

## ZERO TOLERANCE COMMITMENT REGARDING SEXUAL HARASSMENT, GENDER-BASED HARASSMENT, AND OTHER BEHAVIORS CONTRARY TO SEXUAL FREEDOM AND MORAL INTEGRITY IN THE WORKPLACE

Through this Commitment, **Donostia International Physics Center Foundation** expresses its **zero tolerance** for the presence, within its entire organization, of any conduct constituting **sexual harassment, harassment based on sex**, and other behaviors contrary to **sexual freedom and moral integrity** in the workplace.

Likewise, the Foundation firmly and explicitly states its **commitment not to tolerate** any form of **discriminatory practice** considered as harassment on the grounds of **sexual orientation, gender identity, and/or gender expression** within the organization. Any conduct of this nature is **expressly prohibited**.

Donostia International Physics Center Foundation emphasizes its **commitment to the prevention of and response to** sexual harassment, gender-based harassment, and other conduct contrary to sexual freedom and moral integrity in the workplace, in **any of their forms**. This includes informing all personnel providing services within the organization—whether direct staff or from other companies or organizations—about this commitment. It also applies to individuals who, while not having a formal employment relationship, provide or may come to provide services or collaborate with the Foundation (e.g., interns, individuals undertaking non-labor training, volunteers, and self-employed professionals associated with the organization).

Furthermore, Donostia International Physics Center Foundation undertakes to **make known** the existence of the **Protocol for the Prevention and Action Against Sexual Harassment, Gender-Based Harassment, and Other Conducts Contrary to Sexual Freedom and Moral Integrity in the Workplace** to all companies or organizations from which personnel working for the Foundation may originate. It will also emphasize the **mandatory compliance** with this protocol.

By committing to the measures contained in the aforementioned Protocol, Donostia International Physics Center Foundation **publicly expresses its proactive stance**. This includes prevention—through awareness-raising and informing about behaviors not tolerated by the organization—dissemination of best practices, and implementation of all necessary measures to manage complaints and reports in this regard. Additionally, the Foundation is committed to resolving each case appropriately.

Donostia/San Sebastián (Gipuzkoa), July 21, 2025



**Ricardo Díez Muiño**  
Director

## MAIN REGULATORY FRAMEWORK OF REFERENCE

### National Legislation

- **Organic Law 3/2007, of March 22**, on the effective equality of women and men.
- **Law 12/2022, of July 12**, on comprehensive equality of treatment and non-discrimination.
- **Organic Law 10/2022, of September 6**, on comprehensive guarantees of sexual freedom.
- **Law 4/2023, of February 28**, on the real and effective equality of trans people and the rights of LGBTI individuals.
- **Royal Decree 1026/2024, of October 8**, implementing planned measures for equality and non-discrimination of LGBTI persons in companies.
- **Law 31/1995, of November 8**, on the Prevention of Occupational Risks.
- **Organic Law 10/1995, of November 23**, of the Criminal Code.
- **Royal Legislative Decree 2/2015, of October 23**, approving the revised text of the Workers' Statute.
- **Law 2/2023, of February 20**, on the protection of individuals reporting regulatory breaches and fighting corruption.

### Autonomous Community legislation of the Basque Country

- **Legislative Decree 1/2023, of March 16**, approving the revised text of the Law for the Equality of Women and Men and Free Lives from Gender-Based Violence Against Women.
- **Law 4/2024, of February 15**, on non-discrimination on the grounds of gender identity and recognition of trans people's rights.