

## **SDA BOCCONI DIVERSITY, EQUITY AND INCLUSION POLICY**

### **I. Introduction**

SDA Bocconi School of Management is committed to fostering an environment in which the members of its community are treated with dignity and respect. Our goal is to adequately reflect the diversity of the community we serve by diversifying our faculty, staff and student body, and protecting them from harassment, victimization and discrimination. As a Higher Education institution, we also aim to educate all the members of our community on the value and importance of diversity, equity and inclusion, acting in agreement with the **Bocconi University Statute**, as well as the Italian and European regulations which provide a legal framework.

We are committed to treating all the individuals working and studying in our School fairly, making sure they are not subjected to unlawful discrimination on the base of their age, disability, ethnicity, gender, gender identity, nationality, religion, sex, sexual orientation, and socio-economic background.

Our Diversity, Equity and Inclusion Policy is intended to be applicable to all members of SDA Bocconi faculty, staff, students/participants, as well as visitors, casual workers, contractors, suppliers, and any other person affiliated with the School. The policy is non-contractual and can be edited and updated at any time by the School.

### **II. Role, responsibilities and accountability**

The Dean and the Managing Director of SDA Bocconi are formally responsible for this policy. The operational responsibility of the DEI Policy and its implementation is held by the **DEI Working Group**. The aim of the group is to coordinate and support the efforts of the School in promoting and strengthening a diverse and inclusive environment.

Other responsibilities are held by SDA Bocconi's faculty, staff, and students/participants. Specifically, SDA Bocconi faculty, staff, and students/participants have the responsibility to read and understand the DEI Policy, along with the **Honor Code** for students/participants, the **Code of Conduct** for faculty and the **Disciplinary Code / Collective Labour Contract** for staff. Furthermore, faculty, staff, and students/participants have the responsibility to safely report any discriminatory behavior.

### **III. Scope of the policy**

SDA Bocconi School of Management is committed to cultivating and preserving a diverse and inclusive working environment for the members of its community by:

1. Regularly revising its equality policies in compliance with Italian and European legal obligations
2. Ensuring that all the policies regulating the life inside the School, including the DEI Policy, are available to and understandable for everyone: faculty, staff, students/participants and anyone who is affiliated with SDA Bocconi
3. Assessing the diversity, equity and inclusion of faculty, staff and students/participants by setting key performance indicators and measuring data on a yearly basis
4. Ensuring that the measurement and assessment of the status quo of diversity, equity and inclusion is transparent and reliable
5. Promoting diversity, equity and inclusion by means of internal and external communication
6. Making sure that faculty, staff and students/participants participate in diversity, equity and inclusion training
7. Allowing faculty, staff and students/participants to turn to the School's support services, and ensuring their accessibility
8. Ensuring that current and prospective employees and students/participants are treated fairly and on the basis of their knowledge, skills and competences
9. Ensuring equal access to the School's spaces and facilities
10. Making sure that faculty, staff, and students/participants are aware of how to report discriminatory incidents which occur within the School or in the context of work and study
11. Collaborating with other institutions operating in the field of Higher Education, as well as other external organizations (where appropriate) to combat and eradicate any form of discrimination

#### **IV. Reporting discriminatory and unlawful incidents**

SDA Bocconi School of Management ensures that any incident involving harassment, victimization, bullying, and discrimination is taken into account and dealt with in compliance with the **Honor Code** for students/participants, the **Code of Conduct** for faculty and the **Disciplinary Code / Collective Labour Contract** for staff.

The School also ensures that all the complaints and incidents reported will be dealt with promptly, fairly, and with confidentiality. As such, members of faculty, staff, and students/participants – as well as anyone else affiliated with the School – have the right to report any unlawful behavior and discriminatory incidents without fear of being victimized. Failure by the School to grant confidentiality will be dealt with through the relevant procedures by the Disciplinary Committee at SDA Bocconi.

If a faculty member or a student/participant experiences discriminatory behaviors and wishes to report an incident, he/she can do so by e-mailing [diversity-support@sdabocconi.it](mailto:diversity-support@sdabocconi.it). The cases are handled by the Delegate for Diversity, Equity and

Inclusion. Where considered appropriate, the resolution of complaints may escalate to the Disciplinary Committees. If a member of SDA Bocconi staff experiences discriminatory behaviors and wishes to report an incident, he/she can refer to the main HR Office at Bocconi University.

Regardless of whether the complaint is made by a member of faculty, staff, or student body, each case is acknowledged, responded to, and dealt with safely and confidentially.

## V. Sanctions

SDA Bocconi School of Management may consider it an offence to fail to comply with the principles of the Diversity, Equity and Inclusion Policy. This may be addressed through relevant procedures regulated by the Disciplinary Committees (SDA Bocconi faculty and students/participants) and/or the HR Office at Bocconi University (staff).

Any member of faculty, staff, or student body found guilty of unlawful and/or discriminatory behavior may be subjected to disciplinary action. This may also be extended to visitors, casual workers, contractors, suppliers, and anyone else affiliated with the School.

## VI. Further information

Policy owner	Dean and Managing Director
Lead contact	Delegate for Diversity, Equity and Inclusion <a href="mailto:diversity-support@sdabocconi.it">diversity-support@sdabocconi.it</a>
Student Ombudsman	<a href="mailto:ombudsman@sdabocconi.it">ombudsman@sdabocconi.it</a>

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