

# DEI & WSH Trainings



# Diversity, Equity, and Inclusion (DEI)



## Diversity

It is the sum of social, cultural, and identity attributes that individuals possess. This allows recognizing that each person is unique and valuing those differences.



## Equity

It consists of providing equal access to opportunities through understanding the differentiated needs and characteristics of each individual.



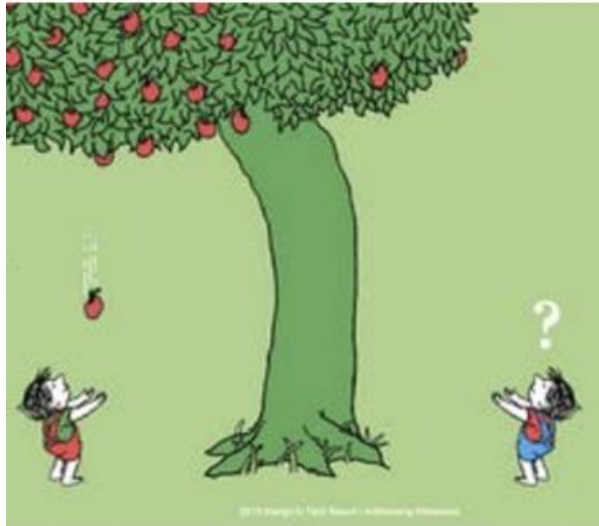
## Inclusion

It is the experience individuals have in the workplace based on the appreciation and respect for their particularities and equal access to opportunities.

