the need to promote policies that facilitate the development of more welcoming and respectful work environments, and free of any type of discrimination on the grounds of identity and sexual orientation.

In order to contribute to the real and effective equality of LGBTQIA+ people and respect for diversity, the **VHIR management expresses its commitment and willingness to promote and maintain actions already developed in this area, as well as to promote new actions in those future aspects in which any possibility for improvement is detected.**

The principles set out will be put into practice through the creation of the Negotiating Committee and the promotion of new measures or positive actions, which represent improvements with respect to the current situation, and the corresponding monitoring systems will be arbitrated in order to advance in the elimination of discriminatory situations and the violation of the rights of LGBTQIA+ people, especially trans people.

3. Regulations

The principles of the **Universal Declaration of Human Rights (UDHR)** guide the development of laws and treaties around the world, and provide in Article 2 that *"everyone has all the rights and freedoms proclaimed in this Declaration, without distinction of any kind, race, colour, sex, language, religion, public opinion or of any other kind, national or social origin, economic position, birth or any other condition"*.

Likewise, Article 21 of the **Charter of Fundamental Rights of the European Union** expressly prohibits all discrimination, and in particular discrimination based on sex, race, colour, ethnic or social origin, genetic characteristics, language, religion or beliefs, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

In Spain, Article 14 of the **Constitution** proclaims the right to equality and non-discrimination on the basis of sex, or any other personal condition or circumstance, and on the basis of Article 4 of the **Workers' Statute**, it is established that workers have the right not to be discriminated against directly or indirectly for their employment on grounds of sex or sexual orientation.

Organic Law 4/2023, of 28 February, for the real and effective equality of trans people and for the guarantee of the rights of LGBTQIA+ people, establishes the legal framework to develop and guarantee the rights of lesbian, gay, bisexual, trans and intersex people, eradicating situations of discrimination and ensuring their full freedom.

This regulation obliges companies to implement measures and resources in order to achieve real and effective equality for trans people and combat discrimination based on gender identity and sexual orientation.

Trans people have been the most affected within the collective in terms of the workplace, and those who suffer the most difficulties in inclusion in the labour market and in acquiring a non-precarious job. Article 55 of the aforementioned law, for the socio-labour integration of trans people, dictates that public administrations must implement measures for public bodies and private companies that favour the integration and labour insertion of trans people.

Some of the most relevant regulatory provisions on LGTBI matters are set out in Annex number 2 of this document.

4. Methodology and Phases

The plan is developed through the following phases and methodology:

Phase 1: Commitment, planning, communication, diagnosis

- Signed commitment of the VHIR management for the design and implementation of the LGBTQIA+ Plan.
- Appointment of the people responsible for carrying out the development of the plan.
- Preparation of a diagnosis with the collection of information from the workforce, both qualitative and quantitative information corresponding to the current situation of the company in this area, as well as the actions already carried out.
- Design of an internal communication plan and dissemination among the entire workforce.

Phase 2: Preparation of the LGBTQIA+ Equal Opportunities Plan

- Definition of objectives and goals to be achieved.
- Positive actions to achieve the objectives.
- Quantified indicators to evaluate the process.
- Plan monitoring and evaluation process.

Phase 3: Implementation and development of positive measures and actions

- Execution of the actions provided for in the action plan.
- Communication to staff about ongoing activities.
- Plan update (if applicable).

Phase 4: Monitoring of the process by the Monitoring Committee

Aimed at ensuring compliance with the defined actions, the commission establishes new measures when the objectives have not been achieved or when new needs arise for which which new actions will have to be articulated.

5. Negotiating Committee

For the development of the different phases of the creation and implementation of the plan, **the Vall d'Hebron Research Institute (VHIR)** has set up the Negotiating Committee for the Plan. This Committee is responsible for the design, implementation, and monitoring of the **Plan for Equality and Non-Discrimination of LGBTQIA+ people in the company**. These people have time and availability for their adequate participation and dedication to the assigned tasks.

The Plan Committee will ensure that:

- The equality of the LGBTQIA+ community, understood as the achievement of equal opportunities between people, maintaining the recognition of difference.
- Equal opportunities, understood as the identical option for the same opportunities and the same professional resources on the part of both genders, especially trans women.
- The non-discrimination, direct or indirect, of the workforce based on gender and sexual orientation, as well as the elimination of barriers, visible or not, that represent differences between the diversity of people.
- The eradication in the workplace of any indication of discrimination, harassment, or violation of rights and opportunities, as well as any other type of moral harassment.
- The promotion and dissemination within the company of the values and practices on which equality of identity and sexual orientation is based, as well as the promotion of the balanced representation of both genders in all the bodies and positions of responsibility of the company.
- Monitoring and updating the Plan of Measures and Resources for the real and effective equality of LGBTQIA+ people, drawing up proposals for future action.

The necessary decision-making authority in relation to equality has been delegated to this commission, which allows its implementation to be carried out at a good rate of intervention. The members of the committee participate in those activities that are specific to the aforementioned committee and act as spokespersons for the rest of the staff.

They provide all the information and suggestions that become relevant for the development of the Plan of Measures and Resources for the real and effective equality of LGBTQIA+ people, and ensure the dissemination of their results among the entire workforce, while being responsible for responding to any questions that may be raised by the rest of the staff, in order to achieve the

objectives of transparency, promotion and participation in the activities promoted within this framework.

All companies are recommended to designate the members of the company's Equality Plan Negotiating Committee as part of the LGBTQIA+ Plan Negotiating Committee.

