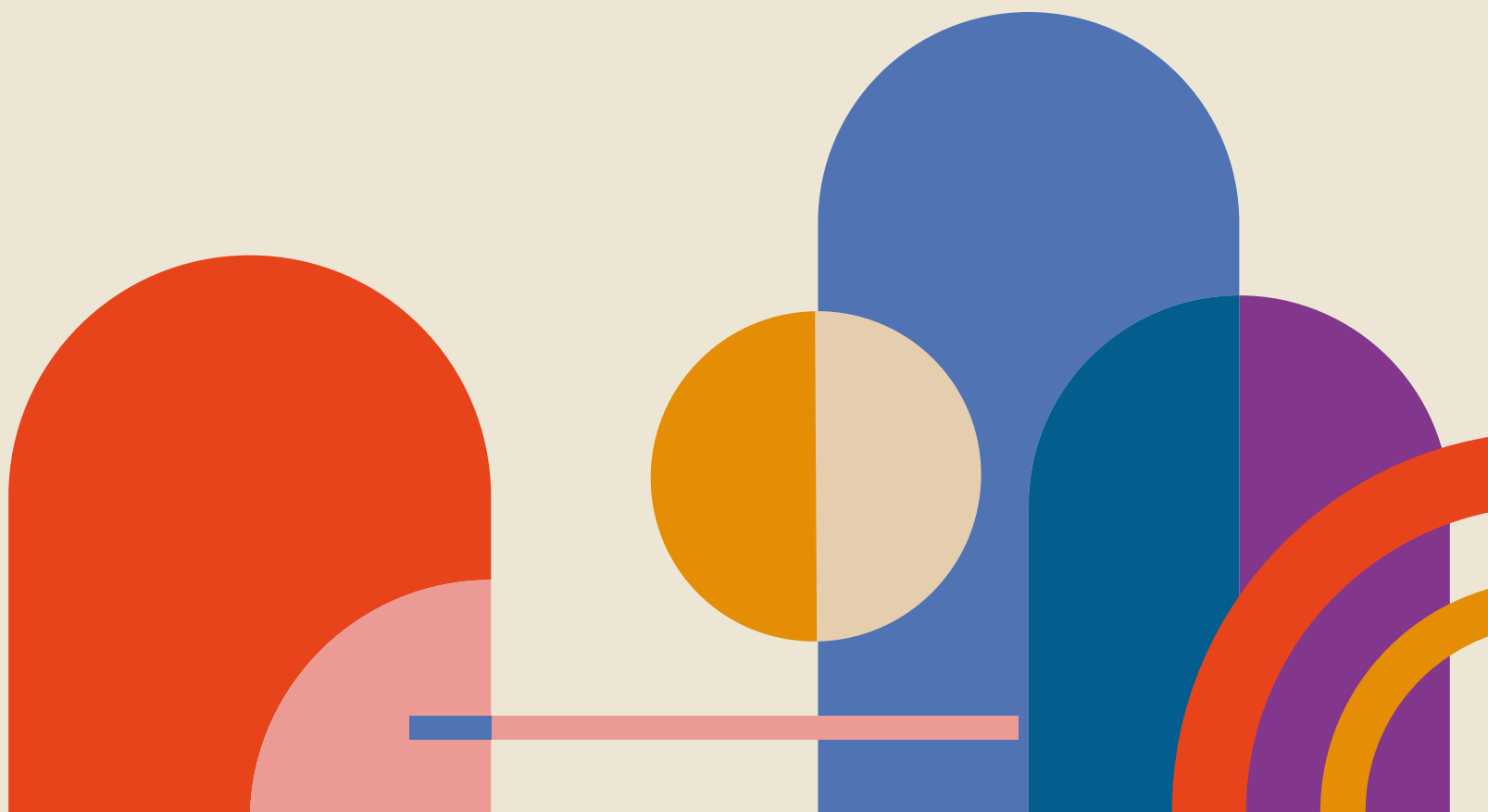
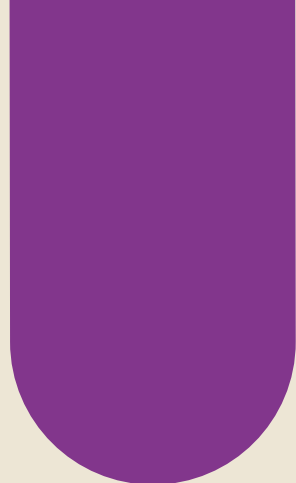


CENTER FOR THE RECOGNITION
OF HUMAN DIGNITY

2020 Transparency Report



Tecnológico
de Monterrey



Inclusive Language Notice

At the Tecnológico de Monterrey, we promote and value diversity, which is why we do not discriminate based on age, ethnicity, nationality, gender, sexual orientation, marital status, social conditions, health status, religious beliefs, political ideologies or disability. Based on our **Principle of Equality**, in this report we employ inclusive and gender-inclusive language through the use of generic and neutral pronouns in order to adhere to the principle of linguistic economy.

Welcome message

At the Tecnológico de Monterrey, we are committed to driving advances in order to create an environment in which every single person feels welcome, valued and respected, every single day and in every single thing that we do. It is up to us to recognize human dignity. Let's make this a reality!



David Garza
Rector and Executive President

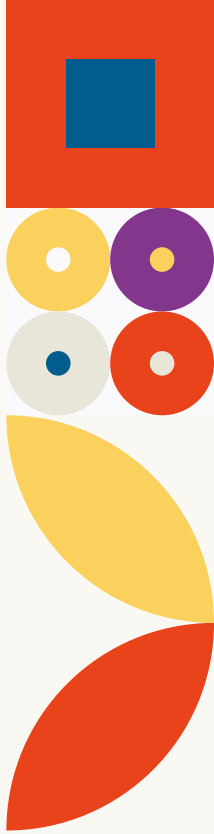
When we talk about diversity, inclusion and equality, we recognize the fact that each and every one of us has a unique story that does not necessary position us on the same starting point vis-à-vis access to opportunities and experiences. This is why it is fundamentally important to ensure that our systems, processes and culture safeguard equal opportunities for all members of our community.

One thing that is clear to me is, in order to ensure the success of every initiative that involves diversity, inclusion and equality, that we must ensure that the different voices of our community are heard in order to create programs that truly work. We cannot do anything for the community without the support of the community.

We are committed to helping people flourish, defending human rights, and recognizing human dignity in all its expressions. **The recognition of human dignity lies in the hands of each and every member of our Tec community.**



Inés Saénz
Vice-President for Inclusion, Social Impact and Sustainability



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Each story is important because, despite the fact that we live in tandem with our singularity and our diversity, we all have something in common: human dignity.

