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APPROVED  
by Rīga Stradiņš University  
01.04.2025 Rector's Decree  
No. 1-PB-2/174/2025

# **Basic Principles of Diversity, Equality and Inclusion at Rīga Stradiņš University**

Diversity, inclusion, equality, respect and non-discrimination are fundamental guidelines of Rīga Stradiņš University (hereinafter referred to as RSU) and are in line with the basic principles of the RSU Code of Ethics. RSU is one of the most modern universities in the Baltics, offering students a wide range of study programmes in healthcare and social sciences. A positive attitude towards diversity, equality and inclusion is an integral part of RSU's daily operations.

RSU has a strong research foundation, and it has been repeatedly recognised as a reputation leader in the reputation survey of institutes of higher education (research company Kantar) in Latvia, as well as it has gained international recognition. At RSU, respect is shown to each individual, regardless of their individual characteristics. According to RSU's strategy, its values are **People, Team, Result and Loyalty**, which are based on equality, equal rights and an inclusive environment. RSU's mission is to ensure an equal and inclusive study and work environment where each person can achieve their professional and academic goals. Diversity of RSU employees is an invaluable asset to use different experiences and competences, whereby the role of diversity continuously increases profitability and strengthens RSU's position as an attractive employer.

According to the RSU Human Resources Policy, performance of employees is evaluated based on results. RSU is committed to fostering a respectful and equal treatment of individuals from diverse social groups and promoting an inclusive culture within the University.

The basic principles of diversity, equality and inclusion are implemented at RSU on a daily basis and an inclusive, safe working environment is cultivated from the very first day of work. Positive attitude towards diversity, equality and inclusion are an integral part of RSU's day-to-day activities. A student's or an employee's gender or any other personal characteristics are not considered factors in decision-making. Employees are provided with opportunities for growth, access to information systems, and the necessary information to perform their employment duties, regardless of their gender.

## **1. Basic principles of diversity, equality and inclusion**

1.1. RSU shall include the following measures for the implementation of the basic principles of diversity, equality and inclusion:

- 1.1.1. Prevention of discrimination, violence and examination of such cases.
- 1.1.2. Work-life balance and organisation culture.
- 1.1.3. Equality, diversity and inclusion of employees.

- 1.2. Discrimination based on a person's gender, race or ethnic origin, religious beliefs, disability, age and sexual orientation, political, philosophical or religious opinions, social origin, material, family or health condition or other reasons shall not be permitted at RSU.
- 1.3. RSU shall ensure implementation and monitoring of the specified basic principles, as well as update them as necessary.
- 1.4. The fundamental principles of diversity, equality and inclusion may be revised following a reasoned proposal to the Rector by any student, employee or academic staff.
- 1.5. Any issue related to gender equality can be addressed by sending an email to [dzimumulidztiesiba@rsu.lv](mailto:dzimumulidztiesiba@rsu.lv)

## **2. Prevention of discrimination, violence and examination of such cases**

- 2.1. RSU is against any kind of violence, it is incompatible with the values set out in RSU strategy. Any RSU employee, student may report on any form of violence, whether the person involved is a victim of violence or an eyewitness to violence.
- 2.2. RSU practises a Zero tolerance approach. Violence of any kind, including sexual violence and violence based on the gender of the victim, shall not be tolerated and compatible with RSU values. Zero tolerance approach refers to harassment at the workplace, or in areas related to work responsibilities, as well as outside the usual workplace (seminars, business trips, etc.). Likewise, Zero tolerance approach applies to the electronic environment (internal communication means, information systems, etc.).
- 2.3. Any RSU employee, student is responsible that any complaint, if brought on the basis of a person's gender or other type of violence, is made in a timely manner so that each situation is investigated as soon as possible.

RSU employees or students are invited to mandatory submit complaint regarding an alleged offence:

- 2.3.1. By sending an email to [ierosinajumi@rsu.lv](mailto:ierosinajumi@rsu.lv).
- 2.3.2. By submitting information in oral or written form in person to the Quality Assurance and Internal Audit Department at the RSU Central Building, 16 Dzirciema iela.
- 2.4. The Quality Assurance and Internal Audit Department, upon receipt of a complaint regarding a situation of violence based on a person's gender or any other form of violence, shall inform the gender equality specialist, who shall further examine the complaint and

engage the appropriate staff. Each complaint is subject to restricted access status, which provides that the information included in the complaint such as the applicant, personal data, evidence of violence of any kind, is restricted access information and shall be processed in compliance with the RSU Privacy Policy.

