



I CTT'S LGTBIQ+ PLAN

Negotiating commission

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1. Introduction

Diversity and inclusion are fundamental values for excellence in research and innovation, as reflected in the overall objectives of the Gender Equality Strategy in Science (EIGEC). In this regard, CTTC is committed to ensuring a safe, respectful, and discrimination-free environment for all individuals, regardless of their gender identity, sexual orientation, gender expression, or sexual characteristics.

This LGTBIQ+ Plan aims to promote equal opportunities, prevent any form of discrimination, and foster an organizational culture based on respect and diversity. It also sets out concrete measures to ensure that LGTBIQ+ individuals at CTTC enjoy the same conditions and opportunities to develop their professional careers in a safe and inclusive environment.

The implementation of this plan aligns with legal and institutional frameworks that promote the rights of LGTBIQ+ individuals and responds to the need to create workplaces and research environments where everyone can express themselves freely without fear of discrimination or harassment.

With this commitment, CTTC takes a step forward to becoming a benchmark in promoting diversity and inclusion in the scientific and academic fields.

2. Legal framework

LGTBIQ+ plans in research centers and other institutions fall within a set of regional, national, and international regulations that establish rights, protection measures, and mechanisms to ensure the equality of LGTBIQ+ individuals. The main applicable regulations include:

Law 11/2014, of October 10th, to guarantee the rights of LGTBI individuals and to eradicate homophobia, biphobia, and transphobia, establishes:

- The obligation of public administrations and other institutions to ensure equality and non-discrimination of LGTBI individuals.
- Specific measures in areas such as education, health, employment, and research.
- The application of sanctions in cases of discrimination or violence against LGTBI individuals.
- The promotion of protocols and equality plans in institutions and organizations, including research centers.
- The obligation of companies to respect the equal treatment and opportunities of LGTBI individuals and adopt measures to avoid any type of workplace discrimination. These measures must be subject to negotiation and, if applicable, agreed with workers' legal representatives (Article 20).

Law 4/2023, of February 28th, for the real and effective equality of trans individuals and to guarantee the rights of LGTBI individuals, establishes:

- The prohibition of any type of discrimination is based on sexual orientation, gender identity, or gender expression.
- The obligation for companies and institutions (public and private) with more than 50 people to adopt measures to ensure the equality of LGTBI individuals.
- The establishment of anti-harassment protocols for LGTBI reasons in workplace and academic settings.

Royal Decree 1026/2024, of October 8th, develops a set of measures to ensure equality and non-discrimination of LGBTI individuals in the workplace, in compliance with Article 15.1 of Law 4/2023. It outlines how companies must implement such measures.

In addition to Catalan and Spanish legislation, there are several European Union directives that promote LGBTIQ+ equality and non-discrimination, such as:

- **EU Strategy for LGBTIQ+ Equality 2020–2025**
- **Charter of Fundamental Rights of the EU**, which prohibits discrimination based on sexual orientation.

3. Conceptual framework

Definition of concepts:

- **Sexual orientation:** A person's physical, sexual, or emotional attraction. This may be heterosexual (attraction to individuals of a different sex), homosexual (attraction to individuals of the same sex), or bisexual (attraction to individuals of different sexes—not necessarily in the same way, at the same time, or with the same intensity).
- **Gender identity:** One's internal, personal experience of their own gender, which may or may not align with the sex assigned at birth.
- **Gender expression:** The external manifestation of a person's gender identity, such as behavior, clothing, voice, or appearance.
- **Trans person:** A person whose gender identity does not align with the sex assigned to them at birth.
- **Sex characteristics:** Refers to intersex people, who are born with sexual characteristics (such as anatomy, reproductive organs, hormone patterns, and/or chromosomal patterns) that do not fit typical binary definitions of male or female bodies.

3. Measures

Equal treatment and non-discrimination clauses

CTTC is committed to ensuring equal treatment and opportunities for all employees, without discrimination based on sex, sexual orientation, gender identity or expression, or sex characteristics. To this end, any form of direct or indirect discrimination in access to employment, training, professional promotion, working conditions, remuneration, and termination is explicitly prohibited. CTTC will adopt specific measures to prevent and eliminate situations of discrimination, harassment, or unfair treatment against LGTBIQ+ individuals, including awareness-raising and training actions for all staff.

Likewise, a respectful and inclusive work environment will be guaranteed, and secure, confidential reporting mechanisms will be established for affected individuals. These measures will be developed in collaboration with the legal representation of employees and will be periodically reviewed to ensure their effectiveness.

Measures to guarantee equal access to employment

These measures aim to establish clear and fair criteria in selection processes, avoiding any kind of sexist stereotypes, LGTBIQ+phobia, or discrimination based on sexual and gender diversity.

- Adopt hiring and promotion practices based on merit and competencies, with no discrimination based on sexual orientation, gender identity or expression, sex characteristics, or family status.
- Provide training and awareness-raising for those responsible for selection processes. In the case of external processes, it must be verified that the entity and the team apply an inclusive perspective towards LGTBIQ+ individuals, especially trans people. This requirement must also be specifically included in the contractual clauses with the external entity.

- Ensure the right to privacy during selection processes, avoiding intrusive questions about personal and family life, and refraining from requesting information that violates this principle. It is strictly forbidden to ask about sexual orientation, gender identity or expression, and sex characteristics during hiring or promotion processes. It is also forbidden to request personal data that could lead to discrimination under current legislation.
- Only training or suitability for the job will be considered, regardless of the person's sexual orientation or gender identity or expression, with special attention to trans individuals as a particularly vulnerable group.

