

## **Equality Commission**

The aim of the IRBLleida Equality Committee is to facilitate compliance with existing legislation on equality and diversity management. The members of the Committee have a confidentiality agreement, as this body is a facilitator in the management of issues related to asset management by gender, race, religious beliefs or geographical origin.

## **Functions**

- To prepare the IRBLleida 2021-2024 Equality Plan in accordance with current regulations: Organic Law 3/2007 of 22 March, Royal Decree 713/2020 of 28 May, and Royal Decree 901/2020 of 13 October.
- To share the IRBLleida 2021-2024 Equality Plan with all workers for the search for improvements and approval of the same by voting.
- To register the IRBLleida 2021-2024 Equality Plan in REGCON (Register of Collective Agreements) of the Ministry of Labor and Social Economy of the Spanish Government, or the specific register authorized for this purpose.
- To guarantee an egalitarian selection process and guarantee equal opportunities in the access, selection and permanence of staff.
- To promote staff participation in the area of equal opportunities.
- To raise awareness and train staff on issues of equality.
- To encourage a non-sexist or discriminatory use of language and images.
- To guarantee the conciliation of work, personal and family life.
- To implement measures for prevention, detection and intervention in cases of sexual harassment and harassment on the grounds of sex.
- To incorporate the gender perspective in the mission, vision and values of the organization

## **Members**

- Águeda Martínez Barriocanal, president
- Elena Moscatel Mendelsohn, secretary
- Marcelí Bermúdez López
- Marc Collado Catalán
- Ivan Hidalgo Muñoz
- Irene Rosell Mena
- Meritxell Soria Yenez

The redefinition of the Equality Committee and the revision of the Equality Plan and the Protocol on sexual and gender-based harassment is the result of the implementation of action 5 of the HRS4R Action Plan, which complies with the principles 10. Non discrimination, 27. Gender balance and 8. OTMR check list principles. Remember that you can find all the information.

**Action 5.** Define and promote an equal opportunities policy, jointly addressing the elimination of any form of discrimination or inequality

- Develop the IRBLleida equal opportunities and diversity management Plan
- Define a Protocol of prevention and action against discriminatory, moral or sexual harassment
- Organize conferences on gender equality for the promotion of women in science