

OFFICIAL ZERO TOLERANCE DECLARATION

International LGBTQIA+ Pride Day

On the occasion of International LGBTQIA+ Pride Day, the Vall d'Hebron Institute of Oncology shows its commitment to diversity and equality.

The centre is committed to providing support and protection for the rights of people who are lesbian, gay, bisexual, transgender, intersex, queer or other related identities, and will guarantee zero tolerance towards any type of discrimination, harassment or violence against this group, as it does with all other groups that form part of our institution.

At the VHIO, we recognised the importance of creating a safe, inclusive and respectful working environment for everyone, whatever their sexual orientation, gender identity or gender expression may be. For this reason, we undertake to:

- **Foster inclusion and diversity:** developing policies and practices that promote equality and respect for all, ensuring that all voices are heard and valued.
- **Raise awareness and provide training:** offering continual training for our staff on sexual and gender diversity, as well as on the importance of respect and inclusion.
- **Provide support:** creating support spaces for LGBTQIA+ persons within the organisation, as well as facilitating access to specific resources and services and drafting a prevention and action protocol to tackle any workplace harassment of said group.
- **Promote visibility:** celebrating and providing visibility for important dates on the LGBTQIA+ calendar, such as International Pride Day, in order to recognise the group's struggles and successes.

On this day, we wish to reaffirm our commitment to equal rights and dignity for all. We are proud to form part of a community that values diversity and actively works for a fairer and more inclusive future.

At VHIO, we celebrate diversity and we are committed to equality.

Signed

The VHIO Equality and Diversity Committee

VHIO's Management Direction

28 JUNE 2024