

2020



# TRANSPARENCY REPORT

CENTER FOR THE RECOGNITION OF HUMAN DIGNITY



Tecnológico  
de Monterrey

## INCLUSIVE LANGUAGE NOTICE

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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.

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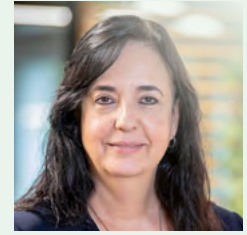
## WELCOME MESSAGE



**David Garza**  
Rector and Executive  
President



**Inés Sáenz**  
Vice-President, Inclusion,  
Social Impact and  
Sustainability



**Felisa González  
Gómez**  
Director of the Center  
for the Recognition  
of Human Dignity

Each human being is different. Although there are many things that certain groups have in common – such as age, values, customs and gender, among others – something that we all share is dignity. Today, more than ever before, the world needs to raise awareness regarding the importance of human dignity and gender equity.

Universities, in their role as generators of knowledge and good practices, are striving to make this a reality. As an institution, we continue driving advances to help create an environment in which differences are respected, voices are heard, and each and every person is made to feel welcome, valued and respected, every day and in everything that we do.

However, the recognition of human dignity cannot be imposed through a decree. Institutional guidelines do help, but it is impossible to achieve an environment of harmony and collaboration without the co-responsibility of each member of the community. As such, in addition to creating instruments like the *Protocol to Prevent and Address Gender Violence* to support

people whose dignity has been violated, we have developed academic measures because this type of violence is not always easy to identify as it is a structural problem that is underpinned by our social culture and the practices that we have normalized.

Furthermore, we strive to ensure that all our students, faculty and employees actively participate in the implementation of strategies and measures to prevent gender violence, discrimination and any other behavior that undermines human dignity.

As in previous years, this report is an exercise in transparency that enables us to monitor violations of human dignity, discrimination and gender violence that occur within our institution, while also providing information about the strategies, measures and advances we have achieved in order to prevent these issues. The report includes both qualitative and quantitative data that shows us the importance of continuing to work together in order to ensure that everyone at the Tecnológico de Monterrey is safe and free from gender violence and discrimination.

# MESSAGE

# TIMELINE

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

## During 2017

### DECEMBER

We opened the Center for the Recognition of Human Dignity, creating and implementing the first Protocol to Prevent and Address Gender Violence.



## During 2018

### JANUARY

We began documenting cases of gender violence via the ETHOS platform.



### MAY

We created the national Office for Safe Community and Gender, as well as the Department for Human Dignity Training.

### AUGUST

We created the Office for Diversity and Inclusion and the Department for Partnerships and Transparency.

### OCTOBER

We opened the first Support Point in the Monterrey Region at our campus in Monterrey.  
We founded the *Impulsa* Committee in order to work on proposals to help achieve gender equality.



## During 2019

We became a signatory of the HeForShe commitments.



### MAY

We opened an SP at our campus in Puebla.  
We rolled out our first exercise in transparency aimed at the general public.

**AUGUST**

We opened an SP at our campus in the State of Mexico.

**OCTUBRE**

We opened SP's at our campuses in Querétaro, San Luis Potosí, Toluca, Guadalajara and Santa Fe.

**NOVEMBER**

We opened an SP at our campus in Chihuahua. On November 25, we joined the UN's UNiTE campaign, illuminating emblematic buildings at our flagship regional campuses in orange.



**During 2020**

**MARCH**

We began investigating the first cases of the *clotheslines* at our colleges and high schools. We opened an SP at our campus in Mexico City. We began investigating cases of gender violence via an online platform. We rolled out our *Coffee Hour* strategy to prevent gender violence.



**MAY**

We published our first *Transparency Report*. We celebrated the first anniversary of the signing of the HeForShe commitments.

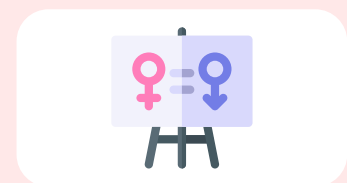


**JULIO**

We began training staff at our Support Points (SP) in *Tecmilenio*.

**AUGUST**

We opened an SP at our campus in Sinaloa. We developed our Gender Equality Plan.



**SEPTEMBER**

We began consolidating our Support Point structure with new hires at a number of our campuses.

**NOVEMBER**

We published our new *Gender Violence Prevention and Support Protocol*. On November 25, we joined the UN's UNiTE campaign, illuminating emblematic buildings at 26 of our campuses in orange. We collaborated on the *TecSeguro* initiative in order to respond to demands made by groups and collectives.



**During 2021****JANUARY**

We opened an SP at our campuses in Aguascalientes, Sinaloa and León.

**APRIL**

We opened an SP at our campuses in the State of Mexico and Chihuahua.

**MAY**

We opened an SP at our campus in Santa Fe.

**JUNE**

We opened an SP at our campus in Mexico City, and we set up the National Coordinating Body for the Office for Safe Community and Gender.

**JULY**

We opened a National Office for Safe Community and Inclusion at *Tecmilenio*.

**SEPTEMBER**

We published our *Gender Equality Plan 2021-2025*. We participated in the APWiL Mentoring Program from the Association of Pacific Rim Universities (APRU), in collaboration with 25 universities.

**OCTOBER**

We coordinated the first international sustained dialog.

**DECEMBER**

We created the Cultural Diversity Committee and the Socio-Economic Diversity Committee, meaning that we now have 5 advisory committees in the areas of diversity, inclusion and equality. We created the national office for student groups and collectives.

## MAJOR ADVANCES AND CHALLENGES

As an institution, every year we set ourselves clear goals in the areas of diversity, inclusion and gender equality. These goals have enabled us to continue driving advances in our strategy and detect any areas of opportunity.

Some of the most significant advances in these areas include:



### INCREASE IN THE NUMBER OF WOMEN IN LEADERSHIP POSITIONS

Women in Posts by Type	2014	2016	2017	2018	2019	2020	2021
Directors	8%	9%	14%	16%	18%	20%	25%
Middle Managers	37%	43%	46%	47%	49%	50%	51%
Employees	50%	56%	55%	56%	56%	57%	57%
Full-Time Teachers	45%	44%	43%	43%	44%	45%	43%
Part-Time Teachers	45%	46%	46%	44%	44%	37%	40%
<b>Total</b>	<b>48%</b>	<b>51%</b>	<b>50%</b>	<b>50%</b>	<b>50%</b>	<b>51%</b>	<b>51%</b>

### CONSOLIDATION OF GENDER VIOLENCE PREVENTION AND SUPPORT STRUCTURE

Year	2017	2018	2019	2020	2021
Support Points and National Safe Community and Gender Offices	1	2	9	15	20





To ensure we continue to make advances in the aforementioned areas, since 2018 we have been a member of the National Network of Higher Education Institutions – Equality (RENIES). As such, we are also involved in the National Observatory for Gender Equality at Institutions of Higher Education (ONIGIES), which is tasked with monitoring our advances on an annual basis. Through the report it publishes, we have focused our attention on 3 areas of opportunity that play a key role in bolstering gender equality, diversity and inclusion at the Tecnológico de Monterrey:

- Institutionalizing gender violence prevention by driving on-going efforts in this area.
- Bolstering institutional guidelines through declarations focusing on the areas of gender equality and the prevention of gender violence.
- Promoting the culture of co-responsibility in order to ensure it reaches every member of the Tec community, in addition to incentivizing the use of pre-existing policies, such as employee paternity leave.

