

APPROVED
in the Riga Graduate School of Law
27 January 2025 Senate meeting
Decision No. 4

RGSL Diversity, Non-Discrimination and Inclusion Policy

Preamble

Study processes, research, exchange of knowledge and international activity as well as openness to the new ideas at the Riga Graduate School of Law (hereinafter – RGSL) create an environment, where different people with different ideas and approaches meet.

The purpose of RGSL diversity, non-discrimination and inclusion policy (hereinafter – Policy) is to ensure equal, tolerant and inclusive study, work and co-operation environment where everyone feels accepted and can fully enforce his/her professional, academic and social purposes.

1. Terms used in the Policy

1.1. Diversity – acceptance and promotion of individual differences in study and work environment as well as in co-operation projects, by including or involving people from different societal groups.

1.2. Societal groups – groups of people, which differ according to family status, age or generation, gender, health condition, including disability, language, ethnic affiliation, skin colour, place of origin or State affiliation, sexual orientation, gender identity, neurodiversity, education tradition, social economic status, length of work experience or qualification as well as religious and political conviction.

1.3. Direct discrimination – person's or concrete societal group's restriction of rights, denial and/or different, including less favourable, treatment in a comparable situation in connection with the fact that a person or a societal group possess one of the generally recognized indications of prohibition of discrimination or, in other words, indications that characterizes the concrete group and which cannot be changed by it.

1.4. Indirect discrimination – person's or concrete societal group's placement in especially unfavourable situation in comparison with other group in an apparently neutral situation (with a legitimate rule, criterion or practice). Manifests in situations, when a person is denied of the rights

to enforce his/her rights because of belonging to a concrete societal group, however, the opportunities or gains of the concrete group are not equal.

1.5. Non-discrimination – ensuring equal opportunities, rights, access to resources and/or status.

1.6. Management of diversity – set of conscious activities, which has the purpose to recognize, support and positively assess the differences of persons or societal groups, by employing them as opportunities of the organisational development.

1.7. Inclusion – set of conscious activities for the purposes of promotion of diversity, which has the purpose to ensure equal opportunities or access of resources to different societal groups and/or especially these groups, who need additional effort and/or resources to employ the offered opportunities, or in other words those societal groups, which are subjected to higher risks of social exclusion or discrimination.

2. General provisions

2.1. The Policy prescribes the basic principles, purposes and measures of the higher education institution as well as responsibilities in the following fields:

2.1.1. prevention of discrimination and review of cases of discrimination;

2.1.2. ensuring of equal opportunities;

2.1.3. promotion of diversity and inclusion.

2.2. RGSL bases its operation on the human rights prescribed by the Universal Declaration of Human Rights, the Constitution of the Republic of Latvia (Satversme) as well as the Constitution of the RGSL and Development Strategy. The principles and measures included in the Policy have been developed and are enforced by observing:

2.2.1. The RGSL Code of Ethics;

2.2.2. UN Sustainable Development Goals;

2.2.3. Principles of UN Global Compact.

2.3. The Policy is applicable to the RGSL students, academic personnel, visiting lecturers, employees as well as Board members. The RGSL ensures prevention of discrimination and observance of principles of equal opportunities with respect to the RGSL student applicants, candidates for office, visitors, contractors, clients, suppliers, co-operation partners and other involved persons or their groups related to the RGSL functions.

2.4. The RGSL rector once in three years prepares a review for the Board on the accomplishments and results related to the diversity in the higher education institution, by marking of what can be done in the next period in order to continue developing the RGSL as a higher education institution where everyone is welcome and can enforce his/her potential.

2.5. Roles and responsibilities:

2.5.1. RGSL rector and its delegated person is responsible for the compliance of the Policy with the requirements of external normative acts, enforcement and supervision of enforcement;

2.5.2. RGSL rector in co-operation with the programme directors is responsible for introduction of the principles established by the Policy to the visiting lecturers, by organising different events and implementing purposeful activities;

2.5.3. RGSL director is responsible for introduction of the principles established by the Policy to the general personnel by organising different events and implementing purposeful activities;

2.5.4. RGSL programme directors are responsible for introduction of the principles established by the Policy to the students, by organising different events and implementing purposeful activities;

2.5.5. RGSL Erasmus+ coordinator is responsible for introduction of the principles established by the Policy to the incoming students by organising different events and implementing purposeful activities;

2.5.6. RGSL students, academic personnel, visiting lecturers and employees can express the dissatisfaction with the implementation of the Policy, by filing a complaint in accordance with the Regulations for Review of Complaints and Proposals at RGSL and by informing the RGSL director;

2.5.7. RGSL students, academic personnel, visiting lecturers and employees are responsible for observance of the principles established by the Policy as well as reprimand and informing of the cases of inadequate activity, which is contrary to the principles of the Policy, including cases of a suspicion of inadequate activity.

