

# Equality and principles

The Higher School of Strategic Planning (WSPS) in Dąbrowa Górnicza shares and implements in its educational activities and methods of education principles and standards of respect for human rights, dignity and equality. In line with the principles of anti-discrimination and anti-bias, the WSPS shares the position of systematizing the whole process within the administrative framework. WSPS will strive to effectively and successively oppose manifestations of discrimination, violence and intolerance motivated by various factors occurring within the framework of social interactions.

WSPS' policy strongly condemns any discrimination based on origin, sex, age, religion, religion, disability and gender identity. WSPS tries not only to counteract existing prejudices, but also emphasizes education in this area, both employees and students as part of their educational process. The anti-discrimination standard is valid throughout the WSPS.

All administrative units of the WSPS are subject to binding regulations and regulations. The goal of anti-discrimination policy is to ensure the quality of education as part of European and democratic values. WSPS undertakes to enforce this standard strictly. The activities of the anti-discrimination standard refer to all aspects of the WSPS' activity, starting from the recruitment process, through the years of studies, obtaining educational effects and research.

Pursuant to these laws and regulations, WSPS undertakes to:

1. Prevention of discrimination
2. Organizing educational meetings in this area
3. Responding to all forms of discrimination and violence
4. Promoting anti-discriminatory and affirmative actions for people who felt affected by intolerance.

These tasks, the WSPS will implement through systematic and successive publishing of information, both on the website and on information boards located at the University. WSPS also undertakes to establish a university body for equal treatment, by way of a resolution, aimed at counteracting discrimination and to control the process of implementation of these principles. The administrative body will include the WSPS' authorities together with the Rector and the Dean of the Social and Medical Department. The university also aims to create a training process that places a particular emphasis on anti-discrimination education, i.e. an assessment and organization of a comprehensive program that will monitor cases that can be assessed.

The Higher School of Strategic Planning in Dąbrowa Górnicza also aims to eliminate the resulting differences and results and implement a comprehensive compensation program as part of compensatory measures. Along with the evolution of the education process, the WSPS anticipates the evaluation of anti-discrimination activities.

The tasks of the anti-discrimination standard will contribute to the University's authentication in the light of applicable legal provisions. In addition, the University introducing relevant provisions adapts them to the requirements of the European Union, in which the standard is universally applicable. The anti-discrimination standard allows you to improve the organizational culture of the University. The application of principles and standards in this area means that WSPS participates actively and practically in the process of combating inequalities and discrimination, leading to significant social changes in this field.

The anti-discrimination policy, as the WSPS believes, will definitely affect its harmonious development and the future perspective of further actions in which it is foreseen, among others international and intercultural contacts, cooperation with people from often different, different civilizational and cultural circles.

All employees of the WSPS, each administrative unit were informed and trained on the implementation of the anti-discrimination standard. The standard has been in force since its establishment.