The members of the Negotiating Committee are:

- Montserrat Molano i Flores (Works Council)
- Guillem Pons Barcons (Works Council)
- Miguel Segura i Guinart (Works Council)
- Míriam Álvarez Rollán (HR)
- Olalla Bagüés Bedoya (HR)
- Milda Galkute (HR)

The Negotiating Committee will have powers in:

- To negotiate the measures that will make up the Plan of Measures and Resources.
- Participate in the preparation of the diagnostic results report.
- Identify the priority measures, their scope of application, the material and human resources necessary for their implementation, as well as the persons or bodies responsible, including a schedule of actions.
- Promote the implementation of the LGBTQIA+ Plan of measures and resources in the company.
- Define the measurement indicators and information collection instruments necessary to monitor and evaluate the degree of compliance with the measures of the plan implemented.
- All other functions that may be attributed to it by the regulations and the applicable collective agreement, or that are agreed by the committee itself, including the submission of the approved plan to the competent labour authority, for the purposes of its registration, deposit and publication.
- In addition, the Negotiating Committee will be responsible for promoting the first information and awareness-raising actions among the workforce. The Negotiating Committee of the Plan is equipped with internal operating regulations.

The Annex develops the operating regulations with the modification procedure, including the procedure for resolving possible discrepancies.

6. Diagnosis Findings

The diagnosis carried out by the VHIR on their current situation in relation to the rights and inclusion of LGBTQIA+ people, in accordance with current regulations, has reached the following conclusions for each of the different areas:

In the field of **recruitment and personal selection**, VHIR applies inclusive and transparent selection processes, with the aim of guaranteeing equity and diversity, reflecting values of equality and inclusion in job offers. Through diversity training for those involved, an activity that is part of the action plan of the *Human Resources Strategy for Researchers (HRS4R)*, the aim is to avoid biases towards the LGBTQIA+ community, among other groups. However, there are aspects to improve, such as ensuring communication training to interview trans people and ensuring that ETTs apply similar criteria.

In terms of **staff training**, VHIR shows a proactive attitude in the implementation of inclusive policies and staff training in diversity, gender equality and harassment prevention. Although the training is voluntary, it is advised that it be mandatory for specific groups, such as decision-makers. In addition, it is proposed to incorporate this training into the reception manual and as mandatory training for all staff.

On the other hand, in **personal promotion**, the internal promotion process at VHIR is designed to avoid discrimination and detect unconscious biases, with a general perception that there is no discrimination against the LGBTQIA+ community. It is recommended that promotion decisions be shared and structured interviews are conducted to ensure transparency. Some people interviewed do not know if the LGBTQIA+ community faces obstacles in their professional path, although a minority believes that it could be on the part of those responsible.

With regard to **work-life balance and co-responsibility**, the VHIR offers work-life balance measures such as flexible working hours and teleworking, as well as unpaid leave for personal

reasons according to the collective agreement. However, there is a lack of knowledge among the staff about specific permits for the LGBTQIA+ community, especially for trans people.

In the field of **occupational health and risks**, the VHIR is a diverse and respectful environment, considered a safe space for the LGBTQIA+ community, with well-accepted mixed toilets and awareness campaigns. Despite regular surveys, there are no specific studies on occupational risks or health for this group, especially for trans people. The interviews show interest in a formalized protocol that includes the prevention of occupational risks and mental health for the LGBTQIA+ community.

Finally, in terms **of communication, image and the use of language that is respectful of people**, VHIR promotes respectful communication and organises events for the LGBTQIA+ community, with an inclusive language manual to eliminate discrimination. An LGBTQIA+ working group has been created and support is given to conferences such as LGBTQIA+ Pride. Despite the progress, it is necessary to continue working on the visibility of the group, since part of the staff shows little interest.

7. Plan of Measures and Resources for LGBTQIA+ Equality

7.1. Purpose

The implementation of the Plan of Measures and Resources for LGBTQIA+ equality by the VHIR aims, and in line with compliance with current legislation on LGBTI equality and non-discrimination, established from its entry into force in 2023, to make clear the organization's interest in articulating actions that guarantee the real and effective equality of LGBTQIA+ people and, above all, the integration of equality and diversity in the management system of the entity itself.

7.2. Objectives

Through the implementation of the Plan of Measures and Resources, the VHIR aims to investigate in depth what the real internal situation is in terms of equality and LGBTQIA+ diversity and to dedicate efforts to define, structure and implement actions in this direction.

The main objective that the VHIR hopes to achieve with the implementation of the plan is to promote a corporate culture based on equal treatment towards LGBTQIA+ people, where any type of discrimination is eliminated, with an improvement in the working environment and an increase in the motivation and commitment of the staff, carrying out, in order to achieve this, those positive actions that contribute to creating the appropriate conditions for equality to become real and effective.

The specific objectives of this LGBTQIA+ Plan are:

- To know the current situation of the entity in terms of knowledge and awareness of sexual and gender diversity.
- Deploy awareness-raising actions on equal treatment for the LGBTQIA+ community.
- Promote measures and benefits to reconcile personal, family and work life, with an emphasis on the LGBTQIA+ community.
- To prevent and eradicate LGBTQIA+-phobic attitudes and behaviours that imply prejudice and discrimination on the basis of sexual orientation and/or gender identity.
- Improve the quality of life of LGBTQIA+ people, especially trans people, in the workplace.

7.3. Positive Actions in Terms of Equal Opportunities for LGBTQIA+ People

- Description, execution period and prioritisation of the measure, as well as the design of indicators to determine its evolution.
- Identification of the means and resources, both material and human, necessary for the implementation, monitoring and evaluation of each of the measures and objectives.
- Calendar of actions of the measures of the Plan of Measures and Resources.
- Monitoring, evaluation and periodic review system.