# ADDRESSING CASES OF HUMAN DIGNITY VIOLATIONS AND GENDER VIOLENCE

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A lack of recognition of human dignity leads to inequalities and discrimination among people. 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 monitored the case, documenting it channeling it to the corresponding institutional bodies, if applicable.

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*), which is applicable at a federal level within the country.

<sup>1</sup>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](http://www.diputados.gob.mx/LeyesBiblio/pdf/LGAMVLV_010621.pdf)

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 2021, we processed 976 human dignity violations and/or cases of gender violence. Of these, in 74 cases, the complainant decided to activate the *Gender Violence Prevention and Support Protocol*. In the remaining cases, com-

plainants decided not to activate this protocol, or it was not necessary given the case was based on a disciplinary issue. As mentioned previously, we channeled these cases to the corresponding area.

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

(sexual abuse, sexual harassment, sexual hostility, attempted rape, and rape), and violence in general<sup>2</sup>.

## REPORTES 2021

Region	Cases Addressed*	Cases in which the Protocol was Not Activated	Cases in which the Protocol Was Activated
Western	154	150	4
Monterrey	230	204	26
Mexico City	351	321	30
Center-South	230	217	13
Vice-Presidency for PrepaTec and Regional Development	11	10	1
<b>Total</b>	<b>976</b>	<b>902</b>	<b>74</b>

\*Support provided by a specialist to a person who has been made to feel uncomfortable as a result of a behavior or conduct based on gender, discrimination or human dignity violations

<sup>2</sup>Definitions contained in glossary.

# 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 the testimonies of survivors, both male and female, while avoiding slander.

Gender violence encompasses acts or omissions, which are deemed to be violent or discriminatory based on reasons of gender or sexual identity, made by a person or a group of people and that lead to physical, sexual<sup>2</sup>, psychological or moral damage to the aggrieved party.

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 rape<sup>3</sup>.

Below are the 74 cases of gender violence for which the protocol was activated in 2021 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

Región	Reports
Western	4
Monterrey	26
Mexico City	30
Center-South	13
Vice-Presidency for PrepaTec and Regional Development	1
<b>Total</b>	<b>74</b>

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

Sexual harassment	7
Sexual hostility	10
Attempted rape	6
Rape**	30
Other type of violence (psychological, physical, economic, restriction or denial of access to shared or family property, and digital)	21
<b>Total</b>	<b>74</b>

\*The corresponding sanction was applied in 100% of substantiated cases, as outlined in the protocol.

\*\*The protocol addresses reports of rape as ‘sexual violence’ given the fact that we do not have legally admissible evidence from law enforcement agencies. In every single case, in addition to providing support to the person who filed the report, we channel it to private, government and civil society organizations that have the faculties necessary to deal with situations like these.

<sup>3</sup>Definitions contained in glossary.

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

Región	High-school Student	Undergraduate Student	Postgraduate Student	Employees Faculty	Total Cases
Western	0	3	0	1	<b>4</b>
Monterrey	1	14	0	11	<b>26</b>
Mexico City	6	9	0	15	<b>30</b>
Center-South	0	8	0	5	<b>13</b>
Vice-Presidency for PrepaTec and Regional Development	0	1	0	0	<b>1</b>
	<b>7</b>	<b>35</b>	<b>0</b>	<b>32</b>	<b>74</b>

**Gender of the persons reported**

	Western	Monterrey	Mexico City	Center-South	Development	Total
Male	4	22	26	12	0	<b>64</b>
Female	0	4	4	1	1	<b>10</b>
Non-Binary	0	0	0	0	0	<b>0</b>
	<b>4</b>	<b>26</b>	<b>30</b>	<b>13</b>	<b>1</b>	<b>74</b>

### Institutional relationship of persons who have filed a report using the *Gender Violence Prevention and Support Protocol*

Región	High-school Student	Undergraduate Student	Postgraduate Student	Employees Faculty	EXATEC (Alumni)	External*	Total Cases
Western	1	3	0	0	0	0	<b>4</b>
Monterrey	2	15	1	6	1	1	<b>26</b>
Mexico City	5	13	-	9	2	1	<b>30</b>
Center-South	0	9	0	4	0	0	<b>13</b>
Vice-Presidency for PrepaTec and Regional Development	0	1	0	0	0	0	<b>1</b>
	<b>8</b>	<b>41</b>	<b>1</b>	<b>19</b>	<b>3</b>	<b>2</b>	<b>74</b>

\*External: An individual unconnected to the institution who has experienced a form of conduct perpetrated by someone from within the Tecnológico de Monterrey community that is not in keeping with the latter's values.

### Gender of the persons reporting

	Western	Monterrey	Mexico City	Center-South	Development	Total
Male	0	4	4	0	0	<b>8</b>
Female	4	22	25	13	1	<b>65</b>
Non-Binary	0	0	1	0	0	<b>1</b>
	<b>4</b>	<b>26</b>	<b>30</b>	<b>13</b>	<b>1</b>	<b>74</b>

# Sanctions

The sanctions applied in the 74 cases that were resolved as part of the *Gender Violence Prevention and Support Protocol* were: administrative warning, expulsion (students), disassociation

(employees), alternative measures, corrective/training measures, loss of rights and conditioning, or suspension<sup>3</sup>.

## Sanctions applied in the 74 cases for which the protocol was activated

Sanctions	Western	Monterrey	Mexico City	Center-South	Vice-Presidency for PrepaTec and Regional Development	Total
Loss of rights and conditioning (students)	0	1	3	3	0	<b>7</b>
Suspension (students)	1	2	2	1	0	<b>6</b>
Expulsion (students)	0	5	2	3	0	<b>10</b>
Training measure (students)	1	0	6	0	1	<b>8</b>
Alternative measure*	0	0	0	0	0	<b>0</b>
Administrative warning (employees)	0	0	5	4	0	<b>9</b>
Disassociation (employees)	0	3	2	0	0	<b>5</b>
The student withdrew from his or her studies prior to receiving official notification of the report	0	2	0	0	0	<b>2</b>
No elements were found for a sanction to be implemented**	0	11	4	1	0	<b>16</b>
Specific recommendations	2	2	6	1	0	<b>11</b>
In progress	0	0	0	0	0	<b>0</b>
	<b>4</b>	<b>26</b>	<b>30</b>	<b>13</b>	<b>1</b>	<b>74</b>

\*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.

\*\*There was insufficient proof for the Gender Advisory Committee to enact a sanction for the report.

We will continue working alongside students, faculty and employees to create and maintain

a safe environment within our institution, one that promotes human dignity at all times.

<sup>3</sup>Definitions contained in glossary.



# WHAT TO DO WHEN FACED WITH A SITUATION OF GENDER VIOLENCE?

Roadmap to address a situation of gender violence or human dignity violations:



## Contact:

ETHOS

TECservices

TQueremos

Support Points



## Initial Support:

**Information about the Gender Violence Prevention and Support Protocol\*.**



## There are then 3 possible lines of action from this point:

**A**

**There is no gender violence:**

- Case documentation.
- End of process.

**B**

**There is gender violence but the Gender Violence Prevention and Support Protocol\* is NOT activated because the person reporting does not wish to do so:**

- Case documentation.
- End of process.

