Diversity, equality, and inclusion policy

Must reads Guía para la orientación en el uso de lenguaje inclusivo Last modified Tuesday the 25th of February, 2025

This policy proposes to establish and encourage in a transversal and coordinated manner a culture in *Banco de la República* (the Central Bank in Colombia) focused on diversity, equity, and inclusion, under the following commitments:

- To promote gender equality and inclusion through recruitment and selection processes, promotion and professional development, training and compensation based on objective criteria and under equal conditions.
- To respect and defend the staff's human rights.
- To value the diversity of human talent and promote inclusive work environments at all levels of the organization.
- To offer non-discriminatory treatment, opportunities, and benefits, regardless of sex, gender, ethnicity, sexual orientation, and special abilities, among others, seeking to eradicate potential inequalities.
- To develop initiatives to prevent, address, punish, and eradicate workplace and sexual harassment at the Bank.
- To promote a free-of-violence work environment that favors respect and good interpersonal relationships at all levels of the organization.
- To promote balance between work, family, and personal life, as well as the co-responsibility of men and women in family care and attention.
- To promote initiatives for different interest groups that contribute to reduce the gender gap.

Fuente: https://d1b4gd4m8561gs.cloudfront.net/en/transparency/diversity-equality-inclusion-policy