2.5. Any RSU employee may provide information regarding a potential violation that may harm the public interest, if the person considers this information to be true and it has been obtained by performing employment duties or by establishing lawful relationships related to the performance of employment duties:

2.5.1. By completing the whistleblower report form and emailing it to [trauksme@rsu.lv](mailto:trauksme@rsu.lv).

2.5.2. By submitting the form personally to the RSU Whistleblowing Commission or by post with the indication “Whistleblowing Commission”.

2.6. For the promotion of the well-being of RSU employees and students, within the framework of existing funding, the support of a psychologist/psychiatrist is provided, which can be received both individually and within the framework of the team.

### **3. Work-life balance and organisation culture at RSU**

3.1. Work-life balance is part of RSU culture. RSU shall provide support to ensure that the quality of the work is high and that it does not interfere with the employee’s personal life.

3.2. RSU may, if necessary and in agreement with the employee’s immediate superior, propose several solutions to promote work-life balance:

3.1.1. Flexible working hours, while retaining the working time specified in the employment contract, may be agreed upon to set the start and end times of the working day at the employee's convenience.

3.1.2. A part-time employment contract may be offered if the employee needs to allocate more time to personal priorities.

3.1.3. Remote work may be offered, if appropriate, in agreement with the employee’s supervisor, with provisions for access to information and internal systems.

3.2. RSU, by supporting staff and students with children (aged three to seven), provides a children’s playroom “Crèche” where students and staff can leave their children every working day and on Saturdays up to four hours.

3.3. According to the Remuneration policy, RSU defines clear principles for determining the remuneration of staff, makes weighted and equal remuneration-related decisions within

the framework of existing financial resources, as well as ensures efficient use of the financial resources allocated for remuneration.

3.4. The employee's remuneration is determined by evaluating the position in which the employee is employed. The monthly salary shall be reviewed in accordance with the procedures specified in internal regulatory enactments. The procedures for determining the remuneration of a position shall be precluded in accordance with certain basic principles, such as:

3.4.1. Internal justice of the organisation – similar basic salary is fixed in positions of comparable value, subject to the assessment of the position.

3.4.2. Competitiveness on the labour market – competitive basic salaries are determined according to remuneration in other higher education institutions in similar positions in Latvia, as well as taking into account labour market trends in Latvia in general and the conditions of competition at regional level.

3.4.3. Compliance of the competence and behaviour of the employee with the operational and strategic development goals specified by RSU.

3.4.4. Compliance of the determined basic salary level with RSU financial opportunities and remuneration budget.

3.5. In accordance with RSU Human Resources policy, the recruitment process respects the provision of equal opportunities to all current and potential RSU employees regardless of a person's gender, race, religion, political belonging or marital status. The recruitment process is open and fair, giving equal opportunities to all candidates.

3.6. During the recruitment procedure, the gender of the employee or any other form of discrimination shall not be admitted; instead, the applicant's skills, competences and overall suitability for the position shall be assessed.

3.7. During the recruitment competition, all candidates who meet and are assessed according to the announced competition criteria shall be addressed in accordance with the principle of equality without subgrouping the candidates by gender or any other features beyond the control of the candidate (sex, race, age, sexual orientation, etc.).

3.8. RSU provides career opportunities and equal remuneration for women and men in all age and society groups, promoting gender equality and preventing age discrimination.

3.9. RSU implements equal treatment both by informing about the opportunities offered by the University to study, work and collaborate, and by evaluating compliance in accordance with the equal criteria based on performance, skills and knowledge.

#### **4. Final provisions**

4.1. The basic principles of diversity, equality and inclusion shall apply to RSU students, academic and general staff.

4.2. RSU shall organise educational events for staff regarding ethics and its role at the University, as well as ensures participation in mandatory training organised by RSU.

4.3. The Basic Principles of Diversity, Equality and Inclusion at RSU is a document signed by the Rector and publicly available to any interested parties on the RSU website.