**C**

**There is gender violence and the Gender Violence Prevention and Support Protocol\* IS activated:**

- Submission of Report
- Notification and Response
- Investigation
- Hearing
- Presentation
- Resolution
- Follow-up and Closing.

\*For further information about the protocol, please click on the following link:  
<https://tec.mx/sites/default/files/2020-11/Protocolo-Violencia-Genero-09112020.pdf>

# NATIONAL PREVENTION AND TRAINING MEASURES TO HELP CREATE A CULTURE OF PEACE

Gender violence is the result of inequalities that have been historically legitimized and normalized within society. It has a number of causes, one of which is the persistent inequality that exists between men and women, an inequality that is underpinned by daily actions and dynamics. This is why, in order to eradicate it, it is important to continue developing actions that help visibilize and prevent it.

In order to achieve a profound transformation, we focus on raising awareness and providing training about gender equity and gender equality 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.



**PROTOCOLO CONTRA LA VIOLENCIA DE GÉNERO**

**¡Participa en el Conversatorio con Rocío Estrada!**

**16 de noviembre de 2021  
13:00 - 14:30 horas**

**846 2477 0695**

**LIFE** **GRUPOS ESTUDIANTILES** **Síguenos en Instagram: @heforshegdl**

The poster features a central illustration of three stylized figures in shades of purple and pink, embracing each other. The background is a warm orange gradient with decorative white dots and a pink cross symbol in the top right corner.

In 2020, we created the TecSeguro project to roll out the 4 commitments made by Tecnológico de Monterrey to help forge trust and drive the creation of safe community with regard to gender violence at all our campuses.

Below are some of the actions that we coordinated in 2021 in order to fulfil these commitments:

**I. Publishing the new version of the Gender Violence Prevention and Support Protocol** that takes into account the observations and recommendations made by the student community and experts.

We created channels to listen to feedback from students, teachers, employees, the academic community and a number of NGO's.

We created surveys or pulse surveys to better understand the perception of the Tec and Tecmilenio communities regarding the new protocol.

**II. Publishing and communicating the new protocol and its guides within the Tec de Monterrey and Tecmilenio** in addition to working towards the national standardization of sanctions when the protocol is applied.

We provided training about the new protocol and its formats to all SP within the Tec de Monterrey as well as to the 5 gender committees regarding the standardization of sanctions.

**III. Increasing and bolstering the Support and Guidance Points at all Tec de Monterrey campuses, PrepaTec and other areas.**

We increased the number of Support Centers to 15, which are coordinated by the Office for Safe Community and Gender at the Center for the Recognition of Human Dignity for the Tec de Monterrey's campuses. The goal of the SP is to guarantee the necessary support and access in the event of any violation of human dignity.

In order to bolster and standardize the operation of the SP, we developed a robust process manual, which includes:

- Psychological guidance mechanisms for effective primary support.
- Clinical recommendations for crisis intervention through a gender perspective.
- A process to channel reports to internal and external experts.
- New and updated formats to document and follow up on reports.

The manual also contains a support guide for helping people file criminal charges as a result of gender violence.

**IV. Developing a support model for PrepaTec**

The *Gender Violence Protocol* must be able to be applied at all levels within our institution, which is why we rolled out specific measures for minors and high-school students.

We developed a quick guide to the protocol aimed at high-school students, in addition to a practical guide for students and the SP.

We worked on a support model for PrepaTec by defining the roles of those involved, the steps involved in the support process, and the elements needed to promote a culture of inclusion and gender equality.

**V. Bolstering and intensifying training and awareness programs in human dignity through a gender perspective.**

We adapted and launched a six-module course in Human Dignity on Canvas aimed at undergraduate and postgraduate students. For high-school students, we created a four-module course.

We developed and launched courses in Human Dignity for parents, which are available via the MiTec/Parents portal.

Furthermore, the SP coordinated a total of 2,100 activities on most campuses throughout the year, which were aimed at students, faculty, employees and parents of our community. We also generally focused on issues of human dignity, gender violence, diversity and discrimination through a series of conferences, short presentations, talks, workshops and other activities.



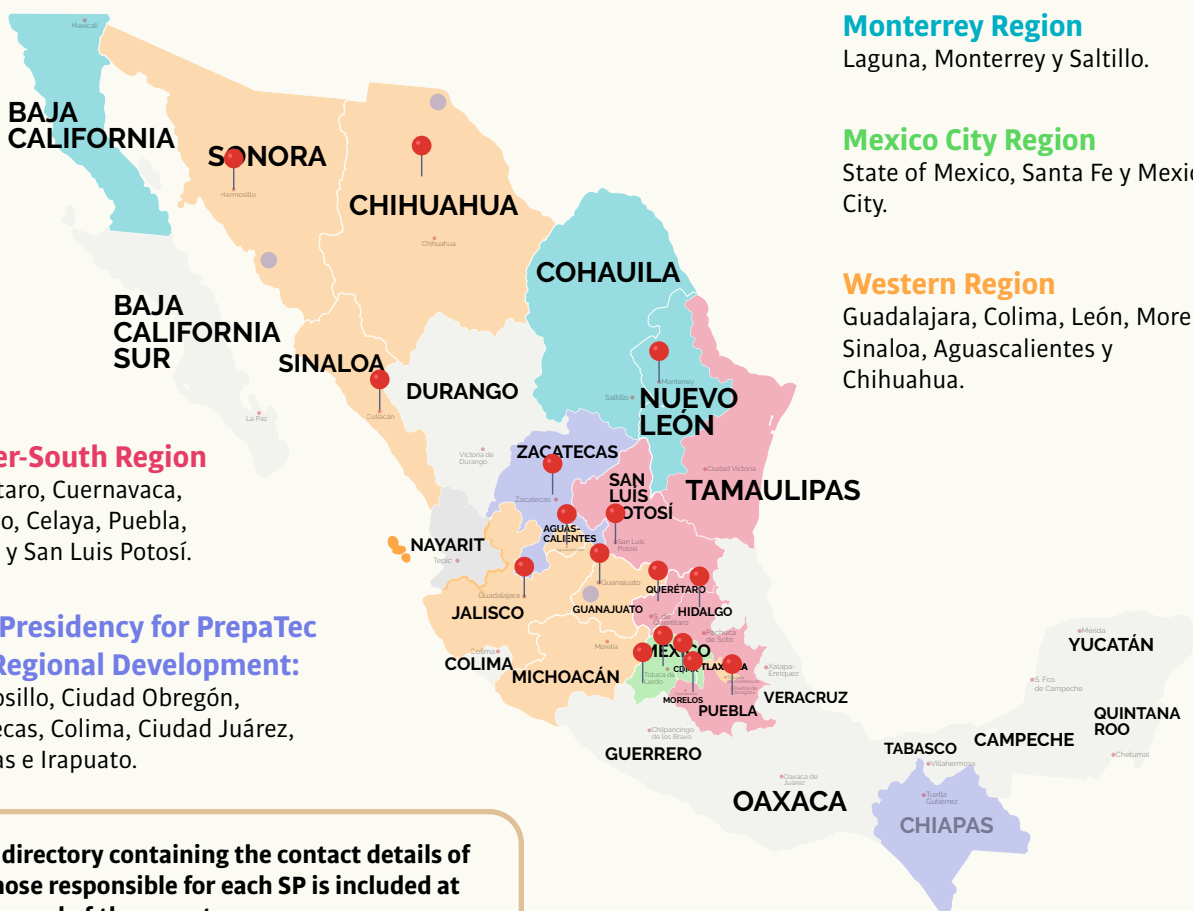
# Support Points

## NATIONAL PREVENTION AND TRAINING MEASURES TO HELP CREATE A CULTURE OF PEACE

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 2021, there were 15 Support Points in operation with a total of 17 specialists. At Tecmilenio, we provide support through 44 people who are committed to a safe community and who provide guidance to all our campuses, including *Tecmilenio Online*.