Measures to ensure equal classification and professional promotion

- To ensure that the work experience of trans employees is equitable to the rest of the workforce, data management and certification will consider the need to avoid disadvantaging trans people in promotion processes.
- Any action or consideration related to professional classification and promotion that involves direct or indirect discrimination against LGTBQ+ individuals will be considered null and void.
- Professional classification and training must be based on objective criteria, ensuring that LGTBQ+ individuals can develop their careers under equal conditions.
- The experience of trans employees must be treated equitably, avoiding any disadvantage in the handling of data or documentation that could negatively impact their professional advancement.
- It is forbidden to ask questions about sexual orientation, gender identity or expression, and sex characteristics in selection and promotion processes.

Measures to create diverse and inclusive work environments

These measures aim to promote diversity within the workforce and ensure safe work environments free of LGTBQ+phobic behaviors, through specific protocols against harassment and violence.

- Review facilities to ensure inclusivity, such as gender-neutral restrooms.
- Promote the use of inclusive and respectful language regarding diversity in both internal and external communication, by adopting a specific guide and distributing it to all staff.
- Incorporate the conceptual framework and related measures regarding harassment based on sexual orientation, gender identity or expression, and sex characteristics into the existing protocol for sexual and sex-based harassment at the research center.
- Develop a specific support protocol for trans individuals to manage gender transition situations, including personalized support measures, flexibility in working hours, and leave for medical or administrative needs.
- Disseminate the developed protocols and relevant reporting channels to ensure they are clear and accessible.
- Promote workforce heterogeneity to create diverse, inclusive, and safe work environments. Protection against LGTBQ+phobic behavior will be guaranteed, especially through protocols for preventing and responding to harassment and violence against LGTBQ+ individuals.
- Leave and social benefits: These aim to ensure that all employees, regardless of their sexual orientation or gender identity, have equal access to leave, social benefits, and rights, recognizing the diversity of family structures.

For example: Discrimination based on sexual orientation, gender identity or expression, or sex characteristics is prohibited in access to leave, licenses, and social benefits such as health insurance, canteen access, or any other advantages granted to all staff.

Disciplinary regime

Any behavior that violates sexual freedom, orientation, gender identity, or expression of employees will be considered a very serious offence.

Measures to ensure equal access to employment Objective: To adopt recruitment and promotion practices based on merit and skills, without any kind of discrimination, including sexual orientation, gender identity or expression, sex characteristics, or family status.	MEASURE Nº1: ACTION DESCRIPTION Include a field in the recruitment software and onboarding form where candidates can specify the pronoun they wish to be addressed with (Female, Male, or Others).
RESPONSIBLE	HR
TIMELINE	First quarter of 2026
RESOURCES	HR staff/recruitment software
MONITORING INDICATORS	Evidence that the option to select pronouns has been integrated into the software

Measures to ensure equal access to employment	MESURA Nº2: ACTION DESCRIPTION Include the LGTBIQ+ community in the calls for the “Women in STEM” program.
RESPONSIBLE	Direction
TIMELINE	Third quarter of 2026
RESOURCES	Direction/Quality program
MONITORING INDICATORS	Evidence in the call

Measures to guarantee equal professional classification and promotion	MEASURE Nº3: ACTION DESCRIPTION
Objective: To ensure that the work experience of trans employees is equitable, and that no questions regarding sexual orientation, gender identity or expression, or sex characteristics are asked during recruitment or promotion processes.	HR will develop the best practice guide to avoid bias when formulating interview questions by the selection committee.
RESPONSIBLE	HR/ Selection committees
TIMELINE	Third quarter of 2025
RESOURCES	Cost/staff time
MONITORING INDICATORS	Guide document on best practices to ensure equal classification and promotion for trans individuals

<p>Measures to create diverse and inclusive work environments</p> <p>Objective: To foster diversity in staffing and ensure safe work environments free from LGTBQI+-phobic behaviors, through specific protocols against harassment and violence.</p>	<p>MEASURE Nº4: ACTION DESCRIPTION</p> <p>Adapt CTTC restroom signage to inclusive symbols.</p>
RESPONSIBLE	Negotiating committee/Institutional relations
TIMELINE	Second half of 2026
RESOURCES	Cost/staff time
MONITORING INDICATORS	Inclusive restroom signage implemented at CTTC
	<p>MEASURE Nº5: ACTION DESCRIPTION</p> <p>Review the gender-neutral language guide.</p> <p>Identify in third person (singular and plural) how each person wishes to be referred to.</p> <p>Publish this information in “Hercules” (internal system) so it can be reflected in reports.</p>
RESPONSIBLE	HR
TIMELINE	Fourth quarter of 2025
RESOURCES	HR staff time
MONITORING INDICATORS	Updated version of the inclusive language guide
	<p>MEASURE Nº6: ACTION DESCRIPTION</p> <p>The monitoring committee will ensure that at least on the following days, a news item or email is sent to commemorate the occasion:</p>

	<ul style="list-style-type: none"> - 17 May – International Day Against LGTBIQ+ Phobia - 28 June – LGTBIQ+ Pride Day
RESPONSIBLE	LGTBIQ+ Plan Monitoring Committee
TIMELINE	Annual
RESOURCES	Members of the committee
MONITORING INDICATORS	Records of the communication sent
	MEASURE Nº7: ACTION DESCRIPTION Training and awareness-raising activities for the entire CTTC staff.
RESPONSIBLE	HR Department / LGTBIQ+ Plan Monitoring Committee
TIMELINE	Annual
RESOURCES	Members of the committee / HR staff
MONITORING INDICATORS	Evidence of training and communication activities carried out