Dignity is an intrinsic quality of being human, and it demands recognition no matter the circumstances, including during a pandemic. COVID-19 brought with it major changes in every aspect of our lives, which has meant that we have had to rethink and even, on occasions, transform how we live. Nowadays, more than ever before, solidarity and empathy are a necessity in how we interact with people on a daily basis.

At the Tecnológico de Monterrey, the recognition of human dignity is a task that involves every single member of our community. We strive to ensure that every single person within our institution participates and is involved in the implementation of strategies and measures that prevent gender violence, discrimination and any other behaviors that violate human dignity.

Given that gender violence and human dignity violations are structural, national and international problems from which we are not

exempt, the Center for the Recognition of Human Dignity, in collaboration with a number of areas within our institution, has drafted and published the 2020 *Transparency Report*.

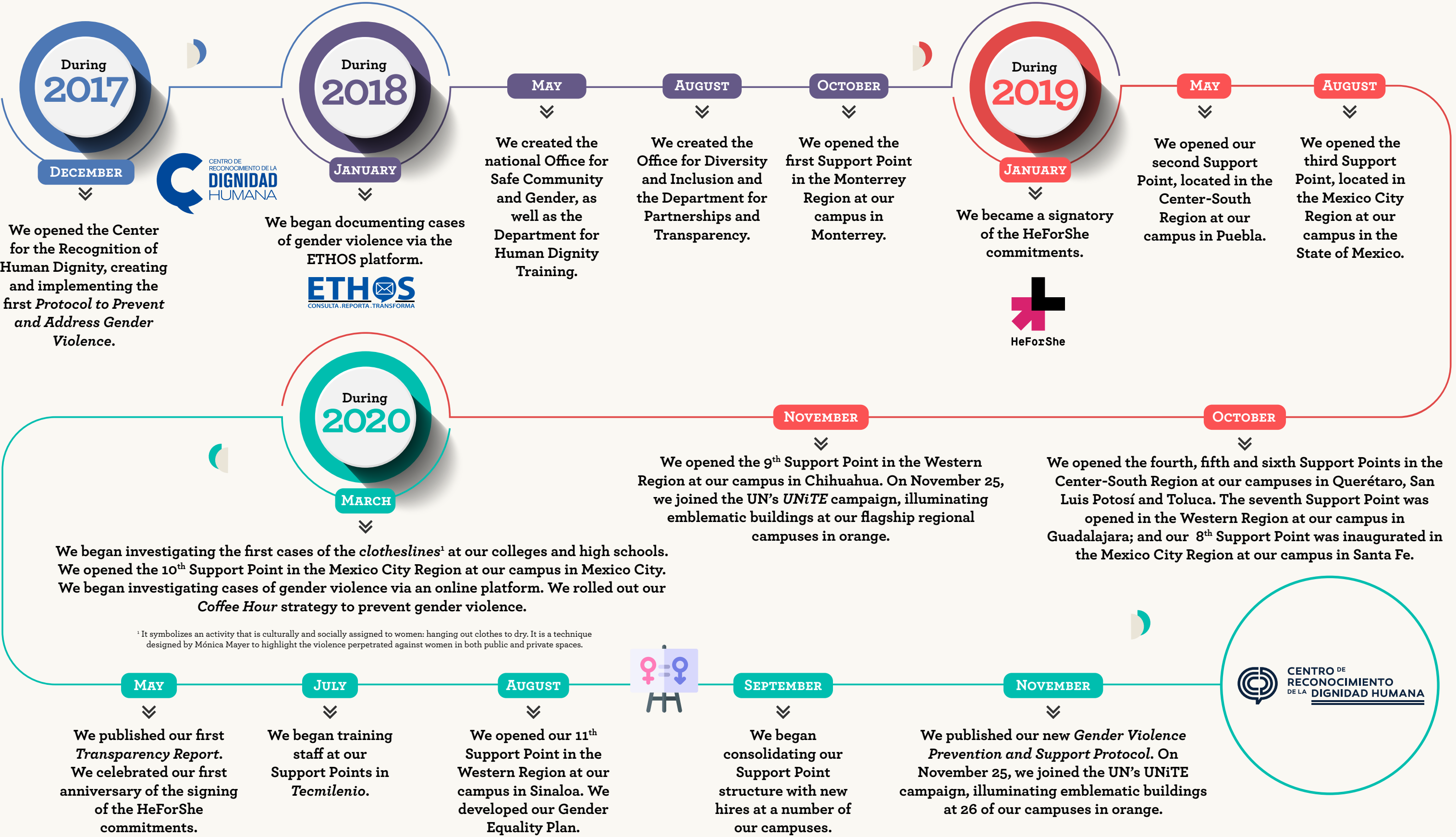
In this, the second edition of this report, which includes quantitative and qualitative data from the period comprising January to December 2020, we have presented the follow-up process for cases of discrimination, gender violence and human dignity violations, in addition to the measures implemented and the challenges faced as part of the institutional roadmap.

This report is a tool that provides us with an overview of this issue within our institution, in addition to offering information regarding the strategies, measures and advances made to resolve these sensitive issues during the aforementioned period.

The information included in this document holds us accountable in order to continue striving to ensure that every single person within the Tecnológico de Monterrey feels safe and free from gender violence and discrimination.

CONTENTS

In the timeline below, we highlight some of the major national milestones in terms of gender equality and the prevention of gender violence.



¹ It symbolizes an activity that is culturally and socially assigned to women: hanging out clothes to dry. It is a technique designed by Mónica Mayer to highlight the violence perpetrated against women in both public and private spaces.

Addressing cases of human dignity violations and gender violence

A lack of recognition of human dignity leads to inequalities and discrimination. This is why the Tecnológico de Monterrey firmly believes that it is imperative to create a safer and more equal, diverse and inclusive community that helps each of its members to flourish.

The priority for the Center for the Recognition of Human Dignity is to support and accompany people whose dignity has been violated. We have carefully listened to and provided orientation to those people who have approached us asking for information. Furthermore, we have investigated cases filed by people through our *Gender Violence Prevention and Support Protocol*. In cases in which people have not wanted to activate this protocol, we have worked in a different manner: we document the case and then channel it to the corresponding institutional bodies.

