

APPROVED

By the resolution No. AT-03 of the Vilnius  
Business College Academic Council dated  
June 5, 2024

## VILNIUS BUSINESS COLLEGE'S NON-DISCRIMINATION POLICY

### I. GENERAL PROVISIONS

1. Vilnius Business College (hereinafter – the College) is committed to ensuring that all members of its community – students, lecturers, administrative staff, and visitors – are treated fairly and equally. The College opposes any manifestation of discrimination, defamation, or hate speech within its territory.

2. The College's Non-Discrimination Policy (hereinafter – the Policy) has been prepared in accordance with the Constitution of the Republic of Lithuania, the Law on Equal Opportunities of the Republic of Lithuania, the Labour Code of the Republic of Lithuania, the Law on Science and Studies of the Republic of Lithuania, and the Charter of Fundamental Rights of the European Union.

3. Key terms used in this Policy are understood as follows:

3.1. **Discrimination** – direct or indirect restriction of the rights of an individual or group due to age, gender, sexual orientation, race, ethnicity, language, religion, beliefs, disability, social status, or other characteristics.

3.2. **Harassment** – unwanted behavior intended to insult, demean, or intimidate a person.

3.3. **Mobbing** – systematic, long-term psychological pressure or hostile behavior in the workplace or study environment.

3.4. **Hate speech** – publicly expressed ideas or opinions inciting discrimination, hostility, or violence.

4. This Policy applies to all College employees, students, third-party representatives, partners, and other persons providing services or participating in the College's activities.

### II. NON-DISCRIMINATION OBJECTIVES

5. The main objectives enshrined in this Policy are:

5.1. To promote equality and inclusion in all aspects of the College's activities;

5.2. To prevent any instances of discrimination, harassment, mobbing, or defamation;

5.3. To ensure that all community members feel safe and respected;

5.4. To guarantee equal opportunities for all members to study, work, and develop;

5.5. To raise awareness among community members on human rights and equal opportunities.

### III. NON-DISCRIMINATION PRINCIPLES

6. The main principles of non-discrimination are:

6.1. **Age:** the College prohibits age-based discrimination in all academic and administrative processes.

6.2. **Gender and sexual orientation;** gender or sexual orientation shall not affect individual rights and opportunities at the College.

6.3. **Race and ethnicity:** the College ensures that race or ethnicity is not a basis for discrimination.

6.4. **Disability:** persons with disabilities have the right to adapted study and work conditions.

6.5. **Faith and beliefs:** the College respects different religious and other belief systems, ensuring that they do not become a source of discrimination.

6.6. **Social status:** no one may be discriminated against because of economic or social background.

#### **IV. PREVENTIVE MEASURES**

7. The College undertakes the following measures to implement the objectives of this Policy:

7.1. **Training:** provide ongoing training for staff and students on non-discrimination principles and their importance.

7.2. **Clear guidelines:** provide clear instructions on how to act in cases of discrimination, including complaint procedures.

7.3. **Psychological support:** ensure necessary psychological assistance for victims of discrimination.

7.4. **Information and communication:** the Policy is publicly available on the College website and presented during meetings and introductory sessions.

#### **V. IMPLEMENTATION RESPONSIBILITY**

8. The supervision and updating of this Policy is carried out by the Academic Ethics Committee, consisting of lecturers, administration, and student representatives.

9. The College Director is responsible for implementing preventive measures and communication.

10. All cases of discrimination identified in this Policy are examined by an independent (impartial) commission formed by the College Director's order. The commission is established based on impartiality, diversity, competence, and confidentiality principles, ensuring that its members are not directly related to the case. It includes students', lecturers', and administration's representatives.

#### **VI. COMPLAINT PROCEDURES**

11. All complaints regarding discrimination, harassment, or mobbing must be submitted in writing. The commission must start an investigation within 5 working days and make a decision no later than 20 working days.

12. Confidentiality is ensured during the complaint review process.

13. Decisions may include recommendations, mediation, disciplinary actions, or forwarding information to external institutions (e.g., the Equal Opportunities Ombudsperson of the Republic of Lithuania).

14. Complaints may be appealed to the College Director or the Equal Opportunities Ombudsperson.

## **VII. SANCTIONS**

15. For violations of this Policy, disciplinary measures may be applied (warning, reprimand, dismissal from duties or studies), as provided in the College's General and Academic Code of Ethics, Study Regulations, Work Rules, or other internal regulations.

16. In cases of serious violations, law enforcement or other supervisory institutions are informed.

## **VIII. FINAL PROVISIONS**

17. This Policy is reviewed every two years and updated as needed.

18. All College community members must be informed about this Policy and its amendments.

19. By implementing this Policy, the College aims to create a safe, respectful, and inclusive academic community where each person can realize their potential free of discrimination or prejudice.