

## **The National Center for Cardiovascular Research Carlos III (F.S.P.) (CNIC) institutional commitment against harassment in all its forms.**

The National Center for Cardiovascular Research Carlos III (F.S.P.) (CNIC) expressly states its firm commitment to equal treatment and opportunities and to non-discrimination based on sex, gender, sexual orientation, gender identity or expression, sexual characteristics, racial or ethnic origin, age, disability, religion or beliefs, opinion, socioeconomic status, or any other personal or social circumstance.

### **Commitment to equality and non-discrimination.**

The CNIC rejects any form of direct or indirect discrimination in access to employment, in professional promotion, in working conditions, in training, in remuneration, and in participation in the institutional life of the center. This commitment is embodied in the current Equality Plan, published on the CNIC Transparency Portal, which defines objectives, measures, and monitoring mechanisms to guarantee real equality between women and men and non-discrimination in all areas of the organization.

### **Rejection of harassment in all its forms.**

The CNIC declares zero tolerance for any form of harassment, whether labor harassment, sexual harassment, or harassment based on sex, as well as any conduct that violates the dignity of people and creates an intimidating, hostile, degrading, humiliating, or offensive environment. This commitment is set out in the current Protocol for Prevention and Action against Harassment, which establishes preventive measures, secure communication channels, and a specific procedure for the investigation and handling of complaints, with guarantees of confidentiality, protection of affected persons, presumption of innocence, and prohibition of retaliation.

### **Real and effective equality for trans people and LGTBI rights.**

In accordance with current regulations on the real and effective equality of trans people and the guarantee of the rights of LGTBI people, the CNIC undertakes to promote an inclusive work environment that respects sexual and gender diversity.

The center adopts and implements a specific protocol for the real and effective equality of trans people and for the guarantee of the rights of LGTBI people, which regulates, among other aspects, the recognition of gender identity, the use of the name a person identifies with, respectful treatment of individuals' image and identity, as well as measures for prevention, detection, and action against any situation of discrimination or harassment for these reasons.

### **Preventive culture and shared responsibility.**

The CNIC will promote periodic information, training, and awareness actions for all its staff, in order to consolidate an organizational culture based on respect, diversity, effective equality, and coexistence free from violence and harassment. The entire CNIC

community—permanent staff, trainees, collaborators, and linked entities—shares the responsibility of maintaining a safe, inclusive, and respectful environment, and of activating, when necessary, the mechanisms provided for in the Equality Plan, in the Protocol for Prevention of Harassment, and in the protocol for the real and effective equality of trans people and the guarantee of LGTBI rights.

### **Gender Violence.**

The CNIC also reaffirms its commitment to prevention and comprehensive care regarding gender violence, in line with current regulations and the principles of its Equality Plan and its Code of Ethics. Specific awareness and training actions on gender violence will be promoted, and confidential channels of information and support will be provided for people who may be affected, facilitating their referral to specialized resources and guaranteeing, at all times, the protection of their dignity, security, and labor rights.

TRANSPARENCIA