In order to provide a service to every single one of the Tec de Monterrey’s campuses, this report encompasses four regions that are outlined in the following map:



In 2020, we processed 223 human dignity violations. Of these, in 57 cases, the complainant decided to activate the Gender Violence Prevention and Support Protocol. In the remaining cases, complainants decided not to activate this protocol, or it was not necessary given the case was based on a disciplinary issue.

Of these 223 cases received, 154 belong to the Monterrey and Mexico City regions.

The violent conducts included in this year’s report are: gender discrimination, violations of

Cases Received

REGIONS	CASES PROCESSED
Western	31
Monterrey	84
Mexico City	70
Center-South	38
Total	223

human dignity, gender violence, sexual violence (sexual abuse, sexual harassment, sexual hostility, attempted rape, and rape), and violence in general¹.

Cases Received by Category

Region	Gender Discrimination	Human Dignity Violations	Gender Violence	Sexual Violence	Violence in General	Disciplinary Issues	
Western	2	4	12	13	-	-	31
Monterrey	-	27	27	30	-	-	84
Mexico City	-	21	3	21	1	24	70
Center-South	-	9	9	15	-	5	38
Total	2	61	51	79	1	29	223

NB: Disciplinary issues were channeled to other areas.

ADDRESSING GENDER VIOLENCE

Within the institution, we are currently working to eradicate behaviors that violate people’s dignity, such as is the case of gender violence. We fully understand that this type of violence requires that specific mechanisms are put into place to avoid revictimization and prioritize the

value of its survivors, both male and female, while avoiding slander and a lynching mentality.

Gender violence encompasses acts or omissions, which are deemed to be violent or discriminatory based on reasons of gender or

¹ Definitions contained in glossary.

² Given the number of cases of sexual violence, these have been focused on specifically..

sexual identity, made by a person or a group of people and that lead to physical, sexual², psychological or moral damage to the aggrieved party.

In order to resolve situations involving gender violence that occur among members of the Tec community, since 2017 we have had a Gender Violence Prevention and Support Protocol, which was created to ensure a transparent and collegiate process that safeguards the dignity and integrity of all parties involved in a situation of gender violence. Our protocol is based on the Law for Women’s Access to a Violence-Free Life (*Ley General de Acceso de las Mujeres a una Vida Libre de Violencia*⁴), which is applicable at a federal level within the country.

The protocol encompasses the following stages, including an average of 5 interviews:

- a. Submission of Report
- b. Notification and Response
- c. Investigation
- d. Hearing
- e. Presentation
- f. Resolution
- g. Follow-up and Closing

Within the category of “sexual violence”, the Gender Violence Prevention and Support Protocol takes into account the following sub-categories: sexual abuse, sexual harassment, sexual hostility, attempted rape, and rape⁴.

³ Law published in the Official Gazette on February 1, 2007. Last reform published in DOF 01-06-2021. For further information, click here: http://www.diputados.gob.mx/LeyesBiblio/pdf/LGAMVLV_010621.pdf

Below are the 57 cases of gender violence for which the protocol was activated in 2020 and which were presented to the Center for the Recognition of Human Dignity. We have addressed 100% of these cases.%.

Cases processed within the Gender Violence Prevention and Support Protocol by region

Western	13
Monterrey	14
Mexico City	23
Center-South	7
Total	57

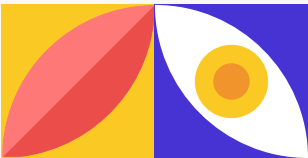
Cases processed within the Gender Violence Prevention and Support Protocol by sub-category

Sexual harassment	41
Sexual hostility	2
Attempted rape	1
Rape*	6
Other type of violence (digital, economic, physical, psychological, and restriction or denial of access to shared or family property)	7
TOTAL	57

*The protocol addresses reports of rape as ‘sexual violence’ because we do not have the expert evidence of the judicial instances. In all cases, in addition to paying attention to the complainant, they are channeled to the instances with the appropriate competencies.

⁴ Definitions contained in glossary.

⁵ De acuerdo con el artículo 71° del Protocolo de Actuación para la Prevención y Atención de la Violencia de Género, las partes deben estar de acuerdo con esta alternativa; además, esta medida no aplica en casos de violencia sexual.





Addressing gender violence

Institutional relationship of persons reported within the Gender Violence Prevention and Support Protocol





	High school student	Undergraduate students	Post graduate student	Staff and Faculty	Total
Western	3	8	-	2	13
Monterrey	0	11	-	3	14
Mexico City	2	12	-	9	23
Center-South	2	4	-	1	7
Total	7	35	-	15	57

Sex* of the persons reported.

Sexo de la persona reportada	Western	Monterrey	Mexico City	Center-South	Total
 Male	13	14	20	7	54
 Female	-	-	3	-	3
Total	13	14	23	7	57

*We continue working so that all sex/gender identities are reflected in the future transparency reports.

Persons filing reports by region.

Sex of the person filing the report	Western	Monterrey	Mexico City	Center-South	Total
 Male	2	-	8	1	11
 Female	11	14	15	6	46
Total	13	14	23	7	57

Sanctions

The sanctions applied in the 57 cases that were resolved as part of the Gender Violence Prevention and Support Protocol were: administrative warning, expulsion, disassociation, alternative measures, corrective/training measures, loss of rights and conditioning, or suspension⁶.

Sanctions applied in the 57 cases for which the protocol was activated

Sanctions	Western	Monterrey	Mexico City	Center-South	Total
Loss of rights and conditioning (students)	6	2	6	1	15
Temporary suspension of services (students)	1	3	3	1	8
Expulsion	-	-	-	-	-
Corrective/training measures (students)	3	1	5	3	12
Alternative conflict resolution measures ⁷	1	-	-	-	1
Administrative warning (employees)	1	3	4	2	10
Disassociation	1	4			5
The student withdrew from his or her studies prior to receiving official notification of the report	-	1	-	-	1
No elements were found for a sanction to be implemented	-	-	5	-	5
Total	13	14	23	7	57