The 17 specialists from the Tec de Monterrey cover the following regions and cities:



### Center-South Region

Querétaro, Cuernavaca, Hidalgo, Celaya, Puebla, Toluca y San Luis Potosí.

### Vice-Presidency for PrepaTec and Regional Development:

Hermosillo, Ciudad Obregón, Zacatecas, Colima, Ciudad Juárez, Chiapas e Irapuato.

**A directory containing the contact details of those responsible for each SP is included at the end of the report**

# Gender Committees

## Comité de Actuación y Prevención de la Violencia de Género y Comité Disciplinario

These bodies are composed of a group of individuals from the institution who are tasked with reviewing cases of gender violence.

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.

The main function of the committees is to review and analyze cases of gender violence in order whether to accredit the behavior reported or not, issuing a ruling with recommendations and/or sanctions in the event that the case is deemed to have been the result of inappropriate behavior.

During 2021, and as part of our continuous training initiatives, this Committee met with gender experts to share good practices and the challenges facing each region.

**CHARLAS DE DIGNIDAD HUMANA** Impulsa CENTRO DE RECONOCIMIENTO DE LA DIGNIDAD HUMANA

### Plan de igualdad de género @tec: El origen

 <p><b>María Gabriela Ortiz Martínez</b> Directora de MIC: Mujeres en Ingeniería y Ciencias</p>	 <p><b>Viviana Ortiz Meillon</b> Comité Impulsa Tecnológico de Monterrey</p>
 <p><b>Laurence Bertoux</b> Líder Iniciativa de Plataformas</p>	 <p><b>Luz María Velázquez Sánchez</b> Fundadora y coordinadora Premio Mujer Tec</p>
 <p><b>Verónica Martínez Estrada</b> Comité EQUALITEC Tec de Monterrey</p>	 <p><b>Modera: Perla Salinas Olivo</b> Directora de Formación en Dignidad Humana</p>

23 de septiembre 13:00 hrs (CDT) **LIVE.TEC** live.tec.mx

Tecnológico de Monterrey TecSalud Universidad Tecmilenio SorteosTec

## Impulsa Committee

This committee forms part of the 5 Diversity, Inclusion and Equality Advisory Committees that are coordinated by the Center for the Recognition of Human Dignity. It was created in 2018 to increase the number of women in leadership positions through equality measures and the consolidation of talent attraction, development and retention processes.

From 2021 onwards, it has expanded its scope by bringing a gender perspective to processes and decision-making, integrating the diverse voices and experiences of employees from our institution.

The third generation of the *Impulsa* Committee is composed of 1 coordinator, a team of 15 men and women, and 1 advisory committee comprising 4 women leaders from within the institution.

# Impulsa

The Committee itself is divided into 7 working groups, each tasked with one of the following areas:

- Monitoring of the Gender Equality Plan
- Development of Women Leaders
- Salary Equity
- Education and Research through a Gender Perspective
- Support Networks
- Communication
- Transparency and KPI Monitoring.

The tasks performed by these teams, based on their respective fields, include:

- Analyzing the current situation and opportunities for gender equality within the institution.
- Developing proposals to help bridge the employment divide.
- Participating actively in the implementation of proposals, providing a gender perspective and integrating the voices and experiences of the Tec community.

Some of the milestones that the Committee reached during 2021 include:

- Publishing the *Gender Equality Plan 2021-2025*, which is available at: <https://tec.mx/es/dignidad-humana/impulsa>
- Reviewing the equality conditions within critical employee development processes.
- Increasing the participation of high-potential women in institutional development programs (360° Review, Career Nights, LEAD,

- education support) from 44% to 58%.
- Launching the *Impulsa* Network with a total of 77 participants supported by 27 guides/sponsors.
- Reducing the salary gap for all levels of seniority and years of service, especially for new employees (dropping from 12.3% to 6.4%).
- Offering 91 promotions and reappraisals to women (61% of the total number of promotions).
- Giving women 60% of the 1,140 extraordinary pay increases made (as a result of promotion or reappraisal).
- Increasing the number of women in leadership positions from 20% in 2020 to 25% in 2021.
- Coordinating the first ever STEM Talks — a pilot program in Guadalajara coordinated in collaboration with the School of Engineering and the Sciences (EIC) and the Student Development and Leadership (LiFE) department. Faculty, students and EXATEC took part in this program.
- Participating on the *STEM Research through a Gender Perspective* panel at the Research and Innovation in Education Congress (CIIE).
- Coordinating the panel entitled *Co-responsibility: The Voice of Partners*.

Through the *Impulsa* Committee and a number of departments within all 4 institutions (Tec de Monterrey, TecSalud, Tecmilenio and Sorteos Tec), we are building an organization that is increasingly more empathetic and more aware of the importance of diversity in creating inclusive

communities.



## Impulsa Network

In August 2021, we developed and launched the *Impulsa* Network, the goal of which is to create a transversal and intersectional forum for women to drive their development, cultivate their leadership skills, improve their networking, share their experiences, and create professional opportunities.

The first generation of this network is composed of 77 high-potential women and 27 guides or sponsors, who are senior leaders within the institution who, through their own experiences, mentor participants and help them to make new connections and visualize more development opportunities.

During their time as part of the network, participants must design and advance in their development plans, including focusing on self-awareness measures, participating in conferences in their areas of interests, and leveraging opportunities for growth within our institution.

## Committee for Women in Engineering and the Sciences (MIC)

During 2021, MIC (the Committee for Women in Engineering and the Sciences at the Tecnológico de Monterrey, which was created in August 2019) held 45 different national and international events, benefitting a total of 23,559 participants. The activities coordinated at these events by a group of all-female faculty mem-



bers, researchers, students and employees were published in a total of 19 articles.

Furthermore, the second generation of *Women Mentoring in STEM*, a free mentoring program designed to help young people in high school, included a group of all-female faculty-mentors who engaged with high-school students to monitor their development and address their concerns.

In the field of research, and for the first time ever, 20% of our research teams were led by women as a result of our strategic focus and the dedicated space for female researchers at the Tecnológico de Monterrey's International Research Congress.

The members of MIC also actively participated in the development of the *Gender Equality Plan* implemented by the Tecnológico de Monterrey, joined the *Impulsa* Committee, and positioned themselves internationally by taking part in the APWiL Mentoring Program, which provides an international and intercultural opportunity for empowerment, professional growth, and development for women leaders within the Association of Pacific Rim Universities (APRU).

