

EQUALITY, DIVERSITY, AND INCLUSION POLICY IN FORCE AT ESPOL - 2024

Below are some of the institutional policies in force in 2024 regarding Equality, Diversity, and Inclusion:

AFFIRMATIVE ACTION POLICIES

Affirmative action policies stem from the ongoing concern and commitment of ESPOL authorities to individuals in vulnerable conditions. The Constitution of Ecuador identifies various vulnerable groups, including senior citizens, pregnant women, children, adolescents, young people, people with disabilities, individuals with catastrophic illnesses, Afro-descendants, and those who, due to their ethnic, cultural, or gender background, are at a disadvantage.

[Read more about Affirmative Action Policies](#)

PROTOCOL FOR PREVENTION AND ACTION IN CASES OF HARASSMENT, DISCRIMINATION AND GENDER-BASED VIOLENCE AT ESPOL.

This protocol was approved in 2018, and continuous revisions are made to update it according to the country's own reforms. Its objective is to notify the scope of the protocol, identify the responsible and collaborating units, provide definitions of violence, outline the course of action, and establish disciplinary procedures. Additionally, it aims to raise awareness among the university community about the importance of having efficient and effective mechanisms to address violence against women.

[Read the protocol](#)

TRAINING ON HARASSMENT PREVENTION AND CONFLICT RESOLUTION

Recognizing the importance of community well-being and safety, ESPOL has provided specialized training to security personnel, equipping them with tools and strategies to effectively address harassment and conflict situations. This initiative is part of a broader effort to foster a safer, more inclusive, and respectful polytechnic environment. [See details](#)



OPEN HOUSE ON "TOXIC RELATIONSHIPS IN COUPLES" FOR UNDERGRADUATES

On March 11, an open house was held at the Admissions building on "Toxic Relationships in Couples," followed by a similar event on March 19 for undergraduates. These events aimed to help participants recognize whether they were in a romantic relationship, assess its health, and, if toxic, provide strategies to improve their situation or make better decisions. A total of 168 students participated in Admissions and 60 in Undergraduate programs.

[See event photos](#)



MAIN PROTECTED CHARACTERISTICS INCLUDED IN THIS POLICY:

GENDER OR GENDER REASSIGNMENT

On November 25, International Day for the Elimination of Violence Against Women, the Polytechnic Welfare Management held an open house under the theme "NO EXCUSES," addressing the polytechnic community to emphasize that every action matters in building a fairer, safer, and more respectful world.

The event provided attendees with knowledge on available community support, the Protocol for Prevention and Action in Cases of Harassment, Discrimination, and Gender-Based Violence, and psychological support services ensuring that students always feel supported.



[Instagram Link 1](#)



[Instagram Link 2](#)

This campaign began on November 25, the International Day for the Elimination of Violence Against Women, and extended until December 10, Human Rights Day, to highlight that violence against women is the most prevalent human rights violation worldwide.

#NoHayExcusas

Adrian Bourne
Analista contable
Gerencia Financiera



"El acompañamiento psicológico es clave para la recuperación emocional, el fortalecimiento de la autoestima y la reintegración en una vida libre de violencia, ofreciendo un espacio seguro para expresar emociones, comprender el abuso y reconstruir la autonomía."

Gerencia de Bienestar Politécnico 

#NoHayExcusas

Wendy Simancas
Coordinadora de Clubes y
Capítulos Estudiantiles




"Las charlas de protocolo de acoso empoderan a los miembros de nuestros clubes y capítulos estudiantiles, fomentando un ambiente seguro, respetuoso y consciente dentro de la comunidad ESPOL."

Gerencia de Bienestar Politécnico 


[Instagram Link 1](#) [Instagram Link 2](#)

#NoHayExcusas

Angela Ganchozo
Presidenta de FEPOI




"Las charlas sobre bienestar y violencia de género nos ayudan a entender el problema, identificar riesgos, apoyar a quienes lo necesitan y fomentar relaciones basadas en el respeto y la empatía."


Gerencia de Bienestar Politécnico 

#NoHayExcusas

Sara Flores M.
Nutricionista, M.Sc. Nutrición infantil
Coordinadora de la carrera de
Nutrición y Dietética



"El amor no duele, el maltrato sí. El maltrato no siempre comienza con agresiones físicas, sino con control, humillaciones y amenazas. Reconocer estos primeros signos es clave para protegerte y tomar acciones a tiempo. Mujer, que nadie te quite tu voz, tu dignidad y tu libertad."

Gerencia de Bienestar Politécnico 

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https://www.instagram.com/p/DDPODiiioXYv/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFiZA==

FESTIVAL: WOMEN IN HISTORY – 5TH EDITION

This major festival took place from May 21 to 23, featuring multiple activities. Auditions were held for the portrayal of remarkable figures such as Jenny Estrada, Hedy Lamarr, and Frida Kahlo, as part of the festival planning.

A gender violence storytelling contest was also conducted, with 49 contestants demonstrating dedication and creativity. Each story enriched the event and showcased the talent of participating students.



[Event Photos 1](#)



[Event Photos 2](#)

DISABILITY

TEACHER TRAINING ON SPECIAL EDUCATIONAL NEEDS (SEN) APPROACH



The online course "Pedagogical Approach to Special Educational Needs" (SEN) consists of two modules:

- **Inclusive Education: A Key Point in the Development of HEIs** – Aims to foster understanding of fundamental topics related to educational inclusion.
- **Specific Special Educational Needs of Students** – Develops essential pedagogical strategies to address educational needs with relevance.