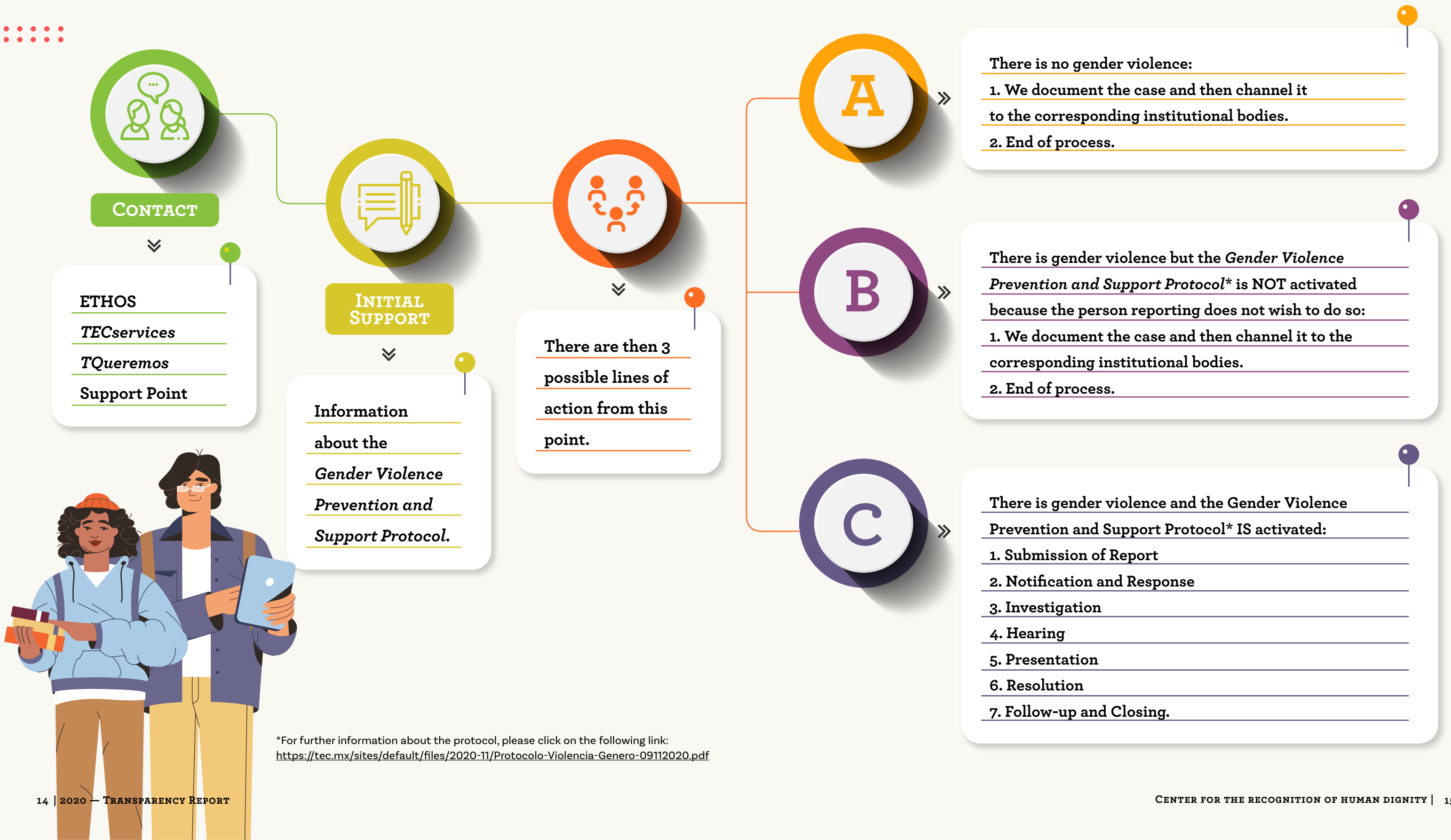
We will continue working alongside students and employees to create and maintain a safe environment within our institution, one that promotes human dignity at all times.

⁶ Definitions contained in glossary.

⁷ According to Article 71 of the Gender Violence Prevention and Support Protocol, the parties must be in agreement for this alternative to be made available. Furthermore, this measure does not apply for cases of sexual violence.

What to do when faced with a situation of gender violence?

When faced with a situation of gender violence or human dignity violations, the roadmap is the following:



National prevention and training programs to forge a culture of respect

Gender violence has a number of different causes, one of which is the persistent inequalities that exist between men and women, inequalities that are underpinned by daily actions and dynamics. In order to achieve a profound transformation, we focus on raising awareness and providing training about these issues to the members of the Tec community. Furthermore, we develop institutional policies and measures to drive gender equality and the recognition of human dignity, leading to the creation of new ways of studying, working and living.

TecSeguro

In October 2020, and in response to dialog with student groups from every region, we created the *TecSeguro* project to focus on 4 commitments to the student community. These commitments are outlined below:

1. Publishing a new *Gender Violence Protocol*.
2. Coordinating an awareness campaign for the protocol.
3. Increasing the number of Support Points.
4. Consolidating and intensifying the gender-perspective training and awareness program.

During the first phase of the project, we achieved the following:

1. Consolidating our processes in order to prevent and tackle gender violence, reviewing and updating the *Gender Violence Prevention and Support Protocol*, and creating quick guides and formats to standardize sanctions.
2. Offering awareness courses focusing on gender perspective and human dignity.
3. Consolidating Support Points through training and the creation of the *Support Process Manual* in order to standardize services across every campus.

4. Implementing prevention and support mechanisms at PrepaTec, including a quick guide for the *Gender Violence Prevention and Support Protocol* for minors, course in human dignity for parents, and a proposed elective training course dealing with inclusion and empathy.
5. Drafting orientation and active listening manuals for the Support Points that encompass psychological orientation, gender-perspective crisis intervention, and a process for channeling cases to experts. We also created support guides to be used in reports regarding gender violence and human dignity violations.

During 2020, we consolidated our reporting channels, training staff from *TECservices* and *TQueremos* in how to receive cases of gender violence and human dignity violations and channel them to the departments responsible for handling these cases. We also rolled out the *Ethos* platform for all members of the Tec community to file reports, in addition to an institutional e-mail address through which we offer support: escuchandote@itesm.mx



Acciones nacionales preventivas y de formación para construir una cultura de respeto



Support Points

The opening of our Support Points is part of the Tecnológico de Monterrey’s HeForShe commitments made with UN Women. The mission of the Support Points is to serve as the first point of contact and a safe space to address, listen and provide guidance regarding issues dealing with human dignity and situations of gender violence. They are also the focal point for rolling out programs, events and actions to drive awareness, training and the prevention of gender violence in conjunction with academia, student groups that focus on these issues, and the rest of the Tec community.

During 2020, there were 14 Support Points in operation, supporting the Tec de Monterrey’s 26 campuses through 17 specialists. At Tecmilenio, we have 32 Support Points, including one specializing in students who have matriculated in an online program.

Information about the individuals responsible for each Support Point can be found in the appendices.



