

## Governance – Ethical Culture (GG1)

### Equality, Diversity, and Inclusion at ESPOL

#### Institutional Statement

ESPOL has regulations, policies, and actions focused on equality, diversity, and inclusion (EDI), with mechanisms for implementation, monitoring, and continuous improvement. These instruments cover nondiscrimination, harassment prevention, and the promotion of equity for the entire ESPOL community.

#### 1. Institutional and Responsible Governance

The implementation of EDI actions is coordinated through a unit attached to the Polytechnic Wellbeing Office.

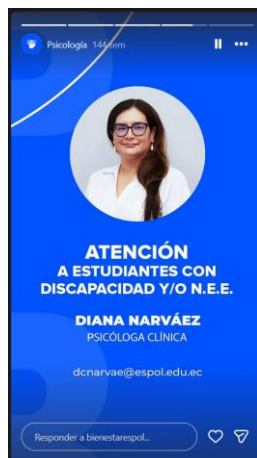
Its functions include:

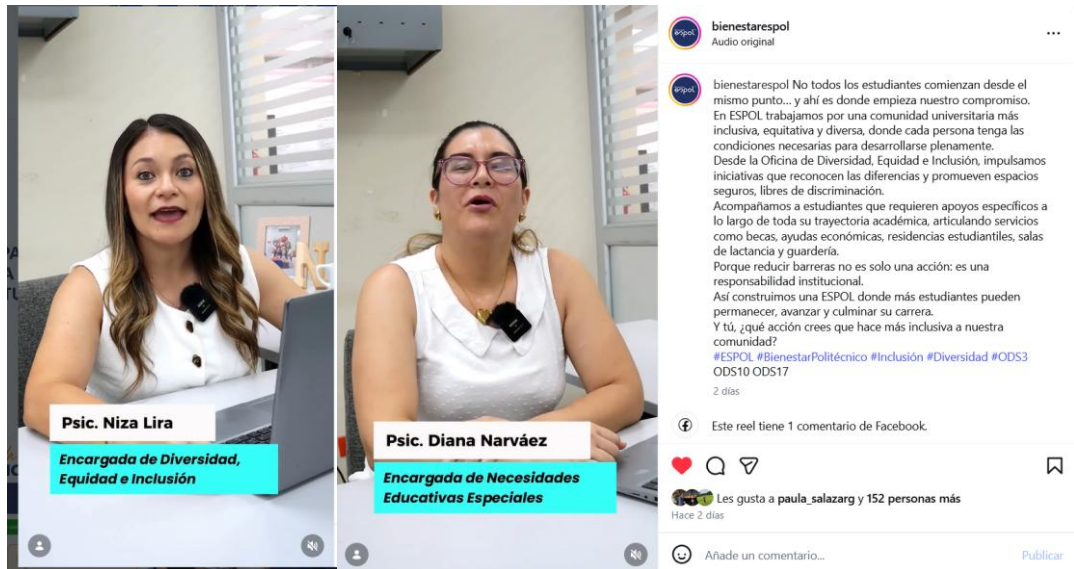
- Implementing EDI-related policies and actions
- Coordinating activities with academic and administrative units
- Monitoring institutional initiatives
- Promoting awareness-raising and prevention processes
- Supporting the production of institutional information in this area.

This organizational structure enables the implementation of actions across different areas of the institution.

Evidence:

- <https://www.instagram.com/stories/highlights/18216718252084565/>
- <https://www.instagram.com/p/DWH7whTDQRU/>





## 2. Institutional Policy on Nondiscrimination and Harassment Prevention

ESPOL has a Diversity, Equity, and Inclusion Policy (2025) and a Protocol for the Prevention of and Response to Harassment, Discrimination, and Gender-Based Violence. Both instruments prohibit discrimination, promote equal opportunity, establish affirmative action and accessibility measures, and define reporting channels, response procedures, and support measures.

Evidence:

- ESPOL Diversity, Equity, and Inclusion Policy (2025)
- Protocol for the Prevention of and Response to Cases of Harassment, Discrimination, and Gender-Based Violence at ESPOL.