# Holistic Training

NATIONAL PREVENTION AND TRAINING MEASURES TO HELP CREATE A CULTURE OF PEACE

The COVID-19 pandemic changed the traditional ways in which we connect and reconnect. During 2021, and thanks to the vaccination rollout in Mexico, we were able to begin implement hybrid learning formats while focusing on safeguarding health. In this 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:

### **Human Dignity Awareness Courses**

To drive awareness and training in the area of human dignity among our students, faculty and employees, by December 2021, 19,970 students (PrepaTec, undergraduate and postgraduate) and 17,913 employees had completed these courses as part of their training plan. This represents 21% and 86.2% of the total number of students and employees, respectively.

### **Talks and Discipline Refresher Training (CADi)**

These courses provide a more in-depth approach to specific areas of diversity, inclusion, human dignity and gender equality. We coordinated 9 online CADiS during the 2021 summer term, positively impacting 252 teachers and employees.



FORO DE  
**DIÁLOGOS**  
**ABIERTOS**

### **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 2021, we held 32 roundtables with 296 participants.

CHARLAS DE DIGNIDAD HUMANA

CENTRO DE RECONOCIMIENTO DE LA DIGNIDAD HUMANA

## ¿Se va a caer? Interseccionalidad y violencia de género



Tania Rocha  
Doctora en Psicología Social



Sofía Poiré  
Coordinadora de Programa en Balance A.C.



Yair Maldonado  
Maestro en Desarrollo

18 de noviembre  
13:00 hrs (CDT)

LIVE.TEC  
live.tec.mx



## NATIONAL PREVENTION AND TRAINING MEASURES TO HELP CREATE A CULTURE OF PEACE

### Human Dignity Talks

In 2021, we coordinated a series of 12 Human Dignity Talks in order to discuss human dignity issues and promote dialog. Of these 12 talks, 6 were part of a cycle of conferences entitled *Más allá de las etiquetas (Beyond Labels)*, organized in conjunction with Global Dignity Mexico.

CHARLAS DE DIGNIDAD HUMANA

CENTRO DE RECONOCIMIENTO DE LA DIGNIDAD HUMANA

## ¿Se va a caer? Interseccionalidad y violencia de género



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live.tec.mx



### National Teachers' Meeting 2021

Every year, we hold an annual event for teachers from the Tecnológico de Monterrey. During the meeting we focus on topics that are relevant to the teaching community. The Center for the Recognition of Human Dignity participated in 2 webinars and a workshop covering issues dealing with gender, inclusion, social impact and sustainability.

### Feminism Day

During the month of March, we coordinated the 2021 Feminism Day, a national virtual event that had a positive impact on 220,352 people through a range of digital platforms. We had globally renowned speakers, such as Judith Butler (*Feminism for our Times* conference), Olimpia Coral Melo (*The Olimpia Act and Digital Violence* talk) and Ángeles Mastreta (*Mujeres de ojos grandes* conference), among others.

## JORNADAS DE FEMINISMOS 2021 8 AL 12 DE MARZO

## AGENDA NACIONAL

### LUNES 08

Panel: Feminismos y humanidades  
9:00 - 10:30 hrs

Ceremonia de premiación:  
Premio Mujer Tec  
12:00 - 13:00 hrs

### MARTES 09

Panel: Feminismos y Tecnología. Hackeando el Patriarcado  
11:30 - 13:00 hrs

Conversación con  
Judith Butler  
18:00 - 19:30 hrs

### MIÉRCOLES 10

Conferencia Arte y Feminismo  
Mónica Mayer  
13:00 - 14:30 hrs

Charla con Valeria Gallo: "Las mujeres en la narrativa gráfica"  
19:00 - 20:00 hrs

### JUEVES 11

Panel:  
Mujeres y Poder  
16:00 - 17:30 hrs

### VIERNES 12

Charla con Olimpia Coral Melo. Ley Olimpia y Violencia Digital  
9:00 - 11:00 hrs



\*Zona horaria CDT

LIVE STREAM

live.tec.mx /TecdeMonterrey

Tecnológico de Monterrey

### Human Dignity Video Mapping

From October 18 to 22, we video mapped human dignity at our campus in the State of Mexico by collaborating with a number of areas, including LiFE and Art and Culture.



### Orange Fair at our Campus in Querétaro

This fair was held to mark November 25th and promote companies and products created by female EXATEC alumni and entrepreneurs from Querétaro. Student groups specializing in gender violence also took part, in addition to the state Department of Health - which provided support in the areas health and nutrition - the Querétaro Women's Institute - which provided information about the services it offers, and Corazones Mágicos - a CSO that provided information about protecting children and teenagers. More than 1,800 people were offered support and guidance during the fair.



# 2021 Tec Woman Award

NATIONAL PREVENTION AND TRAINING MEASURES TO HELP CREATE A CULTURE OF PEACE

The *Tec Woman Award* recognizes and visibilize the careers, contributions and talent of the women within our university community by providing a forum to share the achievements they have made to benefit society, politics and the economy.

On this occasion, March 8 – International Women’s Day – the award was presented virtually to 23 winners in 9 different categories, in addition to 2 special awards. For the first time ever, one of these categories was Environment.

For further information about this:  
<https://mujertec.mx/>



*- Premio MUJER TEC -*  
Conoce a las GANADORAS de la 9na EDICIÓN del Premio MUJER TEC

**#She4She**  
*Women for the Future*  
Laura Eugenia Romero Robles  
Mayra Hernández Figueroa

**Arte y Gestión cultural**  
Melissa del Mar Pontigo Torres  
Claudia Aracely Rico Arenívar  
Diana Ivette Urquiza Flores

**Ciencias**  
Deshiré Alpiñar Rodríguez  
Karla Mayolo Deloisa

**Ciudadanía con perspectiva de género**  
Lorena Lazos Ríos  
Ana Elena Baniuelos Zetina  
Alvarado Larios

**Deporte y Gestión deportiva**  
Fernanda de Paola Corral Granados  
Erika Gómez Lozada

**Emprendimiento**  
Adriana Lizeth Rubio Aguirre  
Karla Ahumada Aramburo  
Ivonne Navas Corona

**Poder Transformador**  
Gladis Guadalupe Araujo Sánchez

**Medio ambiente**  
Karla Andrea González Rodríguez  
Teresita Alcantara Díaz  
Andrea Balcázar González

**Salud y Bienestar**  
Faryde Lara Rodríguez

**Premios Especiales**

**Trayectoria**  
Claudia Margarita Félix Sandoval

**Pionera**  
María Esperanza Burés Ramírez

Tecnológico de Monterrey | Universidad Tecmileno | TecSalud | Sorteos Tec

## Student groups with a gender perspective

NATIONAL PREVENTION AND TRAINING MEASURES TO HELP CREATE A CULTURE OF PEACE



Student groups actively work to represent the interests of the community of high-school and university students.

Bridging the gender gap between men and women, in addition to preventing gender violence, has become a major issue within the global agenda and, as such, within our student groups.

The participation of student groups with a gender perspective is especially relevant because it allows them, through projects and activities, to further raise awareness among the student community and help eliminate stereotypes and

imposed roles. It also helps to provide visibility regarding the situation they are currently facing and the challenges that we, as a community, must tackle.