Gender Committees

Committee for the Action on and Prevention of Gender Violence, and the Disciplinary Committee

These bodies are composed of a group of individuals linked to the institution who are tasked with reviewing cases of gender violence. Based on this review process, they issue recommendations regarding whether the behaviors reported fall within its auspices, in addition to deciding on sanctions, if applicable.

Each committee is composed of 5 individuals from the Tecnológico de Monterrey: one is an expert in gender issues, two are members of academia, one is a member of the Student Conduct area, and the fifth is a member of the Talent and Culture Department.

During 2020, we created and consolidated 4 new committees: one in the Center-South Region, another in the Western Region, one in the Mexico City Region, and the final one in the Monterrey Region. We also created a national committee for Tecmilenio. All these committees addressed all the cases of gender violence and discrimination that were presented during the year.



Impulsa Committee

This is an initiative that was created in 2018 by the Office of the President, the goal of which is to drive advances in gender equality in directorial positions.

Today, this committee is composed of male and female directors from the Tecnológico de Monterrey's different regions who, supported by multi-disciplinary and cross-departmental teams, aim to provide a gender perspective in processes and decision making, in addition to integrating the diversity and experiences of male and female employees at our institution in order to drive gender equality within our community.

In 2017, 14% of directors were women. Now, thanks to the efforts of the *Impulsa Committee*, this has increased to 20% in 2020.



Assistance from
100
participants
in the master sessions

Committee for Women in Engineering and the Sciences (MIC)

The goal of the Women in Engineering and the Sciences (MIC) initiative is to raise awareness and promote gender equality within the National School of Engineering and Science (EIC) at the Tecnológico de Monterrey.

In 2020, it developed a mentoring program, an orientation system that links a young person starting out in the area with an experienced expert who can share their knowledge and skills to help students progress in their own lives and careers.

30 sessions of mentoring carried out

28 mentor teachers

50 participating students

16 States of the republic

2020 Tec Woman Award

The Tec Woman Award (Premio Mujer Tec) is part of a range of activities held to mark March 8th, International Women's Day, in addition to providing visibility regarding the contributions and careers of women within the Tec community. On March 11, 2020, the eighth year these awards have been presented, at our campus in Guadalajara, we presented **23 awards** in 8 different categories: Art and Culture, Science and Technology, Citizenship, Entrepreneurship, Transformative Power, Health and Sports, she4she, and Life and Work.

The winners of this year's awards are from Aguascalientes, Chihuahua, Mexico City, Coahuila, Cuba, Guanajuato, Jalisco, Michoacán, Nuevo León, Puebla, Querétaro, San Luis Potosí, Sonora, Tabasco and Veracruz. For further information, click on the following link <https://mujertec.mx/>



Campaigns

During 2020, we provided information to inform and raise awareness among the Tec community regarding the challenges of promoting gender equality and preventing and tackling gender violence during the COVID-19 pandemic. To achieve this, we joined forces with a number of campaigns to promote a culture of equality, including:

UNiTE, from the United Nations Secretariat, held on November 25. We illuminated emblematic buildings at all our institution's campuses in order to reflect our commitment to working to eradicate gender violence.

#OneDayWithoutUs (#UnDíaSinNosotras), held on March 9, 2020. We raised awareness about the violence experienced by women in Mexico, in addition to the contributions they make to public and private spaces. Our institution supported the freedom of female students and employees to decide whether to participate. Male students and employees were invited to take part in a range of activities designed to promote reflection and awareness.



Learning experiences

Given the COVID-19 pandemic and the new normal, we created programs to inform and raise awareness among the Tec community regarding the challenges of gender equality, the prevention of gender violence, human flourishing, diversity and inclusion. Some of the most outstanding projects include:

Talks and Discipline Refresher Training (CADI)

We coordinated 10 CADIs in the spring and summer terms during 2020, positively impacting 260 teachers and employees.

Open Dialog Forums

Open Dialog Forums are part of our national strategy that is underpinned by the international methodology of the Sustained Dialogue Institute, which opens spaces to listen to different voices within our institution in order to drive genuine interaction with the Tec community and promote measures that are based on their needs within the sphere of human dignity.



During 2020, we held 14 roundtables with 22 moderators and 121 participants. By the end of the year, we had 214 moderators at a national level.



Human Dignity Talks

In 2020, we coordinated a series of seven Human Dignity Talks in order to discuss issues surrounding human dignity and drive dialog between specialists and the Tec community.

National Teacher's Meeting (RNP) 2020

The Center for the Recognition of Human Dignity participated in 3 webinars covering issues dealing with gender, inclusion, social impact and sustainability.



Mindfulness, Gratitude and Compassion Program

As part of the *Care for Your Mind* initiative (*Cuida tu Mente*), we offered 2 mindfulness programs that provided a practical approach designed for the new *#StayAtHome* context. In these programs, we included elements that are essential for the recognition of human dignity, empathy, and the prevention of gender violence during lockdown.

Human Dignity Week

In the month of November, we rolled out the first ever Human Dignity Week, during which we focused on culture, human dignity, integrity and sustainability. There were 3 keynote conferences, 3 panels, 9 roundtables and 26 moderators. We had 209,555 visits to our events via digital platforms.



Coffee hour

This program, which offers a space to promote dialog, was created in response to the increase in gender violence stemming from the lockdown during the COVID-19 pandemic. It consisted of 12 conversations between students and specialists from the Support Points coordinated by the Center for the Recognition of Human Dignity in order to resolve doubts, share experiences, and reflect on issues of gender violence and gender equality. This program had an impact on 529 people and promoted the *#StayAtHome* hashtag (*#QuédateEnCasa*).

These virtual spaces helped raise awareness and provide students with information through a 10-minute talk followed by a space for dialog in order to listen and respond to any questions about human dignity, the prevention of gender violence and discrimination, inclusion, and diversity, among other topics.



Feminism Day: From Intruders to Citizens

During the month of March, the Tec de Monterrey's campus in Toluca held a feminism day entitled *From Intruders to Citizens* (*De intrusas a ciudadanas*). During the inauguration ceremony, the UN Women's HeForShe commitments were signed, reaffirming the institutional agreement to promoting gender equality and preventing gender violence. The goal of the event was also to provide a space to reflect on the contributions that feminist critical theories have had on laws, movies and culture.

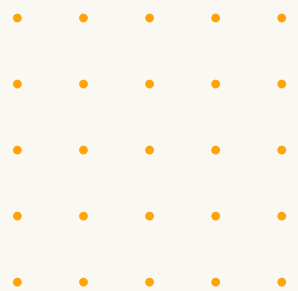
Women's Forum

This event took place in Tecmilenio from March 8 to 12, offering 30 national talks to 3,816 participants. It has helped increase the visibility of the fight being waged by women, in addition to promoting reflection about the advances and progress that have been made in Mexico and around the world.