[Enroll in the MOOC](#)



BIENESTAR EN EL AULA" PROJECT

ESPOL's Center for Research and Educational Services (CISE) and the Polytechnic Welfare Management (GBP) launched the second cohort of the "Creating Well-Being in the Classroom" program from April 16 to 30. This initiative, started in 2023, promotes a positive and healthy learning environment by strengthening teacher-student relationships.

This second edition saw 40 professors complete three key workshops:

1. **"Safe Polytechnic Environment"** – Reinforced understanding and application of anti-harassment, bullying, and discrimination protocols.
2. **"Emotional Management in the Classroom"** – Developed emotional and interpersonal skills to create effective teaching and learning environments.
3. **"Inclusive Learning Strategies"** – Focused on universal learning design to ensure active participation of all students.

[Read more](#)





RACE

The polytechnic community enjoyed an artistic performance by the **Sonidos del Sol** ensemble and the **ESPOL Folkloric Ballet** in tribute to the National Day of Bomba, an Afro-descendant musical genre.



[Instagram Link](#)

SEXUAL ORIENTATION

Voices for Diversity

A focus group was conducted where students' voices and passion were key to creating an environment that celebrates diversity. Inspiring initiatives were developed, with each idea contributing towards a future where everyone feels safe and valued. This was an opportunity to be heard, foster change, and help create an atmosphere of respect and acceptance that embraces diversity.



[See event photos](#)

Creativity for Diversity

On June 14, an event on diversity and inclusion was held, starting with the screening of short films that sensitized students on the topic, creating a conducive environment for dialogue and reflection. Students participated in dynamic activities such as making banners, bracelets, and a community picnic where they shared food they had brought themselves. These activities fostered idea exchange, individual expression, and respect for diversity. The event was a positive and enriching experience for all participants, allowing them to feel valued and respected for their individuality, thus promoting a more inclusive and respectful university culture.



[Event Photos 1](#) [Event Photos 2](#)



<https://www.instagram.com/p/C8U1iu5NIJv/?igsh=Mjhkc3V0ZDd5dTRu>

DIVERSIFEST

On June 27, 2024, the **FIMCP esplanade** was filled with energy during **Diversifest**, an event designed for ESPOL students. The objective was to create an inclusive environment that fosters student interaction and skill development through artistic activities, celebrating and valuing diversity.

With great success, Diversifest offered various activities for all attendees:

- **Makeup Contest:** Participants expressed their creativity and felt valued in an accepting environment.
- **Inclusive Origami:** A dynamic activity promoting empathy and understanding towards people with disabilities.
- **Knowledge Roulette:** A fun way to test general knowledge and promote an inclusive and respectful environment.

This event prepares students to interact effectively and respectfully in a diverse and global society.





[Instagram Link](#)

Pregnancy and maternity

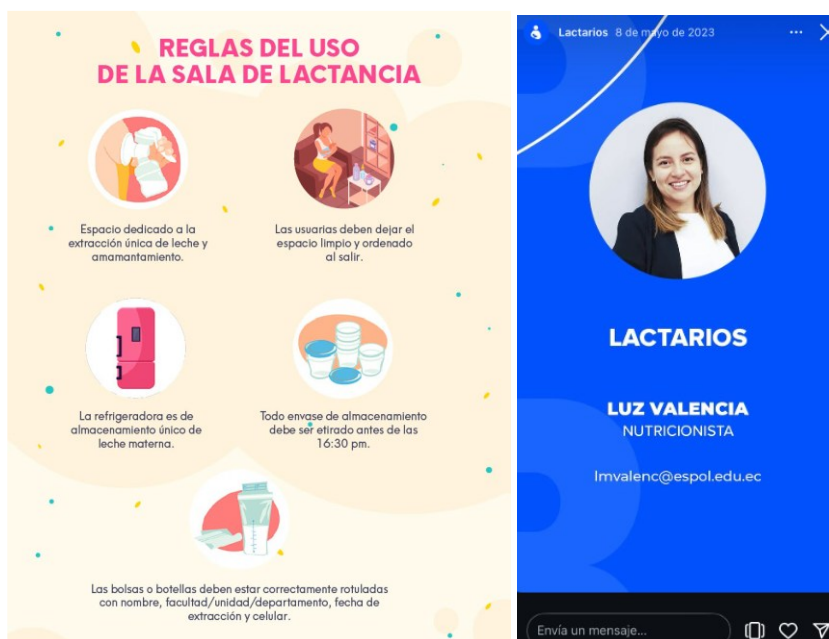
ESPOL has a Child Development Center called "Baby ESPOL," which is under the management of the Polytechnic Welfare Department. Its objective is to achieve the comprehensive development of children in the Polytechnic community, stimulating different areas such as language, social, emotional, and motor skills in the age range of 12 to 36 months (Sub - Initial 1).

[Child Development Center](#)



Breastfeeding support rooms are breastfeeding or breast milk extraction-friendly spaces available for lactating members of the Polytechnic community.

Any member of the Polytechnic community, including students, faculty, or staff, who are breastfeeding, has the right to use the lactation room. This includes 20-minute breaks every two hours during the reduced workday schedule.



[More about lactation rooms](#)

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