NO. OF IMPROVEMENT ACTION	DESCRIPTION OF THE IMPROVEMENT ACTION	MONTH / YEAR OF IMPLEMENTATION
1	Include in the guides on how to conduct screening interviews, specific information on how to address the transgender community and highlight non-binarism	Q1 2026
2	Ensure that temporary employment agencies (ETTs) apply the inclusive perspective towards LGBTQIA+ people, especially transgender people. In any case, this requirement will be stated in the contracting clauses	Q2
3	Training and awareness-raising sessions for all staff about the LGBTQIA+ community. Include in the sessions the definitions and basic concepts on sexual, family and gender diversity, as well as training pills on concepts related to the collective	Q2
4	Continue to provide inclusive leadership training	Q2
5	Guarantee and communicate that permits, licenses and social benefits recognize all family configurations and are applied equally to the entire workforce, regardless of sexual orientation, gender identity or expression, and the couple or family model	Q1

6	Identify tools and/or resources that trans people can turn to for support in the workplace	Q1 2026
7	Include in the annual well-being survey, issues of diversity and inclusion of the LGBTQIA+ community	Q4
8	To draw up and disseminate the Action Protocol for the prevention and care of harassment or violence against LGBTQIA+ people, as well as to offer training for its correct knowledge and application	Q2
9	Communicate internally and/or externally the existence of the LGBTQIA+ plan and the inclusion actions that are underway (incorporate a website/intranet where the LGBTQIA+ Plan is referenced)	Q2
10	Update the inclusive communication guide, including the LGBTQIA+ community	Q3 2026
11	Send an annual internal communication where the entity expresses its zero tolerance for harassment attitudes, including harassment towards the LGBTQIA+ community	Q3

ACTION 1

AREA OF ACTION	SELECTION		
AXIS	Training		
OBJECTIVE	Educating people linked to VHIR about sexual and gender diversity		
MEASURE	Include in the guides on how to conduct screening interviews specific information on how to address the transgender community and highlight non-binary.		
OBSERVATIONS			
AGENTS		RESOURCES and BUDGET	CALENDAR
- Responsible: - HR - Target group: - People involved in the selection processes		Internal and/or external personnel costs	Q1 2026
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
In climate surveys, the percentage of people who consider the work environment to be inclusive.		The guides on how to conduct the interviews will provide specific information on how to address the transgender community and highlight non-binism.	
PERIODICITY OF THE MEASURE		Non-recurring. 1 single time during the entire term of the plan.	

ACTION 2

AREA OF ACTION	SELECTION		
AXIS	Protection		
OBJECTIVE	Protect the rights of the LGBTQIA+ community against possible aggressions, in accordance with the provisions of Law 4/2023.		
MEASURE	Ensure that temporary employment agencies (ETTs) apply the inclusive perspective towards LGBTQIA+ people, especially transgender people. In any case, this requirement will be stated in the contracting clauses.		
OBSERVATIONS	In any case, this requirement will be stated in the contracting clauses.		
AGENTS		RESOURCES and BUDGET	CALENDAR
- Responsible: - HR - Target group: - Temporary employment agencies (ETTs)		Internal and/or external personnel costs	Q2
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
This measure is required in the contracting clauses in the ETTs.		It is encouraged that ETT companies apply the same conditions in this regard as the VHIR.	
PERIODICITY OF THE MEASURE		Recurring. 1 time a year during the 4 years of validity of the plan.	

ACTION 3

AREA OF ACTION	TRAINING		
AXIS	Training		
OBJECTIVE	To train people linked to VHIR on sexual and gender diversity.		
MEASURE	Training and awareness-raising sessions for all staff on the LGBTQIA+ community.		
OBSERVATIONS	Training and awareness-raising sessions for all staff about the LGBTQIA+ community. Include in the sessions the definitions and basic concepts on sexual, family and gender diversity, as well as training pills on concepts related to the collective.		
AGENTS		RESOURCES and BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external personnel costs	Q2
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Percentage of participation in training sessions. - Degree of satisfaction of the people who have participated. - Comparison of surveys carried out before and after the introduction of the measure on the inclusion of the LGBTQIA+ community.		- The staff knows the meaning of the acronym LGBTQIA+, as well as the definitions of sexual orientation and gender identity. - There has been an improvement in the climate of tolerance and respect for the LGBTQIA+ community.	
PERIODICITY OF THE MEASURE		Recurring. 1 time a year during the 4 years of validity of the plan.	

ACTION 4

AREA OF ACTION	TRAINING		
AXIS	Training		
OBJECTIVE	To train people linked to VHIR on sexual and gender diversity.		
MEASURE	Continue to provide inclusive leadership training.		
OBSERVATIONS			
AGENTS		RESOURCES and BUDGET	CALENDAR
- Responsible: - HR - Target group: - People with team leadership responsibilities		Internal and/or external personnel costs	Q2
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Percentage of participation in training sessions. - Degree of satisfaction of the people who have participated. - Monitor the number of new initiatives implemented by managers in response to training.		- The management staff shows an attitude of respect and inclusion towards the LGBTQIA+ community. - Greater commitment to diversity and inclusion. - Increase in the satisfaction of people who may belong to the LGBTQIA+ community and the workforce in general.	
PERIODICITY OF THE MEASURE		Recurring. 1 time a year during the 4 years of validity of the plan.	