## 3. Institutional Regulatory Framework

ESPOL has institutional regulations governing matters related to ethics, equal opportunity, and nondiscrimination, including:

- **ESPOL Code of Ethics**  
[https://www.espol.edu.ec/sites/default/files/archivos\\_transparencia/Código%20de%20Ética%20de%20la%20ESPOL.pdf](https://www.espol.edu.ec/sites/default/files/archivos_transparencia/Código%20de%20Ética%20de%20la%20ESPOL.pdf)
- **Regulations on Access and Leveling for Admission to ESPOL**  
[https://www.espol.edu.ec/es/admision/sites/default/files/2024-05/reglamento\\_de\\_admision\\_y\\_nivelacion\\_para\\_ingreso\\_a\\_la\\_espol.pdf](https://www.espol.edu.ec/es/admision/sites/default/files/2024-05/reglamento_de_admision_y_nivelacion_para_ingreso_a_la_espol.pdf)

- **Regulations on Scholarships and Financial Aid for ESPOL Undergraduate Students**  
<https://www.bienestar.espol.edu.ec/sites/default/files/reglamento%20becas/Regl.%20Becas%20Ayudas%20Econ%20Estud%20Grado.pdf>
- **ESPOL Institutional Affirmative Action Policy**  
[https://www.bienestar.espol.edu.ec/sites/default/files/POL-UBP-003%20Política%20Institucional%20de%20Acción%20afirmativa%20Nov%202021%20\(1\).pdf](https://www.bienestar.espol.edu.ec/sites/default/files/POL-UBP-003%20Política%20Institucional%20de%20Acción%20afirmativa%20Nov%202021%20(1).pdf)
- **Internal Regulations on Career Path and Rank for ESPOL Academic and Academic Support Staff**  
[https://www.espol.edu.ec/sites/default/files/convocatoria/REGLAMENTO\\_DE\\_ESCALA\\_FON\\_DE\\_ESPOL.pdf](https://www.espol.edu.ec/sites/default/files/convocatoria/REGLAMENTO_DE_ESCALA_FON_DE_ESPOL.pdf)

#### 4. Institutional Implementation and Supporting Activities

ESPOL implements actions related to equality, diversity, and inclusion through programs, services, and institutional activities developed mainly by the Polytechnic Wellbeing Office, aimed at access, retention, wellbeing, and support for the ESPOL community.

These actions are carried out in different areas and demonstrate the application of regulatory instruments in institutional practice.

##### Age

##### ESPOL Academic Unit for Technical and Technological Education in Posorja

The creation of the ESPOL Academic Unit for Technical and Technological Education in Posorja represents an affirmative action aimed at expanding access to quality higher education for people who face barriers related to delayed entry, reentry into the education system, caregiving responsibilities, or simultaneous participation in the workforce. Through a free, relevant, and flexible academic offering, this initiative promotes the inclusion, retention, and training of young people and adults from historically underserved areas such as Posorja, El Morro, and Isla Puná.



<https://www.espol.edu.ec/es/noticias/inician-clases-de-la-unidad-academica-para-la-formacion-tecnica-y-tecnologica-de-espol-en>



16 ESPOL students completed the first cohort of the Port Logistics Technology program  
<https://www.espol.edu.ec/es/noticias/politecnicos-primera-cohorte-tecnologia-logistica-portuaria-espol>

## Gender or Gender Reassignment

## Wellbeing in the Classroom Program

The Wellbeing in the Classroom Program is an initiative of the Polytechnic Wellbeing Office and CISE that promotes emotional, social, and academic wellbeing in ESPOL's teaching and learning spaces. Through training, support, and reflection, it strengthens faculty tools to foster more empathetic, inclusive, and healthy classrooms. It also contributes to the prevention of psychosocial risks, the early detection of warning signs, and student retention, in line with the principles of inclusion, equity, and shared educational responsibility.