International Congress of micromachismos

The School of Humanities and Education and the Support Point coordinated by the Center for the Recognition of Human Dignity at our campus in Toluca organized, in conjunction with the University of Seville and the Sapienza University of Rome, the 5th International Congress on *Micromachismos* (everyday instances of male chauvinism) on October 1st and 2nd. The congress provided a forum for interdisciplinary reflection and presentation to promote equal education and respect for gender identity diversity. Some of the issues focused on during the event included *Sexual Assertiveness* and *Consent and Love between couples without gender violence*, among others. Some 395 people took part in this event.



International efforts to forge a culture of respect

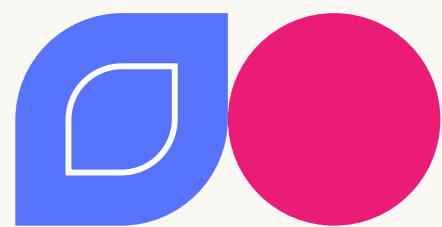
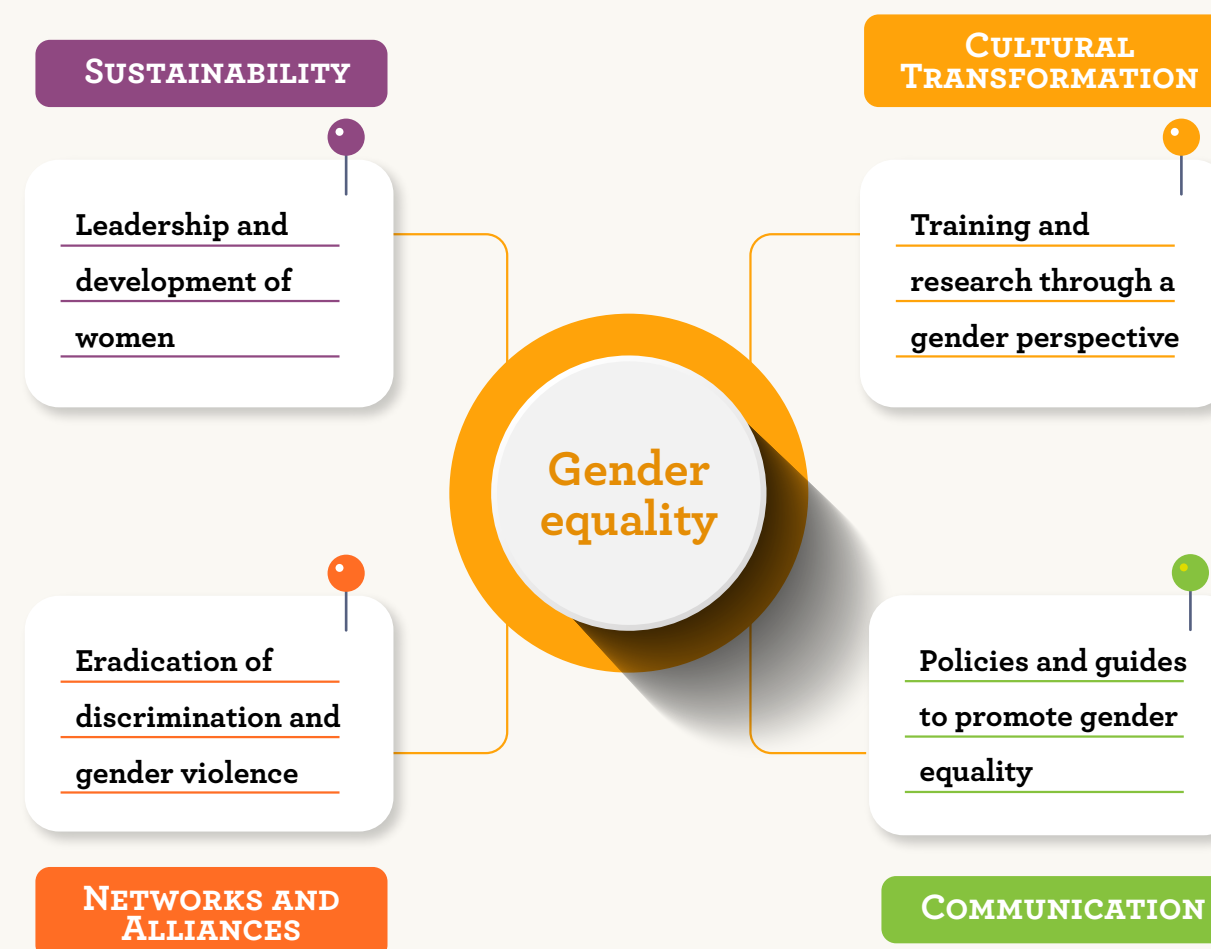
In January 2019, we joined the UN Women’s HeForShe initiative by signing the 9 gender equality commitments had to be fulfilled within 2 years, i.e., by 2021. This initiative is a global benchmark to promote the involvement of men in driving advances in gender equality.

Below are the 9 commitments and the actions that we implemented during 2020 in order to fulfil them, in addition to the results that we achieved:

1. Creation of the Tecnológico de Monterrey’s Gender Equality Plan:

- In 2019 and 2020, we created a transdisciplinary and multi-campus team to create the *Gender Equality Plan*.
- We reviewed efforts that had been made in the past by the institution to create a nationwide plan for its 4 institutions.
- We defined the structure of the Gender

Equality Plan with support from UN Women, and we developed the first diagnostic test through a disaggregated approach to serve as the foundation for the plan, which consists of 4 core areas and 37 actions. All of these actions focus on improving gender equality within the institution.



2. Roll out of Support Points at campuses to prevent and tackle gender violence



- The Support Points fall under the auspices of the Office for Safe Community and Gender at the Center for the Recognition of Human Dignity. **Between 2019 and 2020 we opened 14 of these points around the country to serve the Tec de Monterrey's high-school, undergraduate and graduate communities.**
- Together, 17 professionals with experience in handling cases of gender violence work at these Support Points. The following link contains the directory, contact details and profiles of the men and women who coordinate these Support Points: <https://tec.mx/es/dignidad-humana/genero-y-comunidad-segura>
- The objective of these Support Points is to ensure the standardization of the services and support provided to different audiences. Its operational model was developed thanks to the contributions of more than 120 people from different areas and campuses.
- In June 2020 we trained Tecmilenio staff for the opening of Support Points located on its campuses.