ACTION 5

AREA OF ACTION	WORK-LIFE BALANCE AND CO-RESPONSIBILITY		
AXIS	Protection		
OBJECTIVE	To protect the rights of the LGBTQIA+ community against possible attacks, in accordance with the provisions of Law 4/2023.		
MEASURE	To ensure and communicate that leave entitlements, licences and social benefits recognise all family configurations and are applied equally to all staff, regardless of sexual orientation, gender identity or expression, and type of partnership or family model.		
OBSERVATIONS			
AGENTS		RESOURCES and BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external personnel costs	Q1
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
Check whether there have been any complaints regarding the failure to extend leave entitlements, licences and social benefits to LGBTQIA+ individuals.		- Equal access for all individuals, regardless of their sexual orientation or gender identity. This promotes a sense of fairness within the organisation. - Increased staff satisfaction.	
PERIODICITY OF THE MEASURE		Recurring. Once a year during the 4-year duration of the plan.	

ACTION 6

AREA OF ACTION	RISK PREVENTION AND OCCUPATIONAL HEALTH		
AXIS	Protection		
OBJECTIVE	Protect the rights of the LGBTQIA+ community against potential attacks, in accordance with the provisions set out in Law 4/2023.		
MEASURE	Identify tools and/or resources to which trans individuals can access to receive support in the workplace.		
OBSERVATIONS			
AGENTS		RESOURCES and BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external personnel costs	Q1 2026
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
Guidelines have been developed that provide clear guidance on how to manage situations affecting trans individuals in the workplace, including name changes, pronouns, and emotional support, ensuring that trans people have access to resources and personalised support throughout their transition process.		- More inclusive work environment. - Improved satisfaction and wellbeing of trans individuals. - Enhanced corporate image.	
PERIODICITY OF THE MEASURE		Non-recurring. Once at the start of the plan, with annual updates/reminders during the 4-year duration of the plan.	

ACTION 7

AREA OF ACTION	RISK PREVENTION AND OCCUPATIONAL HEALTH		
AXIS	Protection		
OBJECTIVE	Protect the rights of the LGBTQIA+ community against potential attacks, in accordance with the provisions set out in Law 4/2023.		
MEASURE	Conduct staff satisfaction surveys that include questions on diversity and inclusion of the LGBTQIA+ community.		
OBSERVATIONS			
AGENTS		RESOURCES and BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external personnel costs	Q4
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
Questions have been included in the surveys to gather data on the specific needs of LGBTQIA+ community members, as well as questions that help identify incidents of discrimination or microaggressions that may affect the work dynamic.		Use the data from the surveys to set specific goals related to improving the wellbeing and inclusion of the LGBTQIA+ community.	
PERIODICITY OF THE MEASURE		Recurring. Once a year during the 4-year duration of the plan.	

ACTION 8

AREA OF ACTION	COMMUNICATION, IMAGE AND RESPECTFUL LANGUAGE		
AXIS	Protection		
OBJECTIVE	Protect the rights of the LGBTQIA+ community against potential attacks, in accordance with the provisions set out in Law 4/2023.		
MEASURE	Develop and disseminate the Protocol for the prevention and response to harassment or violence against LGBTQIA+ individuals, as well as provide training to ensure its proper understanding and implementation.		
OBSERVATIONS			
AGENTS		RESOURCES and BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external personnel costs	Q2
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Channels used to disseminate the LGBTQIA+ Protocol. - Number of enquiries about the Protocol.		- Discrimination in the workplace based on gender identity or sexual orientation has decreased or is non-existent. - Staff show increased awareness and sensitivity towards the LGBTQIA+ community.	
PERIODICITY OF THE MEASURE		Recurring. Once a year during the 4-year duration of the plan.	

ACTION 9

AREA OF ACTION	COMMUNICATION, IMAGE AND RESPECTFUL LANGUAGE		
AXIS	Visibility		
OBJECTIVE	Promote diversity and respect for LGBTQIA+ individuals through the visibility of their rights, free from prejudice.		
MEASURE	Communicate internally and/or externally the existence of the LGBTQIA+ plan and the inclusion actions in progress (including a webpage/intranet page referencing the LGBTQIA+ Plan).		
OBSERVATIONS			
AGENTS		RESOURCES and BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external personnel costs	Q2
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Monitor the number of visits to the LGBTQIA+ section on the intranet and website. - Check if images promoting diversity have been incorporated into the usual communication channels.		- Increased staff awareness of the importance of diversity and inclusion, fostering a more respectful work environment. - An increase in participation in activities related to the plan may indicate greater commitment to inclusion and diversity within the organisation. - Enhance the organisation's image both internally and externally, positioning it as a leader in social responsibility and diversity.	
PERIODICITY OF THE MEASURE		Recurring. Once a year during the 4-year duration of the plan.	

ACTION 10

AREA OF ACTION	COMMUNICATION, IMAGE AND RESPECTFUL LANGUAGE		
AXIS	Visibility		
OBJECTIVE	Promote diversity and respect for LGBTQIA+ individuals through the visibility of their rights, free from prejudice.		
MEASURE	Update the inclusive communication guide to include the LGBTQIA+ community.		
OBSERVATIONS			
AGENTS		RESOURCES and BUDGET	CALENDAR
- Responsible: - HR, Communication		Internal and/or external personnel costs	Q3 2026
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- At least the relevant corporate documents have been reviewed and updated. - The use of inclusive language has increased in both internal and external documents.		- The language used within the institution does not perpetuate negative stereotypes or prejudices about the LGBTQIA+ community. - A process has been established to periodically review corporate documents to ensure they remain up-to-date with best practices in inclusion and respect.	
PERIODICITY OF THE MEASURE		Non-recurring. Once at the start of the plan, and updates, if applicable, annually during the 4-year duration of the plan.	

