



The Universidad Peruana de Ciencias Aplicadas (UPC), as a leader in the higher education sector, firmly believes in the importance of carrying out its educational activities in accordance with its Vision, Mission, and Values. UPC is an innovative institution with a strong foundation of principles, dedicated to educating, researching, and promoting knowledge, culture, and development. It carries out its duties in compliance with quality, modernity, efficiency, and competitiveness at an international level. The present policy is rooted in these principles, which are the basis of UPC's sustained excellence and growth, to the benefit of its students, the community, its clients, and shareholders.

UPC is made up of a talented and diverse group of students, professors, and administrative staff. This diversity at all levels is part of the reason for which UPC has achieved recognition for its contribution to higher education, the country's development, and the creation of new knowledge. The University expresses its commitment to maintaining and promoting diversity among its students, professors, and administrative staff, preventing all types of discrimination, harassment, or any type of inappropriate behaviors in all of its organizational levels.

UPC is committed to creating an environment free of discrimination or any type of harassment based on race, gender, sexual orientation, religion, age, disability, or marital status. The diversity of thought, gender, sexual orientation, race, marital status, nationality, or religion is seen as a pillar that supports the University's fundamental activities. The admission of students, hiring of professors and administrative staff, the recognition of the foregoing groups, and the establishment of any benefit or obligation shall be carried out without any form of bias with regard to the aforementioned characteristics.

Discrimination or harassment is understood to mean any conduct based on an individual's race, nationality, age, gender, sexual orientation, religion, disability, or marital status that:

- a. Negatively effects teaching, learning, work, or participation in any other activity at the University;
- b. Is used as a reason to affect or make decisions on teaching, learning, work activities, or any other activity carried out at the University;
- c. Is used for the purpose of interfering with teaching, learning, research, administrative work, or any other activity carried out at the University.

**Approved by:**  
Endorsement

**Date:**  
Sept. 15, 2015



UPC reaffirms its commitment to complying with the Constitution and laws of Peru, the Laureate and UPC Code of Conduct and Ethics, and all of the University's internal standards and regulations. Discrimination, harassment, and any inappropriate behavior will not be tolerated, and will be subject to investigation following the institution's processes and standards.

Any student, professor, or administrative staff member found to have engaged in acts of discrimination or harassment will be duly sanctioned, including their possible expulsion from the University.

No student, processor, or administrative staff member who feels that he or she has been the victim of, or is proven to have been the victim of an act of discrimination or harassment should be afraid to report such acts. Incidents may be reported using the Laureate Ethics Helpline (available at [www.laureateethics.net](http://www.laureateethics.net)), in the case of administrative staff; or reported to the University Advocate's Office, in the case of students or professors, following the mechanisms established in the University's internal rules and regulations, as published on the UPC website ([www.upc.edu.pe/reglamentos](http://www.upc.edu.pe/reglamentos)).

<b>Approved by:</b>		<b>Date:</b>
Marisol Suárez CEO	Edward Roekaert Rector	Sept. 16, 2015

<b>Approved by:</b> Endorsement	<b>Date:</b> Sept. 15, 2015
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