3. Consolidation and continuous improvement of the Gender Violence Protocol at a national level:

- We coordinated presentations and meetings with student groups and collectives, teachers and employees in order to listen to their needs and proposed improvements.
- Throughout 2019 and 2020, we modified and improved the *Gender Violence Prevention and Support Protocol* for the Tec de Monterrey and Tecmilenio. **The new version of the protocol was published in November 2020**, and we rolled out a communication campaign to raise awareness about it.
- We created a protocol to address gender violence in healthcare situations especially for TecSalud, in order to tackle situations that could occur between medical staff and patients.

4. Training in gender equality and the prevention of violence for the entire Tec community:



- In 2020, we launched an **awareness program** that focused on gender violence, gender equality, gender perspective, human dignity and unconscious biases. This program, comprising 6 online courses, was aimed at employees and teachers at the Tec de Monterrey. A pilot group was also created for students, with **1,015 undergraduates and 65 high-school students completing the course.**
- In addition to the awareness courses, our Support Points organized prevention activities in a number of regions. From January to December 2020 we organized **218 prevention activities at all our campuses, impacting +11,900 members** of the Tec community.
- During November 2020, we joined the **UN's UNiTE campaign (Orange Day)** to prevent gender violence.
- We offered **10 Disciplinary Refresher Courses (CADI)** and organized additional activities focusing on human dignity. Some of the issues we tackled include:
 - The ABC of gender and sexuality: tools to prevent and tackle gender violence.
 - Psychological first aid through a gender perspective.
 - Gender perspective, equality and masculinities.
 - Education through a gender perspective.
 - Detection and prevention of sexual and gender violence.
 - Corporeality, violence and human dignity.
 - Inclusive leadership in education and learning.
 - Sexuality education in the classroom.
 - Switch on your mind: mindfulness for life.
 - Diversity, conscience and encounters.
 - Sensibilizing for inclusion: Autism Spectrum Disorder (ASD).
 - Moderation of sustained dialog.

5. Promotion of a culture of equal opportunities in all processes required to drive the development and growth of women:

- Through the *Impulsa* Committee, we defined the actions needed to include a gender perspective in the processes of attracting, selection and developing directorial posts.
- In May 2020, the Tec de Monterrey created the Vice-Presidency for Inclusion, Impact and Sustainability, coordinated by Inés Sáenz Negrete.
- During 2020, the School of Social Sciences and Government, and the School of Humanities and Education became the first two schools at the Tec de Monterrey to set gender equality quotas for academic hiring.

6. Development of women in STEM programs (Sciences, Technology, Engineering and Mathematics):

- The School of Engineering and Sciences (EIC) launched the Women in Engineering and the Sciences initiative, the goal of which is to drive gender equality in STEM subjects. It created a committee of female lecturers and researchers to ensure a multi-faceted approach to transforming equality, including: women in research, women in directorial posts within the EIC, and programs for STEM students, among others.
- We joined the W STEM Project coordinated by Erasmus+ within the European Union. To learn more about this program, click on the following link (<https://wstemproject.eu/>) and review the special section on this program that is included in this report.

7. Increases in the number of student groups promoting a culture of equality and gender violence prevention:

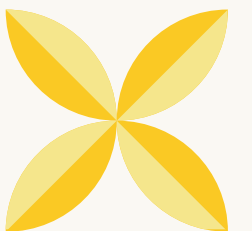
- At the Tec de Monterrey, during 2020, there were 12 student groups using the image and name of HeForShe as a result of their actions to further this campaign's goals. At a national level, there are 75 student groups that work to promote the issues of gender, diversity and inclusion.
- At Tecmilenio, 23 HeForShe chapters (student groups) were created, led by some 272 students. A total of 84 activities were reported, including a Women's Forum.

8. Promotion of academic contributions to gender issues:

- We created a public repository of academic contributions to gender issues, in addition to offering training workshops in research through a gender perspective.
- We offered training workshops in research through a gender perspective for Tecmilenio.

9. Creation of a working group within an international consortium focusing on gender equality at universities:

- We presented an initiative to member universities of the CINDA consortium (*Centro Interuniversitario de Desarrollo*) to gauge their interest in creating a working group and good practices with a focus on gender equality within institutions of higher education.
- We took part (the only institution of higher education in Mexico to do so) in the *Culture of Respect Ending Sexual Violence-NASPA* project, in which 34 universities from the United States and Canada also took part to recognize good practices and strategies for preventing sexual violence.
- We are involved in the activities of the Latin American and Caribbean University Network for Gender, Equity and Sexual Diversity (RUGEDS).
- Within the framework of the Sustainable Development Goals (SDG), we coordinated projects that focus mainly on Goal 5 (Gender Equality).





Culture of Respect-NASPA

Just as in 2019, in 2020 we were the only institution of higher education in Mexico to participate in the *Culture of Respect Ending Sexual Violence-NASPA* project, in which 34 universities from the United States and Canada also took part to recognize good practices and strategies for preventing sexual violence.

In 2019, as part of this program, we carried out a *Core Evaluation* self-assessment to better understand the panorama of sexual violence at our two pilot campuses: Monterrey and the State of Mexico. Furthermore, we took part in webinars on gender violence, which were attended by the 34 institutions that are involved in this project, and we had the opportunity to share good practices, challenges, agreements and collaborations.



Based on the work undertaken in 2019, in 2020 we set out specific measures to tackle sexual violence at the two pilot campuses that took part in this assessment process, both of which were supported by the *Culture of Respect* team led by Jenniffer Henkle.

Although the *Culture of Respect* project had set out a 2-year work commitment, the organization postponed the end of the project until June 2021 as a result of the pandemic.

Latin American and Caribbean University Network for Gender, Equity and Sexual Diversity

We joined the Latin American and Caribbean University Network for Gender, Equity and Sexual Diversity. In 2020, we participated in its training program, providing a workshop on preventing and tackling gender violence.

During October, we participated in the *Dialogs of Integrity* event, in collaboration with the Pontifical Catholic University of Chile and EFAIT University in Colombia.



W STEM Project

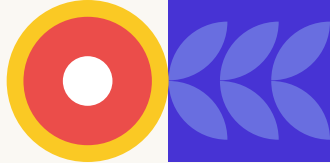
The goal of the Erasmus+ W STEM Project in the European Union is to improve the attraction, access, guidance and retention of Latin American women within STEM areas at universities. [https://wstemproject./](https://wstemproject/)

The male and female researchers who participate in this project have experience in international programs focusing on areas of similar interests, some of which have been made possible thanks to European funding, such as *Strengthening Women Leadership in Latin American HEIs and Society*, founded by the ALFA III program, as well as three other projects on new teaching perspectives for university science programs coordinated by the Spanish Agency for International Development Cooperation (AECID), and two programs founded by the British Council.