ACTION 11

AREA OF ACTION	COMMUNICATION, IMAGE AND RESPECTFUL LANGUAGE		
AXIS	Visibility		
OBJECTIVE	Promote diversity and respect for LGBTQIA+ individuals through the visibility of their rights, free from prejudice.		
MEASURE	Send an annual internal communication in which the organisation expresses its zero tolerance for harassment, including harassment towards the LGBTQIA+ community.		
OBSERVATIONS			
AGENTS		RESOURCES and BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external personnel costs	Q3
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Ensure that all staff have received the annual communication. - Collect feedback from individuals on the clarity and usefulness of the communication sent, either directly or indirectly through surveys or questionnaires.		- A shared understanding of the importance of a respectful and harassment-free work environment has been promoted. - Staff response to discriminatory comments and harassment towards the LGBTQIA+ community has improved.	
PERIODICITY OF THE MEASURE		Recurring. Once a year during the 4-year duration of the plan.	

Schedule of Actions

				SCHEDULE OF ACTIONS																
Area of Action	Axis	Nr Measure	Recurring	Nov Dec 25	2026				2027				2028				2029			
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Selection	Training	1	No																	
	Protection	2	Si																	
Training	Training	3	Si																	
	Training	4	Si																	
Work-Life Balance and Co-Responsibility	Protection	5	Si																	
Risk Prevention and Occupational Health	Protection	6	No																	
	Protection	7	Si																	
	Protection	8	Si																	
Communication, Image and Respectful Language	Visibility	9	Si																	
	Visibility	10	No																	
	Visibility	11	Si																	

8. Monitoring of the LGBTQIA+ Equality Plan

The monitoring and control of the LGBTQIA+ Plan serves the following objectives:

- To verify the achievement of the objectives set out in the LGBTQIA+ Plan.
- To gather information on the degree of implementation, the adequacy of the resources used, and compliance with the action schedule.
- To identify potential obstacles or difficulties in implementation.
- To make appropriate adjustments or take corrective measures if necessary, in accordance with current legislation and the needs of the organisation.

Monitoring should not be seen as a secondary process, but rather as an integral part of the initial design, to be carried out in parallel with implementation. This task serves to control and verify that the implementation of the measures aligns with the plan's provisions, while also helping to detect any discrepancies and enabling the adoption of corrective measures.

In order to carry out effective monitoring and evaluation, we propose a set of qualitative indicators to assess the actions implemented during the duration of the plan, as well as those actions that could not be implemented. These indicators will also help evaluate the impact of the measures

taken on the organisation, both internally and externally, and the level of staff satisfaction with the actions carried out.

9. Procedure for Modification in the Event of Potential Discrepancies in the Implementation of the Plan

Agreement on the extrajudicial resolution of conflicts

This agreement is adopted with the aim of finding an amicable solution to conflicts.

1. Objective

1. The purpose of this agreement is to maintain and develop an autonomous system for the prevention and resolution of conflicts in relation to the negotiation, interpretation, and implementation of the plan.
2. This agreement excludes all matters that do not fall within the scope of the LGBTQIA+ Measures and Resources Plan.
3. The signatory parties consider that the mediation and arbitration mechanisms provided for in this agreement are sufficient to fulfil the obligation to establish procedures for effectively resolving any disputes arising from the negotiation of the LGBTQIA+ Measures and Resources Plan and, in particular, declare that the arbitration procedure shall require the voluntary submission of each party, unless otherwise specified in this agreement.

2. Scope of the Agreement

1. This agreement applies throughout the entire territory in which the LGBTQIA+ Measures and Resources Plan is in force.
2. This agreement enters into force on the date of its signature and remains valid for the entire duration of the LGBTQIA+ Measures and Resources Plan.
3. Any conflict arising during the negotiation, implementation, or monitoring of the LGBTQIA+ Measures and Resources Plan may be subject to the procedures outlined in this agreement.
4. This agreement does not cover the resolution of individual conflicts, nor does it apply to conflicts and areas outside the scope set out in this article, which may be subject to procedures established in other signed agreements or agreements to be signed in the different autonomous regions, or as established in applicable collective agreements.

3. Procedures

1. The procedures established by this agreement are:

a) Mediation, which is mandatory in the cases specified below and whenever requested by one of the parties involved in the conflict or procedure, except in cases where agreement between both parties is required. Mediation before the competent autonomous body replaces the prior administrative conciliation as provided in Articles 63 and 156 of the Law regulating social jurisdiction.

b) Arbitration, which is only possible when both parties mutually agree to request it in writing.

2. At any time, it may be agreed that the mediation procedure ends in arbitration. Likewise, the arbitrator may be requested to carry out mediation functions within the scope of their role.

4. Guiding Principles of the Procedures

The procedures provided for in this agreement are governed by the principles of gratuity, promptness, the hearing of the parties, impartiality, equality, and adversarial process, and in all cases, the company's code of ethics, current legislation, and constitutional principles are respected.

The procedures must comply with the formalities and deadlines set out in this agreement and the general interpretative provisions adopted by the Negotiating Committee of the LGBTQIA+ Measures and Resources Plan, always aiming for maximum effectiveness and agility in their implementation.

5. Prior intervention of the Negotiating Committee of the LGBTQIA+ Measures and Resources Plan

1. In conflicts arising within the negotiation of the LGBTQIA+ Measures and Resources Plan, the prior intervention of the Plan's Negotiating Committee is mandatory, without which no further proceedings may take place.

The process of prior submission to the Negotiating Committee referred to in the previous paragraph shall be deemed exhausted once a response has been received.