## Project "Zero Tolerance for Harassment"

The "Zero Tolerance for Harassment" project is an institutional initiative of the Polytechnic Wellbeing Office aimed at preventing, raising awareness about, and eradicating harassment,

discrimination, and violence within the university community. Through campaigns, informational sessions, and dialogue spaces, it promotes safe reporting, knowledge of institutional protocols, and the construction of a culture of respect and shared responsibility. It also emphasizes early prevention, the recognition of inappropriate behaviors, and the promotion of relationships based on dignity, equality, and respect, in line with the institutional commitment to ensuring safe, inclusive, and violence-free spaces.



[Instagram](#)

## Disability

### RAD Project – Diversity Support Network

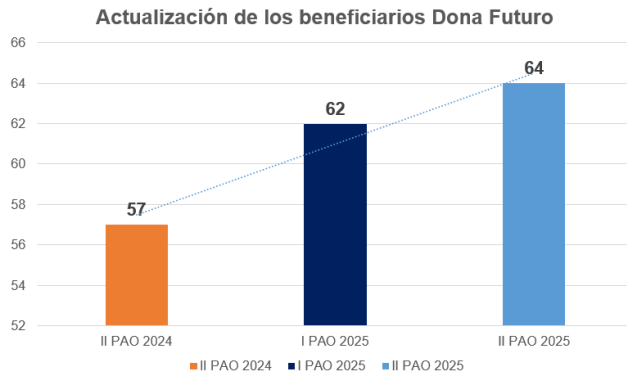
The RAD Project (Diversity Support Network) is an ESPOL institutional initiative aimed at providing academic and psychoeducational support to students with Special Educational Needs, promoting their inclusion, equity, and academic performance. Through psychometric assessments and psychoeducational analyses, it produces technical reports with

recommendations and curricular adaptations tailored to each student's needs. It is also carried out under principles of ethics, confidentiality, and informed consent, helping reduce educational barriers and strengthen a more accessible, fair, and inclusive university.

### Dona Futuro Program

Dona Futuro is a philanthropic and solidarity-based program that supports vulnerable students through scholarships and financial aid for food, transportation, health care, and housing, fostering their access to, retention in, and completion of university studies. In coordination with ESPOL, it helps reduce educational gaps and promote equal opportunity. It also strengthens social shared responsibility and a culture of philanthropy, consolidating itself as a key affirmative action for inclusion, academic retention, and social mobility.

## Estadísticas del Programa



Del I PAO 2025 se graduaron 4 estudiantes.  
Teniendo un total actual de beneficiarios de **64** estudiantes.

[www.donafuturo.org](http://www.donafuturo.org)



### Testimonial links:

- <https://www.instagram.com/reel/DQWtjHgjTYu/?igsh=MTIsZXB6ZTZyODNvNw==>



- <https://www.instagram.com/reel/DPwEqdaDYwp/?igsh=ejJrbjRzYTlld3Yx>
- <https://www.instagram.com/reel/DHl7XX3Ney2/?igsh=Zzg5dThhaXJ2Y2dp>
- <https://www.instagram.com/reel/DHT1r5wtyoF/?igsh=MTNha2RoenImYXVvNA==>
- <https://www.instagram.com/reel/DQ9t08UjS2w/?igsh=Nzh3a25zOGE3Nm05>

## Faculty Training MOOC on Inclusive Education and SEN

This course comprehensively explores educational inclusion and strategies to address students' diverse needs, providing specific tools and pedagogical approaches for that purpose. Each unit includes assessments to measure participants' understanding and application of the content, with the goal of promoting inclusive and equitable education in the ESPOL context.



<https://www.cise.espol.edu.ec/es/curso-en-l%C3%ADnea-abordaje-pedag%C3%B3gico-de-las-necesidades-educativas-especiales>



## CENTER FOR CAPACITY DEVELOPMENT

In 2025, ESPOL consolidated institutional progress aimed at progressively guaranteeing the

right to equality and to quality higher education, without setbacks in the rights already achieved. A key milestone was the creation of the Center for Capacity Development, co-funded by the European Union’s Erasmus+ program, as a permanent measure to strengthen teaching, assessment, and faculty recognition through innovative approaches and digital environments. In addition, its coordination with other institutions and national bodies demonstrates collaborative governance that expands capacities, strengthens educational quality, and preserves previously achieved standards.