It is important to highlight the fact that the women who participate in the Erasmus+ W STEM Project also collaborate on the 1000 *Girls-1000 Futures* and *STEM-U* programs, offered by the Global STEM Alliance Initiative and The New York Academy of Sciences.

The Erasmus+ W STEM Project is coordinated by Dr. María de los Ángeles Domínguez from the School of Medicine and Health Sciences at the Tecnológico de Monterrey.





We want to hear you

It is extremely important for us to provide support to each and every member of the Tec community. In order to maintain on-going lines of contact and listen to different voices and their needs, we offer the community:



E-mail addresses to report cases of gender violence:

escuchandote@itesm.mx

escuchandote@tecmlenio.mx



E-mail addresses for general contact purposes:

CentroDignidadHumana@itesm.mx

CentroDignidadHumana@tecmlenio.mx



Website:

tec.mx/dignidad-humana



ETHOS

We would like to take this opportunity to invite people to contact the Center for the Recognition of Human Dignity and join the efforts being made by the entire Tec community to create a safe environment within our institution and safeguard human dignity at all times.



Closing remarks

Aware that violations of human dignity and gender equality, as well as discrimination and gender violence, are a problem that affects our country and the world as a whole, the creation of the Center for the Recognition of Human Dignity has enabled us to focus on the task of learning and sharing best practices, collaborating with institutions in Mexico and abroad, in order to create strategies and actions that enable us to create safer spaces that are free from violence.

We have learned many lessons, even more so at this watershed during which COVID-19 has made the work we do even more challenging. Thanks to the observations that have been made regarding the *Gender Violence Prevention and Support Protocol*, as well as the support processes we offer, we have made modifications that will allow us to continue consolidating our awareness, prevention and support strategies on a daily basis. Parallel to this, we are developing diagnostic tools and research projects to define actions to help tackle this problem in a strategic and comprehensive manner.

At this crucial crossroads for humanity, we would like to invite all members of our institution to leverage this opportunity to shift our focus and recognize the human dignity of every single person. By being united, we will be able to successfully create a safe and inclusive community, one in which all people can develop to our fullest potential.

“One in five women experiences sexual hostility while at university. There is a fear of reporting these acts given the lack of empathy and the second-degree harassment experienced, i.e., that suffered by the people who support victims. I believe that the Tecnológico de Monterrey has shown, on a number of occasions, its stance against harassment. I trust that, in several years’ time, people will be talking about the story of how universities in Mexico were transformed.”

Ana Vidu, a researcher at the University of Deusto*.


*Dr. Ana Vidu is a researcher in sociology from the Faculty of Law at the University of Deusto. Since becoming a victim of harassment, she has focused on bringing her message to other educational institutions around the world to alert them to what may be happening in their classrooms. She was a special guest at the series of talks about Human Dignity organized during 2020.

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Glossary

TRANSGRESSIONS

Sexual abuse: This is committed by an individual who performs an erotic or sexual act on another person without the latter's consent and without the purpose of reaching intercourse, or an individual who performs it in a person's presence or who makes said person perform it on them or on another person.

Sexual harassment: This is any sexual violence that involves the use of verbal, gestural or physical behaviors of a sexual nature or with sexual and/or intimate connotations, the purpose or effect of which is to impinge upon the dignity of a person or his or her physical and/or psychological well-being, especially when this occurs within an intimidating, degrading or offensive environment. Sexual harassment arises within a horizontal relationship, one in which there is no relationship of subordination. As such, sexual harassment occurs among colleagues at schools or in workplaces and where there is a state of coercion.

Gender discrimination: This is the differentiation, exclusion, restriction or preference, through action or omission, with or without intent, that is not objective, rational or proportional, or the goal or result of which is to hinder, restrict, impede, undermine or annul

the recognition, benefit or exercise of human rights and liberties based on gender.

Violation of human dignity: This is when the human rights enshrined in the Constitution of the United Mexican States, the Universal Declaration of Human Rights and any international treaties ratified by the Mexican state are violated.

Sexual hostility: This is any sexual violence that is produced in a vertical relationship, i.e., a hierarchical one (authority-subordination) and that may occur within a workplace or educational setting. The aggressor takes advantage of his or her position of authority over the subordinate. It is expressed through verbal and/or physical behaviors that are related to sexuality and, as such, have a lascivious connotation.

Attempted rape: This occurs when an individual tries to have a non-consensual sexual relationship through the use of force or threats.

Micromachismos: Small actions, sometimes unconscious ones, and gender stereotypes that reinforce male supremacy over females and perpetuate gender violence.

SANCTIONS

Administrative warning: This is for teachers, employees and third parties out with the Tecnológico de Monterrey community. Reprimands, corrective measures or conditioning will be documented in administrative warnings that will be drafted to serve as evidence, identify and punish those behaviors and acts of gender violence committed by the person reported.

Reprimand: This is warning that is given verbally or in writing.

Dismissal: This is the permanent exclusion from the Tecnológico de Monterrey as an institution, meaning that there is no possibility of the person dismissed returning to one of the Tecnológico de Monterrey's campuses or institutions.

Conditioning: This is when their tenure at the Tecnológico de Monterrey is contingent upon them not committing an act that is deemed to be gender violence again.

Disassociation: This is the termination of an employment contract based on recommendations made by the Advisory Committee. This type of sanction or

consequence applies to teachers and workers at the Tecnológico de Monterrey who have committed an act that merits this sanction. This sanction is executed in coordination with the Talent and Experience department and signifies the termination of the employment contract.

Corrective measure: This consists of imposing obligations or conditions on a teacher, student, employee or any member of the Tecnológico de Monterrey community in order to educate them about the negative impact of their behavior.

Loss of rights: This is the limitation of the benefits the student may have had access to in the event of behaving correctly or complying with the standards, policies, guidelines or any other valid document at the Tecnológico de Monterrey.

Suspension of services: This is a sanction that applies only to students, meaning that they may not use the institution's facilities nor access its services or regular activities.

Temporary suspension: This involves banning the student being sanctioned from participating in all activities within the institution, in addition to not being able to use its facilities nor access the services offered by the Tecnológico de Monterrey.

2020 — TRANSPARENCY REPORT



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