### Number of student groups with a gender perspective:

**Total: 57**

**High School: 21**

**Undergraduate: 36**

### High school

	Name of Student Group	Campus
1	Voz violeta	Aguascalientes
2	HeForShe	Chiapas
3	Femme	Ciudad de México
4	Girl up	Ciudad Obregón
5	Stronger together	Colima
6	Ultravioleta	Cumbres
7	HeForShe	Esmeralda
8	March for march	Eugenio Garza la Güera
9	HeForShe	Irapuato
10	Femme	Laguna
11	HeForShe	León

	Name of Student Group	Campus
12	Girl up	Metepec
13	Girl up	Querétaro
14	ViFémina	Saltillo
15	Female empowerment movement	Santa Catarina
16	Ninguna se mueve	Santa Fe
17	WeForShe	Sinaloa
18	Femme	Sonora Norte
19	HeForShe	Sonora Norte
20	Girl up Tampico	Tampico
21	Girl up	Zacatecas

## Undergraduate

	Name of Student Group	Campus
1	Women for the future	Aguascalientes
2	Girl up CUU	Chihuahua
3	HeForShe	Ciudad de México
4	Wish	Ciudad de México
5	Ada women ITC	Ciudad de México
6	Women+technology	Cuernavaca
7	HeForShe	Cuernavaca
8	Grupo estudiantil de feminismo	Estado de México
9	Women for the future	Guadalajara
10	HeForShe	Guadalajara
11	Un país para todas	Guadalajara
12	HeForShe	León
13	Girl up borregas León	León
14	Women for the future	León
15	Ámbar	Monterrey
16	Girl up Tec de Monterrey	Monterrey
17	HeForShe	Monterrey
18	Mujeres en salud	Monterrey
19	Women in science and engineering	Monterrey
20	Women in technology	Monterrey
21	Women in technology	Morelia
22	HeForShe	Puebla

	Name of Student Group	Campus
23	Women+tech	Puebla
24	EmpoderaTec	Querétaro
25	Gender watch (sociedad de estudios de género)	Querétaro
26	Women in science and engineering Querétaro	Querétaro
27	Las de la 4.ª ola	Santa Fe
28	STEAM Natá	Santa Fe
29	HeForShe	Santa Fe
30	Women support women	Santa Fe
31	Mujeres en finanzas	Santa Fe
32	WeForShe	Sinaloa
33	HeForShe	Sonora Norte
34	Ámbar	Toluca
35	HeForShe	Toluca
36	Girl up	Zacatecas

Below is a list of the initiatives that had the greatest impact during 2021.

### Orange Fair #IBelieveYou

- **Name of student group:** *Gender watch, Girl up, PLES, Aire, Fearless, Hypertext, Cancercom.*
- **Campus:** Querétaro.
- **Description:** This fair was attended by 1,857 people who had the opportunity to visit the stands of student groups that form part of the Center for the Recognition of Human Dignity and the Department of Health. The activities coordinated include rapid tests for Human Immunodeficiency Virus (HIV) and other Sexually Transmitted Illnesses (STI), in addition to hair donations and the sale of menstrual hygiene and handmade products.

### Voice Up Camp and TQueremos Weeks

- **Name of student group:** *Voice up.*
- **Campus:** Ciudad Juárez.
- **Description:** This event included the reading of anonymous stories, a violentometer and a conference about violence against women. It benefitted 100% of the 434 students enrolled at PrepaTec Juárez.

### Play Like a Girl

- **Name of student group:** *Girl up.*
- **Campus:** León.
- **Description:** A sports program that aims to help girls from Guanajuato who play soccer and/or basketball to continue playing sports through workshops, talks and activities. It was coordinated in conjunction with 2 professional teams. The project was awarded the Municipal Youth Prize in the Sports category. In its first year, some 40 girls between the ages of 13 and 17 took part. As a result of the pandemic, the event was held virtually.

### Protocol to Prevent and Address Gender

#### Violence Training

- **Name of student group:** *FEM, March for march and Ultravioleta.*
- **Campus:** PrepaTec Monterrey.
- **Description:** A two-day training course that benefitted 696 students, who learned more about the measures being taken by the Center for the Recognition of Human Dignity, in addition to better understanding the *Protocol to Prevent and Address Gender Violence.*

#### Gender Equity Forum

- **Name of student group:** *HeForShe.*
- **Campus:** Monterrey.
- **Description:** A forum for providing information and raising awareness among the campus community, in addition to the general public, regarding inequality, discrimination, violence and other issues that women today are facing.

#### HerStory

- **Name of student group:** *SDG HUB.*
- **Campus:** Monterrey.
- **Description:** A series of talks focusing on the role of women in entrepreneurship, sports, politics, health, and art and communication. The event was aimed at female high-school and university students.



### 8M Feminism Week

- **Name of student group:** *HeForShe* and *Girl up*.
- **Campus:** San Luis Potosí.
- **Description:** A series of talks, conferences and panels held to mark 8M and raise awareness among the campus community.

### From STEM to the World

- **Name of student group:** *HeForShe*.
- **Campus:** San Luis Potosí.
- **Description:** The first edition of this event focused on visibilizing women in science. *From STEM to the World* was organized to commemorate the International Day of Women and Girls in Science.

### HeForShe Day

- **Name of student group:** *HeForShe CCM*.
- **Campus:** Ciudad de México.
- **Description:** This day focused on getting students, faculty, employees and directors at the Tecnológico de Monterrey to rethink their actions in society and provide them with information from a gender perspective.

### Gender Perspective Seminar

- **Name of student group:** *HeForShe CCM*.
- **Campus:** Ciudad de México.
- **Description:** This seminar focused on informing and raising awareness among the community at our campus in Mexico City through a series of conferences and workshops focusing on the problems that women in Mexican society have been facing throughout history and continue to face today.

### Sin barreras: incluir para crecer

- **Name of student group:** *CCM, Pride CCM, HypeBird* and *student societies Atrio, SALEF, ALRI* and *SAIBT*. It was supported by the *FE-TEC Executive Committee*.
- **Campus:** Mexico City.
- **Description:** A week to educate, raise awareness and inform the Tec community regarding the problems being faced by women in society. It included a series of conversations, conferences, activities and student events aimed at allowing students to deconstruct themselves and relearn how to act and interact within an inclusive environment.

### Law and Gender Perspective Day

- **Name of student group:** Law student group, SALED.
- **Campus:** Mexico City.
- **Description:** A space for students from different degree programs and campuses to learn about how to safeguard their human rights through a gender perspective.

### More Sorority and Solidarity. End Violence

- **Name of student group:** HeForShe and Ada women.
- **Campus:** Mexico City
- **Description:** A project that focuses on visualizing the violence that women face through workshops, activities and conferences that promote reflection and measures to eradicate this violence.

### Women for the Future

- **Name of student group:** Women for the future.
- **Campus:** Guadalajara.
- **Description:** This student group expanded the scope of its project to create a regional program that promotes the participation of women in STEM. It is directly linked to the School of Engineering and the Science, and its goal is to have a positive social impact on girls living in vulnerable situations.

### Generation Equity

- **Name of student group:** HeForShe.
- **Campus:** Puebla.
- **Description:** A week that promotes a series of activities focusing on raising awareness about gender and reaffirming the UN's commitments to gender equity.



## Zona Shero: women and entrepreneurship

Zona Shero is a program that began at INCmty (<https://www.incmty.com/>) and focuses on supporting and consolidating the entrepreneurship of female students and other female entrepreneurs through an ecosystem based on sorority that is coordinated by the School of Humanities and Education. This ecosystem is a secure network that includes academics, mentors and investors.