# Ejemplo

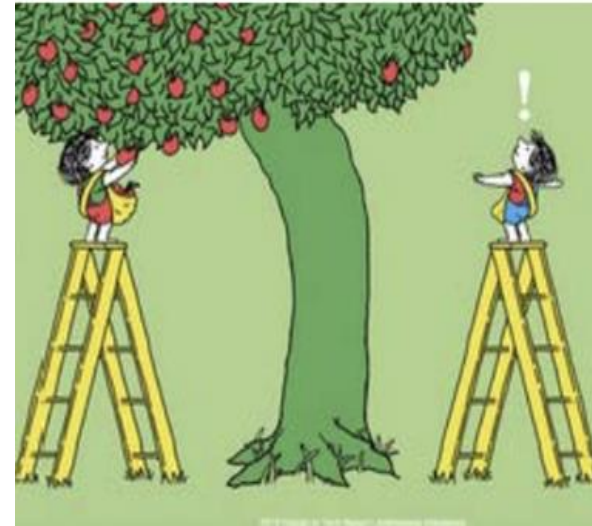
## Inequality

Access to diverse opportunities



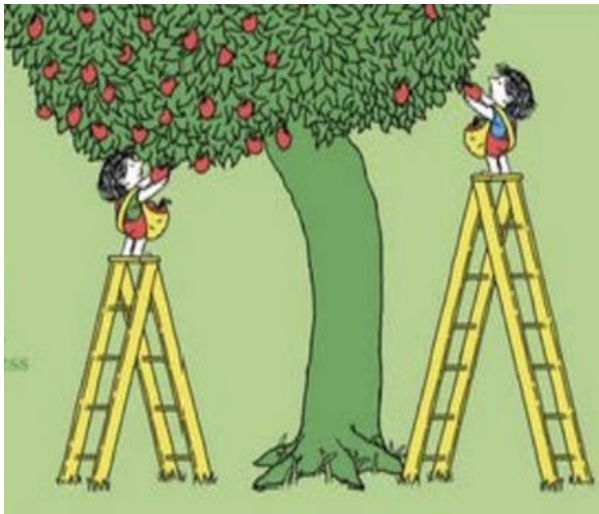
## Equality

Tools and support distributed evenly



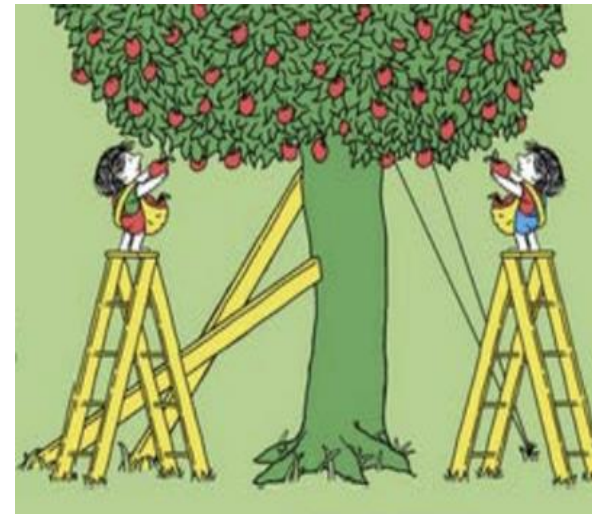
## Equidad

Personalized tools that identify and address inequality



## Justice

Rectifying the system to provide equitable access to tools and opportunities:  
Personalized tools that identify and address inequality.



# Strategic Objectives of DEI

## **Workplace Sexual Harassment:**

Raise awareness among leaders and employees to prevent situations of discrimination and workplace sexual harassment.

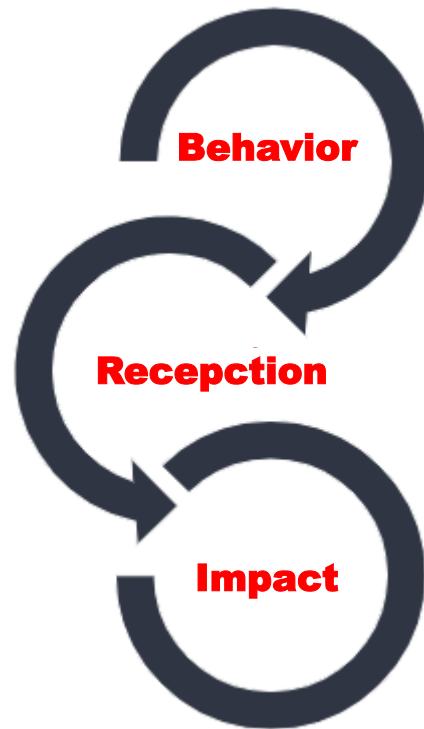
## **Female Leadership:**

Empower female leadership through professional development programs.

## **Personalization of Benefits:**

Customize wellness programs for FFVV/Contact Center.

# Workplace Sexual Harassment



- Physical, verbal, and/or non-verbal. Sexual or sexist.
- It does not need to be repeated.
- It can occur in any space: inside or outside the workplace, third-party facilities, or virtual spaces.
- It does not require direct intention.

- Behavior unwanted by the person it is directed towards (unwelcome, unsolicited, non-consensual).
- It is not necessary to prove rejection of the behavior.

- Behavior can: (i) create a hostile, intimidating, or humiliating environment; or (ii) affect their work or educational situation.
- These consequences are not necessarily required.

# Examples

It is normal for men to talk like that, don't make a fuss

Sexist Conduct

Wear that dress to see that client

Sexual Conduct



WE ARE PART OF

ELSA

espacios laborales sin acoso

It is a community that seeks to create strategies for preventing workplace sexual harassment. That is why this year a survey was launched to be able to diagnose that issue.

# Reporting Channels

In case we wish to report or the affected person wishes to do so, here are the RIMAC channels:

## **Integrity Channel**

[rimac@canaldeintegridad.com](mailto:rimac@canaldeintegridad.com)  
[www.canaldeintegridad.com/rimac](http://www.canaldeintegridad.com/rimac)  
[ac](http://www.canaldeintegridad.com/rimac)  
219-7104 (option 2)

## **Labor Relations Management**

Relaciones.laborales@rimac.com.  
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