6. Mediation procedure

1. The purpose of mediation is to resolve differences in order to prevent or settle a conflict.
2. This mediation will preferably be carried out by a sole mediator or, if expressly chosen by the parties, by a collegiate body of two persons, which may be increased to three by mutual agreement of the parties.
3. The parties involved in the mediation procedure must document the existing disagreements and their background, and must specify the issue or issues that the procedure will address. In any case, the data and information provided will be treated confidentially, in full compliance with Organic Law 3/2018 of 5 December on the Protection of Personal Data and Guarantee of Digital Rights.
4. The mediation procedure is not subject to any pre-established formalities, except for the appointment of the mediator(s) and the formalisation of any agreement that may be reached.
5. Once mediation has been requested before the corresponding body, the first meeting shall be held within a maximum period of ten working days. In any case, deadlines may be extended or shortened by mutual agreement of the parties.
6. Within the scope of this agreement, the mediation procedure is mandatory when requested by one of the authorised parties, except in cases where the agreement of both parties is required.
7. The mediation procedure developed under this agreement replaces the mandatory conciliation procedure provided for in Article 156.1 of the Law Regulating Social Jurisdiction, within its scope and for the conflicts to which it refers.
8. In any case, the parties may agree voluntarily to submit to arbitration without the need to undergo mediation. Likewise, the parties may authorise, from the beginning or during the mediation procedure, one of the mediators to arbitrate on all or some of the matters in dispute.

7. Parties entitled to request mediation

1. For the mediations provided for in this agreement, both parties must prove the legitimacy indicated in the following section.
2. The two representations — the social bank and the business bank — that form part of the Negotiating Committee of the LGBTQIA+ Measures and Resources Plan are entitled to initiate mediation of the conflicts covered.

8. Request for mediation

1. Mediation is initiated by submitting a written request addressed to the Interconfederal Mediation and Arbitration Service.
2. The request for mediation must include the following details:
 - a) Identification and contact details, including email address of:
 - The requesting party and, if applicable, their duly accredited representative, including the date and signature.
 - The parties to whom the request is addressed. If applicable, the collective entities that have the legitimacy to participate in the procedure within the scope of the claim must be identified.
 - The possible interested parties in the procedure. When appropriate, the identification of other representative business and union organizations in this scope must also be included.
 - b) The purpose of the request, specifying the facts and reasons supporting the claim.
 - c) The group of workers affected by the request and the territorial scope of this request.
 - d) Proof of the involvement of the joint commission, or evidence that it was approached without effect, and the opinion issued, if applicable.

9. Arbitration Procedure

1. Through the arbitration procedure, the parties voluntarily agree to entrust a third person and accept in advance the decision that this person issues regarding the conflict or the matter in question. This requires the express manifestation of the will of both parties to submit to the arbitral award, which will have the character of mandatory compliance.
2. The parties may initiate arbitration without the need to previously resort to the mediation procedure provided in the preceding chapter, or they may do so after exhausting this mediation or during its course. However, the parties may at any time request that the person in charge of the arbitration perform mediation functions prior to acting as arbitrator.
3. Once the arbitration commitment has been formalized, the parties must refrain from initiating other procedures regarding any matter or matters submitted to arbitration, as well as from resorting to strikes or lockouts.

10. Subjects entitled to request arbitration

The parties entitled to initiate the arbitration procedure, by mutual agreement, depending on the type of conflict and the affected scope, are the same subjects who are entitled to initiate the mediation procedure.

11. Request for Arbitration

1. The initiation of the procedure will require the submission of a written request to the Interconfederal Mediation and Arbitration Service, signed by the parties entitled to submit the matter to arbitration.

This written request must contain:

a) The identification of the company or collective entities entitled to use the procedure, including the email address, date, and signature.

In cases where applicable, it must also include the identification of the other representative business and trade union organizations in this area, including their email addresses, for the purpose of notifying them of the arbitration commitment in case they wish to join it.

b) The designation of the person who will carry out the arbitration. If not designated, it will be understood to be delegated to the management of the corresponding body.

c) The specific issues that the arbitration must address, whether based on law or equity, their origin, development, and claim, the reasons supporting them, and the deadline for issuing the arbitral award. The parties may request the arbitrator to issue the award based on the final position presented by the mentioned parties regarding one or more of the specific issues submitted to arbitration.

d) The commitment to accept the arbitral decision.

e) The deadline within which the arbitral award must be issued. The parties may set shorter deadlines.

Signatories:

FOR THE SOCIAL PARTY

FOR THE ENTITY

Annexes

Annex I. Glossary of Terms

Asexual: A person who does not feel sexual attraction to anyone.

Agender: A person who does not identify as either male or female, who has no gender identity or gender to express.

Biphobia: Hatred, prejudice, and/or discrimination against bisexual people or those perceived as such.

Binary: A model that establishes only two genders, masculine and feminine, and attributes to them the only two possible sexes: female sex is linked to the gender "woman" and male sex to the gender "man." This system excludes people with diverse gender identities or expressions and people with bodies that do not conform to the model (such as intersex people).

Bisexual: A person who feels romantic or sexual attraction both to people of the same gender and to those of the opposite gender.

Cisgender: A person whose gender identity matches the biological sex assigned at birth. For example, people who are assigned male or female at birth and feel that way.

Deadname: A term referring to the birth name of a transgender person, not the name with which they identify.

Trans depathologization: Actions aimed at ensuring that medical institutions no longer consider transsexuality a mental illness and instead recognize it as a natural variation of human diversity.

Gender dysphoria: A term used by medical and psychological professionals describing the distress, anxiety, unhappiness, and discomfort transgender people may feel when their body and gender identity do not match.