[ESPOL inaugurated the Center for Capacity Development as part of the EENTITLE project | Escuela Superior Politécnica del Litoral](#)

## Race

Activities such as “Between Drums and Colors” for National Bomba Day, the Requito Festival, and the participation of folk groups, community orchestras, and invited artistic collectives strengthened recognition of local and national cultural expressions, promoting respect for cultural diversity and a sense of community belonging. These actions reaffirmed the university campus as a space open to intercultural dialogue and cultural revitalization.



<https://www.instagram.com/reels/DRN2uKzkRmR/>

### Workshops on ancestral knowledge.

During 2025, these were carried out in coordination with the Tourism program, promoting the recognition and appreciation of traditional knowledge.



### Integration with students belonging to Indigenous peoples

In this way, ESPOL strengthens the sense of belonging and the visibility of ethnic diversity on campus.



### Linguistic and intercultural inclusion

The incorporation of informational posters in the Kichwa language is an inclusion measure that helps reduce barriers to understanding and access to information, recognizes and values ethnic and cultural diversity, makes Indigenous peoples and nationalities visible by giving space to

their language within the university, strengthens their sense of belonging, and presents ESPOL as a more diverse, respectful institution committed to equity and nondiscrimination.



### “Kapak Raymi” discussion forum

Holding the “Kapak Raymi” discussion forum constitutes an action of inclusion and interculturality aimed at making visible and valuing the traditions and cultural expressions of Ecuador’s Indigenous peoples, promoting recognition of their historical, symbolic, and spiritual significance within the university setting. Through this event, held at ESPOL with the participation of the ESPOL community, a space for reflection was created around this celebration linked to nature, life, and the elements of earth, air, fire, and water, strengthening respect for cultural diversity and the country’s ancestral heritage. Likewise, the participation of the Undergraduate Dean’s Office, the academic program, and the Archaeology club brought together different academic and cultural perspectives, contributing to the development of a more aware, diverse university community committed to preserving and passing on these expressions to new generations.



<https://x.com/espol/status/2001744262954680573>

## Sexual Orientation

### Project “Diversifest”

The DIVERSIFEST project, led by the Polytechnic Wellbeing Office, promotes respect, inclusion, and the active participation of the diverse groups present in the university community. It makes historically excluded groups visible and creates safe spaces for gathering, dialogue, and learning to strengthen harmonious coexistence and nondiscrimination. In addition, through educational activities, art, and self-expression, it fosters values of inclusion, empathy, and recognition of diversity in university life.





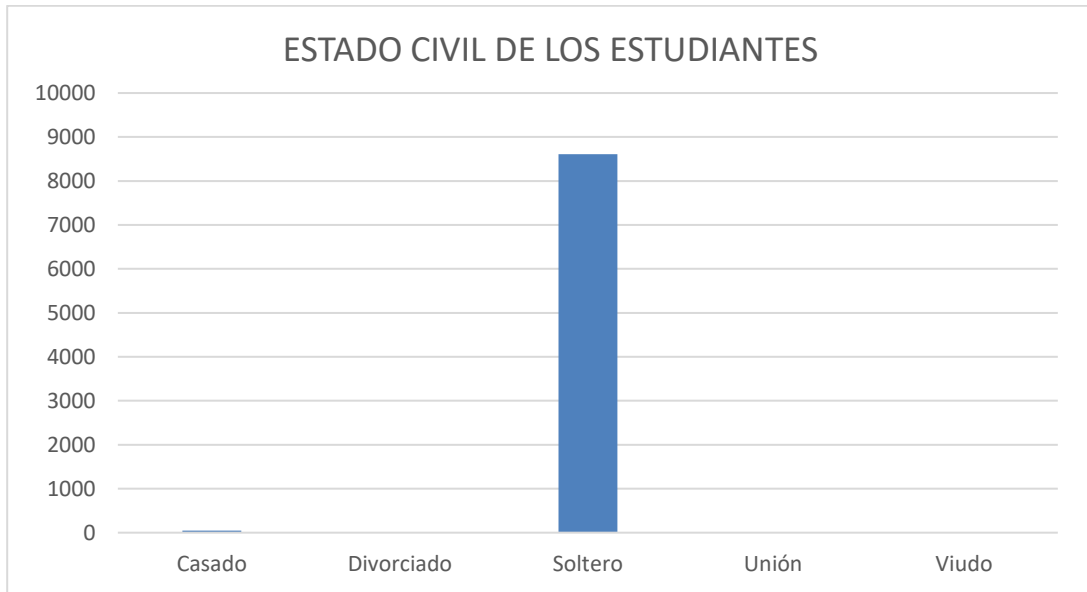
<https://www.facebook.com/bienestar.espol/posts/-as%C3%AD-se-vivi%C3%B3-el-diversity-fest-en-espolla-explanada-de-la-fimcp-se-llen%C3%B3-de-col/1168280805100763/>