Zona Shero focuses on 4 areas of action

- Entrepreneurial Autonomy
- Gender Equality
- Networks and Communities
- Profit, Planet and People

## Women in research

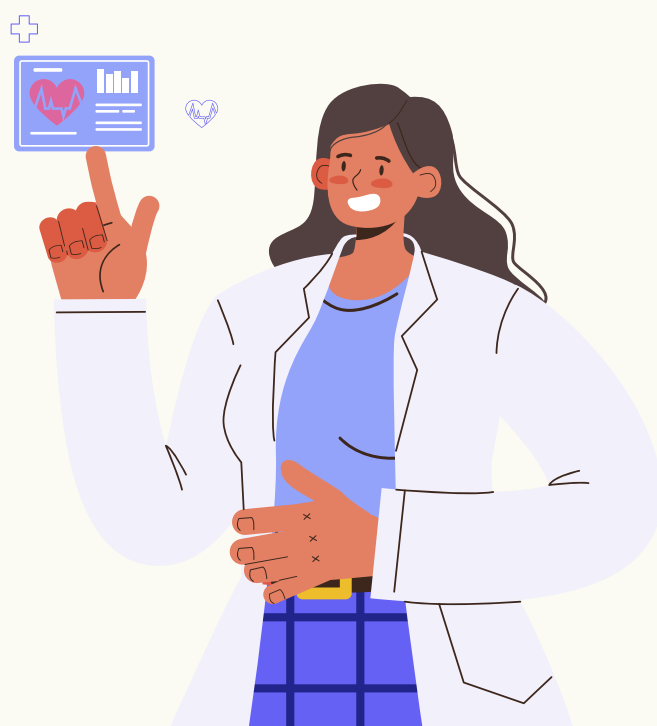
During 2021, the Tec de Monterrey had 672 faculty members who were part of the National Researcher System (SNI) coordinated by CONACYT. These researchers are leaders in their field and are assigned one of the three SNI levels.

Among the female researchers, there are 3 at Level III (the same number as last year), 24 at Level II and 98 at Level I (11 more than in 2020). Furthermore, there are another 79 female faculty members who are currently SNI candidates. This means that there is a total of 204 women working on research



In 2021, this network comprised a total of 4,000 women, 30% of whom were students, 35% entrepreneurs, 20% internal and external mentors, and 15% academics and employees.

The program has 27 agreements with other companies and organizations, 8 focused programs, and collaboration agreements with 8 campuses.



# INTERNATIONAL MEASURES TO BUILD A CULTURE OF PEACE

During 2021, we faced a number of major challenges. As an institution, we had the opportunity to participate in new projects that helped position us as an international benchmark in gender equality.

Below are some of the major highlights from 2021.

## Human dignity week

From October 18 to 22, 2021, we held our second Human Dignity Week under the slogan *A Focus on Dialog*.

We coordinated 4 keynote speeches, 2 workshops, 6 panels, 2 talks and a master class focusing on 5 key areas: Human Dignity, Diversity and Inclusion, Integrity, Human Flourishing, and Sustainability. We had two special guests from the University of California at Davis, Renetta Garrison, Vice-President for Diversity, Equity and Inclusion; and Joana Regulska, Vice-President and Dean of Global Affairs.

Furthermore, in collaboration with the Museum of Memory and Tolerance, we presented thematic conferences and offered virtual tours of the museum to a total of 1,609 people.

Human Dignity Week had 2,819 visits to its digital platforms and reached a total of 10,758 people.

The poster for Human Dignity Week 2021 features a blue background with white and pink text. At the top, it includes the logos for 'CENTRO DE RECONOCIMIENTO DE LA DIGNIDAD HUMANA' and 'UC DAVIS Global Affairs'. The main title 'Human Dignity Week 2021' is prominently displayed in white, with the subtitle 'Inclusive approach: transformative practices' below it. Three speakers are featured in circular portraits: Renetta Garrison Tull (Vice Chancellor of Diversity, Equity and Inclusion), Joanna Regulska (Vice Provost and Dean of Global Affairs), and Inés Sáenz (Vice President of Inclusion, Social Impact and Sustainability). The event is scheduled for Tuesday 19th October 2021 at 10:00 am UTC-6 (Mexico City time) and is available on the LIVE.TEC live.tec.mx platform. A note at the bottom states: 'The conference will be in English and there will be no sign language translation.' Logos for TecnoLogía de Monterrey, TecSalud, Universidad Tecnológica, and Soritec are at the bottom.

## International sustained dialog

For the first time during 2021, the Center for the Recognition of Human Dignity, in collaboration with Global Shared Learning Week, held the first sustained dialog forum with the Central University of Chile (UCEN).

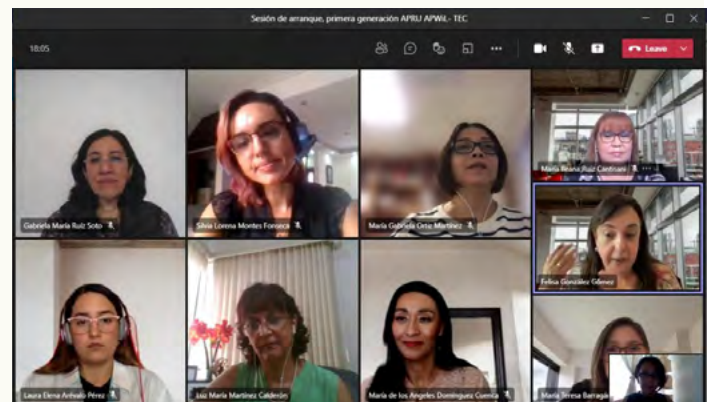
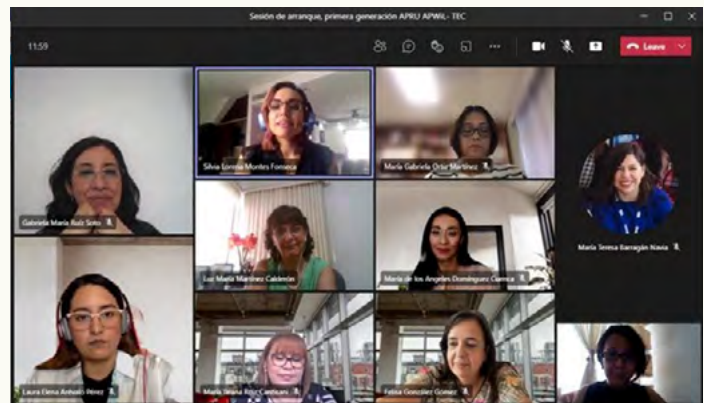
A total of 43 students and 21 moderators from both countries took part in the event, which focused on dialog regarding inclusive language.

## Asia Pacific Women in Leadership Mentoring Program (APWiL)

One of the core pillars of the APRU (Association of Pacific Rim Universities) international university consortium is to drive the leadership of women within the Pacific Rim through its Asia Pacific Women in Leadership (APWiL) mentoring program. This program, comprising 88 participants from 26 universities, offers international opportunities to promote empowerment, professional

growth and the development of women leaders who are members of the universities within the consortium.

5 female lecturers from the Tec de Monterrey's School of Engineering and the Sciences and the School of Medicine and Health Sciences, took part in the 2021-2022 program.