Stereotype: A fixed notion or image commonly held about a person or group, based on an oversimplification of some behaviors or traits observed in them. Stereotypes are generally negative.

Gender expression: The way we show our body and behave according to—or contrary to—social and cultural norms of what is expected from a man or a woman. This expression operates through our name, attitude, clothing, gestures, tone of voice, and other aspects considered outside hegemonic patterns to express gender.

Gay: A homosexual man who feels physical, emotional, and/or sexual attraction to other men.

Gayphobia: Hatred, prejudice, and/or discrimination against gay men or those perceived as such.

Binary gender: The idea that there are only two social genders (man and woman), based on two sexes (male and female).

Genderfluid: A person who understands gender as a flexible, processual, and changing category throughout life.

Non-binary gender: A person who does not identify with the traditional binary categories of man/woman.

Heterosexual: A person who feels sexual and/or emotional attraction to people of the opposite sex.

Heteronormativity: A social and cultural regime that imposes heterosexuality as the only accepted, valid, correct, and/or normal orientation.

Homophobia: Irrational fear, hatred, intolerance, prejudice, or discrimination against LGBTQIA+ people. It may manifest as verbal, emotional, physical, or sexual abuse.

Homosexuality: Emotional, affective, and/or sexual attraction that a person has toward others of the same gender (lesbians or gays).

Gender identity: Refers to feelings and experiences, both internal and external, regarding bodily perception. That is, how a person feels their gender, which may or may not coincide with what society expects based on the sex assigned at birth, and how they express it.

Intersexphobia: Hatred, prejudice, and/or discrimination against intersex people or those perceived as such.

Intersex: A person born with characteristics of both sexes. Often, doctors advise parents to perform surgery to maintain a single sex, risking that this may not correspond with the person's later gender identity.

Lesbian: A homosexual woman who feels physical, affective, and/or sexual attraction toward other women.

Lesbophobia: Hatred, prejudice, and/or discrimination against lesbian women and/or women perceived as such.

LGTBI: Acronym referring to lesbian, gay, trans, bisexual, and people with diverse sexual development.

LGTBI-phobia: Rejection, fear, repudiation, prejudice, or discrimination against people who identify as LGBTBI.

Normativity: The tendency to consider traditional heterosexual relationships as the norm and all other behaviors and affective relationships as deviations from that norm.

Serophobia: Stigma and discrimination based on irrational fear of people with HIV, avoiding any kind of contact or approach with seropositive individuals.

Sexism: Attitudes, biases, and discriminations in favor of one sex and/or gender. Sexism can affect any gender, but it is particularly documented to affect women much more.

Trans: An umbrella term covering all people who identify with a gender different from the one assigned at birth or who express their gender identity in a non-normative way.

Transphobia: Hatred, prejudice, and/or discrimination against trans people and/or those perceived as such.

Transgender: A person who feels a mismatch with the "biological" sex assigned at birth and with social gender expectations.

Transsexual: A person who does not identify with the "biological" sex assigned at birth, often feeling great rejection of their body, and who undergoes treatments to adapt their physicality to their felt identity.

Annex II. Constitution of the Negotiating Committee of the LGBTQIA+ Plan



CONSTITUTION OF THE NEGOTIATING COMMITTEE OF THE LGTBI PLAN

On the one hand, on **behalf of Vall d'Hebron Institute of Research:**

- Miriam Álvarez Rollán with DNI 77317414Q
- Milda Galkute with NIE Y0166537P
- Olalla Bagüés with DNI 36521644J

On the other hand, on **behalf of the workers:**

- Montserrat Molano i Flores with DNI 43411843X
- Sunny Malhotra Sareen with DNI 30382150R
- Miguel Segura Ginard with DNI 43104912Z

THEY STATE

That on 28 October 2024, the representation of the Vall d'Hebron Research Institute (hereinafter VHIR) and the workers' representatives, in the development of article 44 of the current Collective Agreement of 2019-2023 applicable to the company, constitute the Negotiating Committee of the LGTBI Plan at the VHIR to jointly address the elimination of any form of discrimination or inequality on the grounds of sexual orientation, gender identity or expression and draw up the LGTBI Plan.

The parties mutually acknowledge sufficient capacity to bind each other in this act and,

AGREE

First.- Constitution of the Negotiating Committee of the LGTBI Plan.

It is agreed to set up the Negotiating Committee of the LGTBI Plan which, in general, will be responsible for promoting non-discrimination on the grounds of sexual orientation, gender identity or expression in VHIR, establishing the bases of a new culture in the organisation of work that favours this non-discrimination.

Second.- Composition of the Negotiating Committee of the LGTBI Plan.

The composition will be equal between the VHIR and the Legal Representation of Workers (hereinafter RLT), being made up of 3 members on the part of the VHIR and 3 members on the part of RLT.

It is also established that each of the parties may be assisted by advisory personnel. The number of advisory staff may be increased, due to the matter to be discussed, having the LGTBI Plan within the Negotiating Committee and giving adequate notice to the parties, with a minimum of 48 hours, for the purpose of balancing the debate.

Ordinarily it will meet at least once every 6 weeks (a month and a half), with the parties being summoned from one meeting to another, and in an extraordinary way when requested by any of the parties with 10 days' notice.

Minutes of the meetings will be drawn up including the topics discussed, the agreements reached, the documents presented and the date of the next meeting. In the event of disagreement, the positions defended for each party must be recorded.

The decision-making of the Negotiating Committee of the LGTBI Plan will be carried out by joint agreement of both parties: business and social, requiring, in any case, the favourable vote of the simple majority.