<https://www.facebook.com/bienestar.espol/posts/querida-comunidad-polit%C3%A9cnicaest%C3%A1n-todos-cordialmente-invitados-a-formar-parte-d/922747436320769/>

## Marriage and Civil Union

ESPOL promotes measures to guarantee equal opportunity and nondiscrimination based on marital status, marriage, or civil union. These actions seek to prevent barriers associated with family or caregiving responsibilities through supports and reasonable accommodations in academic and administrative settings. They also recognize the diversity of family structures and promote the full participation of the entire university community without exclusion or unequal treatment.

Estado Civil	Estudiantes
Casado	47
Divorciado	2
Soltero	8608
Unión	6
Viudo	1



ESPOL, through the analysis of the marital status of its student population, identified that the university community is composed predominantly of single students, who represent the largest category with 8,608 records. In addition, a smaller number of students are recorded as married (47), in a domestic partnership (6), divorced (2), and widowed (1). These results allow the institution to recognize the overall composition of the student body and, at the same time, to consider the diversity of personal and family circumstances as a relevant factor in designing actions that support student well-being, retention, and overall development.

### Refugees and Asylum Seekers

#### ESPOL Polytechnic Residences Project

The ESPOL Polytechnic Residences Project is a strategic initiative that promotes equal opportunity, access to, and retention in higher education for students, especially those in situations of socioeconomic vulnerability and from other provinces. Through its different phases, it has expanded its coverage and strengthened a comprehensive model that combines safe housing, psychosocial support, coexistence, and student wellbeing. Taken together, it is consolidated as an affirmative action that reduces territorial and social gaps, supports academic success, and strengthens students' sense of belonging.

### Pregnancy and Maternity

#### CHILD DEVELOPMENT CENTER

The Baby ESPOL Child Development Center, located on the Gustavo Galindo Velasco campus, is an institutional action aimed at guaranteeing conditions of equal opportunity, gender equity, and comprehensive child protection for the ESPOL community, thereby strengthening student



retention and work performance within the ESPOL community.

The center provides daycare and comprehensive care services for children from 1 to 3 years of age through staff specialized in child care and early stimulation, allowing mothers and fathers to continue their academic and work activities under appropriate wellbeing conditions.



### Limited Economic Means

### Plan Padrinos Program

Plan Padrinos is an ESPOL solidarity initiative aimed at preventing student dropout through comprehensive support for students in situations of socioeconomic or social vulnerability. Through the voluntary participation of sponsors and mentors from the ESPOL community, the program strengthens an internal support network that combines material aid, social follow-up, and guidance. In this way, it promotes solidarity, shared responsibility, and equal opportunity, consolidating itself as a key affirmative action for student retention.