2.6. The Policy can be reviewed upon a substantive proposal by any student or its group, employee and representative of academic personnel or its group submitted to the RGSL rector.

2.7. The Policy is published at the RGSL homepage.

2.8. In order to assess the effectiveness of the enforcement of the Policy, one regularly measures:

2.8.1. the number of educational events whose purpose is to promote the principles of diversity, non-discrimination and inclusion;

2.8.2. the number of persons, who participate at the events whose purpose is the promotion of principles of diversity, non-discrimination and inclusion.

3. Prevention of discrimination and review of cases of discrimination

3.1. The prevention of direct and indirect discrimination is an important precondition for the enforcement of principles and purposes prescribed by the Policy.

3.2. RGSL stands firm against discrimination, differential treatment, denial or equal opportunities and/or any kind of intolerance against a person or group of persons, including outside the higher education institution in accordance with the indications of differences/indications of discrimination prescribed by the Policy. The Policy understands differential treatment and intolerance as verbal, written humiliation or sexual harassment.

3.3. RGSL creates all possible conditions in which discrimination and differential treatment is impossible as well as ensures possibilities of reporting when encountering the said occasions.

3.4. RGSL ensures justice in reviewing the cases of discrimination.

3.5. In order to prevent possibilities of discrimination and differential treatment, the RGSL is carrying out the following measures:

3.7.1. organises regular educational events, including campaigns, studies, discussions, focal groups and other activities on the identification of discrimination and covert discrimination, action in these situations and everyone's right not to face discrimination;

3.7.2. includes question of prevention of discrimination and differential treatment in the training of new employees and introductory studies of students;

3.7.3. stipulates clear algorithms of activity in situations for people who face discrimination themselves or are witnesses to such a situation, or in case of suspicion of such a situation;

3.7.4. develops the culture of confidants in the higher education institution, who can help to deliver emotional support for people in situations of discrimination and offense.

4. Prescription of equal opportunities

4.1. RGSL stands up for and ensures equal opportunities to employ the prospects offered by the higher education institution, where the sole criterion of evaluation of person's professional competence, qualification and performance.

4.2. RGSL ensures:

4.2.1. equal rights and opportunities for personal and professional growth in the higher education institution for representatives of academic personnel and employees in accordance to their academic and professional qualification;

4.2.2. equal opportunities for everyone to get involved and with their work contribute to the development of studies, research and other activities by the higher education institution;

4.2.3. equal treatment towards each candidate, who runs for office at the RGSL, during students admission and study work as well as equal opportunities for students to study;

4.2.4. just evaluation of student performance in the basis of clear and openly defined study outcomes and methods of evaluation.

4.3. RGSL ensures prospects of career and equal remuneration for women and men in all groups of age and society, promoting gender equality and preventing age discrimination.

4.4. RGSL ensures accessibility of environment and services for people with movement disability as well as within the limits of possibility permanently carries out activities to create environment that would be more accessible for people with other health disorders.

5. Promotion of diversity and inclusion

5.1. RGSL is aware that representatives of certain societal groups have more difficulties to get involved in the job market or begin/continue studies and they are subjected to higher risks of social exclusion. Therefore, the RGSL assumes the incentives to find a solution for the inclusion and creation of opportunities for the representatives of these groups.

5.2. To promote diversity, inclusion and encouragement, the RGSL carries out the following measures:

5.2.1. organises regular educational events, including campaigns, studies, discussions, focal groups and other activities on the questions of diversity and inclusion in order to promote comprehension;

5.2.2. includes questions of diversity and inclusion in the training of new employees and introductory studies for students, as well as popularise the principles of the Policy and promotes their enforcement in the everyday work and processes in the structural units;

5.2.3. organises activities and events for getting to know cultural traditions and differences of different societal groups, for the purposes of developing comprehension;

5.2.4. involves the representations of different societal groups and other students and employees in discussions and preparation of proposals for the amelioration of diversity management in the higher education institution;

5.2.5. ensures supportive work environment and conditions (for example, flexible working hours), carries out improvements (for example, accessibility), adjusts benefits for the balance of work and private life in order to attract representatives of concrete societal groups;

5.2.6. ensures inclusion of people with disability and special needs into the RGSL.