## EQUIPO DE TARGET GENDER EQUALITY - MÉXICO



## INTERNATIONAL MEASURES TO BUILD A CULTURE OF PEACE

### Global compact

During the second half of 2021, we forged an alliance with this United Nations program, which focuses on offering companies in Mexico the tools they need to drive positive change in the areas of equality, diversity and inclusion. This program is called the Global Compact.

This alliance was coordinated by the Center for the Recognition of Human Dignity to facilitate sessions throughout the year, offering training to more than 50 companies through a number of different modules.

### Culture of respect-NASPA

This two-year program brings together institutions of higher education that are committed to eradicating sexual violence on their campuses through self-assessments, review processes for institutional plans, and change strategies.

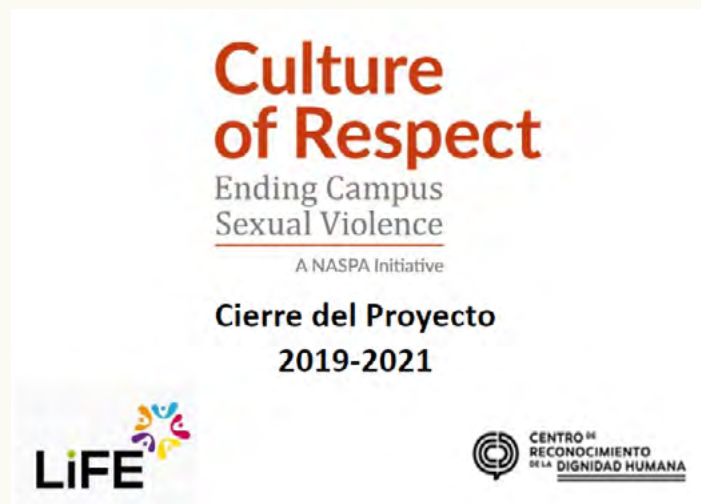
At the end of 2021, the campuses that participated in this initiative - Monterrey and the State of Mexico – presented the results and advances they had achieved during the two-year period.

Below are some of the general conclusions they found:

- The Tec de Monterrey was the first Mexican university to take part in this project.

- During these 2 years, we were able to take part in a number of webinars with other universities, allowing us to identify best practices and obsolete practices.
- We had a team of leaders from both campuses that was involved in the strategy development process.
- From 2019 to 2021, we successfully made advances in policies (updating the Gender Violence Protocol), transparency (transparency reports) and self-assessment processes (process improvement).
- Both campuses face challenges with regard to continuing to develop strategies to support survivors. This implies the use of inclusive language, the support offered (and the evaluation of said support), the creation and operation of different groups, and the building of training spaces for peer groups.

We will continue with the participation of 2 other campuses for the period comprising 2022-2024 in order to reaffirm our commitment to continue consolidating a culture of respect within the Tec community.



## QUEREMOS ESCUCHARTE

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

ETHOS: <https://letica.mx/ethos?locale=es>

E-mail addresses to report cases of gender violence:

[escuchandote@itesm.mx](mailto:escuchandote@itesm.mx)

[escuchandote@tecmlenio.mx](mailto:escuchandote@tecmlenio.mx)

E-mail addresses for general contact purposes:

[CentroDignidadHumana@itesm.mx](mailto:CentroDignidadHumana@itesm.mx)

[CentroDignidadHumana@tecmlenio.mx](mailto:CentroDignidadHumana@tecmlenio.mx)

Website:

[tec.mx/dignidad-humana](http://tec.mx/dignidad-humana)

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

At the time of writing, the world is continuing to face a pandemic and a war in Ukraine, to mention just two situations that are currently affecting all of us. What we have lived through has changed the traditional way in which we connect and reconnect. At this crossroads for humanity, we would invite every single member of our community, and all those reading this report, to shift their focus in order to see and recognize the human dignity in every person.

As an educational institution, we play a fundamental role in driving deep-rooted social changes, which is why, at the Tecnológico de Monterrey, we have focused on tackling gender equality and building safe spaces that are free from violence. Our institution has become much more aware and more sensitive to these issues. We are jointly responsible for creating new realities, and we need solidarity, compassion and the empathy of each and every person in order to live together.

We now have the Center for the Recognition of Human Dignity, a space that is committed to driving transcendental social and cultural changes that have a positive impact on us.

Given that this problem is not a visible one, nor is it one that openly discussed, we would like to invite you to continue reflecting on the gender inequalities that you see in your everyday lives in order to eradicate them. We trust our community is committed to building a safer institution.

All that is left for us to do is to thank those who have provided information, collaborated and made this document possible. Its publication means that we must continue working to ensure that everyone at the Tecnológico de Monterrey feels safe and free from gender violence and discrimination.





# DIRECTORY OF THE CENTER FOR THE RECOGNITION OF HUMAN DIGNITY



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# DIRECTORY OF THE TEC DE MONTERREY SUPPORT POINTS

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# DIRECTORY OF TECMILENIO SUPPORT POINTS

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# GLOSSARY

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- **Collectives:** Groups, mainly comprising women, that adopt a critical approach and organize themselves based on a common political goal to help benefit other women and themselves. They are neither formally incorporated nor institutionalized.
  - **Student Groups:** Groups created and run by the student community that focus on creating spaces and dialog regarding areas such as leadership, introspection, community support, gender and diversity, among other issues.

## 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.

- **Rape:** This refers to vaginal, anal or oral penetration, of a sexual nature, of the body of another person without that person's consent, with any part of the body or an object, including using physical violence and putting the victim in a situation in which they cannot refuse or in which they are forced to accept out of fear.
- **Gender violence:** This refers to acts or omissions, deemed to be violent or discriminatory on the grounds of gender or sex, perpetrated by an individual or a group of individuals against another person, leading to physical, sexual, psychological or moral damage.
- **Violence in general:** This is any act perpetrated against another person, group of community that may cause psychological damage, injuries or even death.
- **Sexual violence:** This is any act or behavior that demeans or damages the body or sexuality of another person, and which, as such, impinges upon their freedom, dignity and physical integrity. In some cases, this type of violence may be accompanied by an abuse of power stemming from the position of authority exercised by the person reported or alleged perpetrator over the person filing the report.

### 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.

# ABOUT THE TECNOLÓGICO DE MONTERREY

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The Tecnológico de Monterrey (<http://www.tec.mx>) is a private, non-profit multicampus university system. Since it was founded in 1943, it has been renowned for its academic excellence, educational innovation, entrepreneurship and internationalization, not to mention its industry and employer outreach programs and its large-scale capacity. It has campuses in 29 cities in Mexico, more than 67,000 undergraduate and postgraduate students, almost 7,000 faculty members, and more than 26,000 high-school students and 2,500 high-school teachers. It has been accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (SACSCOC) since 1950. According to QS World University Rankings

(2022), it is ranked 161st in the world and 30th among private universities in the world. The QS Graduate Employability Rankings (2022) ranked it 1st in Latin America and 26th in the world. The Times Higher Education Latin America University Rankings (2022) ranked it 4th in Latin America, and it is the only university outside the USA to feature in the Top Schools for Entrepreneurship Ranking (2022) from Princeton Review, and Entrepreneur ranked it 6th in terms of its undergraduate entrepreneurship programs. It is a member of numerous prestigious international networks, including the Association of Pacific Rim Universities (APRU), Universitas 21 (U21) and The Worldwide Universities Network (WUN), among others.

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