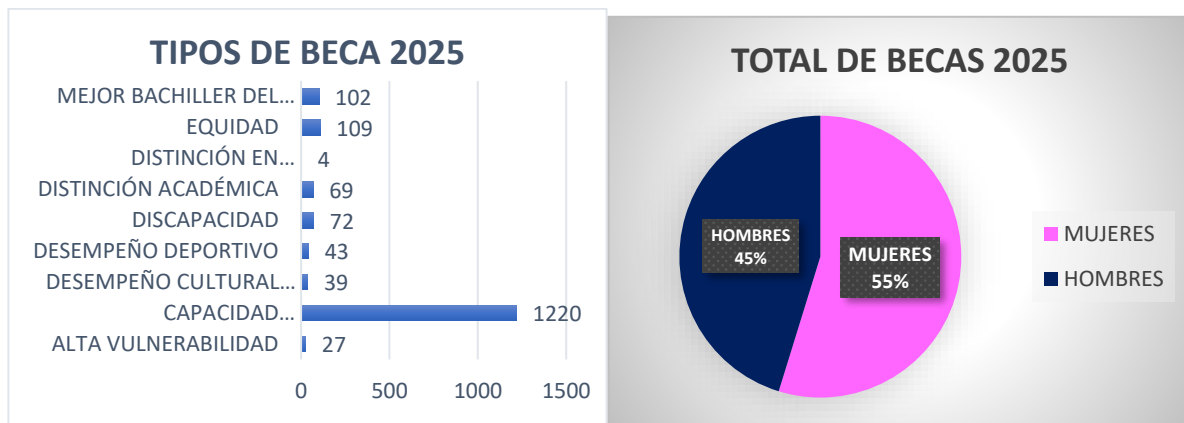
### Scholarships

The scholarship types we offer include, among others:

- Scholarships for students with disabilities
- Gender equity scholarships: aimed at promoting the inclusion of and greater participation by women in engineering programs
- Scholarships for high vulnerability situations: intended for students affected by catastrophic, orphan, rare, high-impact, or long-term diseases.

- Scholarships for belonging to the peoples and nationalities of Ecuador: intended for students belonging to peoples and nationalities who have a self-identification certificate and an ISE 1 or ISE 2 economic condition.
- Scholarships for Ecuadorian citizens abroad, regardless of their immigration status.
- Scholarships for returned or deported migrants: intended for students who can verify this status.
- Scholarships for limited economic means

Brief analysis of scholarships awarded to women at ESPOL: during 2025, an intersectional scholarship program was maintained, reporting that 55% of awarded scholarships went to women, with a portion consistently allocated to the equity scholarship and the remainder to other scholarship types. In addition, the Polytechnic Residences, the Dona Futuro program, and Plan Padrinos were maintained, all aimed at reducing gaps in access, retention, and student wellbeing.



<https://www.instagram.com/reel/DPjZT10DaCS/?igsh=Mm04YThzMDE0bnpu>

## 5. Training and Institutional Culture

ESPOL develops training and awareness processes on equality, diversity, and inclusion issues aimed at the ESPOL community.

These actions include faculty training programs, specialized courses, awareness activities, and dialogue spaces aimed at strengthening coexistence, respect for diversity, and the identification of risk situations within the institutional environment.

Supporting link:

Online course “Pedagogical Approaches to Special Educational Needs”

<https://www.cise.espol.edu.ec/es/curso-en-l%C3%ADnea-abordaje-pedag%C3%B3gico-de-las-necesidades-educativas-especiales>

## 6. Monitoring, Evaluation, and Case Management

ESPOL has institutional mechanisms for addressing and following up on situations related to harassment, discrimination, and violence, as defined in the Prevention and Response Protocol. This instrument establishes reporting channels, response procedures, the definition of responsible bodies, support measures, and information recording, making it possible to monitor the cases addressed.

## 7. Continuous Improvement and Institutional Strengthening

Actions on equality, diversity, and inclusion are complemented by initiatives aimed at strengthening institutional capacities in the academic and pedagogical spheres.

These include efforts aimed at strengthening teaching processes and faculty development by incorporating pedagogical approaches and tools that contribute to educational inclusion and the improvement of academic quality.

## 8. Conclusion

ESPOL has policies, regulations, and institutional actions focused on equality, diversity, and inclusion, as well as implementation and monitoring mechanisms that make it possible to address these issues within the ESPOL community.

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