In any case, the confidentiality of all meetings and the information discussed in them will be guaranteed.

Third.- Design of the LGTBI Plan for the entire entity

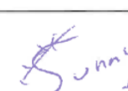
The Negotiating Committee of the LGTBI Plan will draw up a Plan that will have a diagnosis of the starting situation, prepared by the VHIR based on the criteria shared with the Negotiating Committee of the LGTBI Plan, a programme with the specific measures necessary to resolve the shortcomings detected and monitoring and evaluation to see the degree of compliance.

Fourth.- Other functions of the Negotiating Committee of the LGTBI Plan.

Guarantee the principle of non-discrimination of the VHIR, monitoring the commitments made in the LGTBI Plan and any actions initiated to meet the main objective of the commission, i.e. non-discrimination on the grounds of sexual orientation, gender identity or expression in the VHIR.

In Barcelona, on 28 October 2024

Signatories:

Company Representation	Miriam Álvarez Rollán DNI 77317414Q	
Company Representation	Milda Galkute NIE Y0166537P	
Company Representation	Olalla Bagüés DNI 36521644J	
Workers' representation	Montserrat Molano i Flores DNI 43411843X	
Workers' representation	Sunny Malhotra Sareen DNI 30382150R	
Workers' representation	Miguel Segura Ginard DNI 43104912Z	

Annex III. Minutes Document of the Approval of the LGBTQIA+ Plan



Minutes of the meeting of the Negotiating Committee for the approval of the LGTBI Plan

Meeting Data:

ACTA_INT_02	Date: 19-06-2025	Place: New VHIR Building
Purpose: Approval by the Negotiating Committee of the new LGTBI Plan of the VHIR		

Present:

Name	DNI	Representation
Olalla Bagüés Bedoya	36521644J	Company Representation
Miriam Álvarez Rollán	77317414Q	Company Representation
Milda Galkute	Y0166537P	Company Representation
Montserrat Molano i Flores	43411843X	Workers' representation
Guillem Pons Barcons	39396834L	Workers' representation
Miguel Segura Ginard	43104912Z	Workers' representation
Sandra León Cobos	46492850Y	Guest Attendee

Topics covered:

Agenda:

- Approval of the 1st LGTBI Plan of the VHIR

Development of the meeting:

At the previous meeting of the Negotiating Committee of the Equality Plan, all aspects related to the diagnosis and results obtained for the preparation of the LGTBI Plan were addressed and presented. During the session, changes were proposed, revisions to be made were detected and considerations were made that the attendees valued positively.

During the meeting, the changes applied, the clarifications and recommendations that have been included are shared. The methodology used for the preparation of the Plan is also highlighted, which has had the active participation of the different parties involved.

It is also explained that the Human Resources Directorate has also shared the proposal for measures of the LGTBI Plan with the LGTBIQA+ Working Group of the VHIR, with a very satisfactory result.

Once this presentation has been made, the vote on the formal approval of the document is taken.

Agreements:

- Approval of the LGTBI Plan:

The Negotiating Committee approves the LGTBI Plan, especially valuing its intersectional approach, awareness-raising measures, protection of the rights of LGTBI people.

Signatories:

Company Representation	Miriam Álvarez Rollán DNI 77317414Q	
Company Representation	Milda Galkute NIE Y0166537P	
Company Representation	Olalla Bagüés Bedoya DNI 36521644J	
Workers' representation	Montserrat Molano i Flores DNI 43411843X	
Workers' representation	Guillem Pons Barcons DNI 39396834L	
Workers' representation	Miguel Segura Ginard DNI 43104912Z	

Annex IV. Relevant Regulatory Provisions on LGBTQIA+ Matters

Regional

Catalonia: Law 11/2014, of October 10, to guarantee the rights of lesbians, gays, bisexuals, transgender, and intersex people and to eradicate homophobia, biphobia, and transphobia.

National

- **Article 14 of the Spanish Constitution of 1978.**
- **Article 4.2.c of the Workers' Statute of 2015.**
- **Organic Law 3/2007, of March 22,** for the effective equality of women and men.
- **Article 14.i of the Basic Statute of the Public Employee, 2015.**
- **Point 6 III of the Agreement for Employment and Collective Bargaining 2015-2017.**
- **Law 15/2022, of July 12,** comprehensive for equal treatment and non-discrimination.
- **Law 4/2023, of February 28,** for the real and effective equality of transgender people and to guarantee the rights of LGBTQIA+ people.
- **Royal Decree 1026/2024, of October 8,** which develops the planned set of measures for equality and non-discrimination of LGBTQIA+ people in companies.

European

- **Articles 1 and 14** of the Convention for the Protection of Human Rights and Fundamental Freedoms and Additional Protocols. Adopted by the Council of Europe on November 4, 1950.
- **EU Directive 2000/78/EC** of the Council, dated November 27, 2000, establishing a general framework for equal treatment in employment and occupation.
- **SOC/667 Strategy for Equality of LGBTQIA+ Persons 2020-2025.**

International

- **Preamble and Articles 7 and 23 of the Universal Declaration of Human Rights.** Resolution of the United Nations General Assembly 217 A (III), dated December 10, 1948.
- **C100 Convention on Equal Remuneration, International Labour Organization, 1951.**

- **C111 Convention concerning Discrimination (Employment and Occupation), International Labour Organization, 1958.**
- **International Convention on the Elimination of All Forms of Racial Discrimination. General Assembly Resolution 2106 A (XX), December 21, 1965.**
- **Articles 3 and 26 of the International Covenant on Civil and Political Rights.**

