

Policy of Equality and Non-Discrimination

In the principles and guidelines that embody the Equality and Non-Discrimination Policy of Nove de Julho University (UNINOVE) values and references of action are instituted, in which includes a clear guidance for: i) equality rights in access to employment and the work; ii) prohibition of any kind direct or indirect of discrimination; iii) continuous search anti-harassment and anti-discrimination.

Equality in access to employment and work

The Nove de Julho University (UNINOVE) maintain efforts to provide a fair treatment and opportunities for employees with equality in access to employment, namely in the selection requirements area and hiring conditions, and at the workplace, where all employees have opportunity to develop their careers to strengthening and improving competence and capacities through equitable education programs. Aware of the valorization of specifics and generics competences, UNINOVE identifies fairly and clear the employees with potential and talent to come to assume roles of increased responsibility and complexity.

Employee management is guided toward attainment better performances, encouraging development and personal improvement, motivating and ensuring support whenever necessary and rewarding in a transparent way and equality of conditions the accomplishments that distinguished and contributed of a more relevant way for the institution results. The payment of employees is exclusively defined in accordance with their roles and achievement level of established goals, according to wage proportion of 1 to 1 between men and women with duties and equivalent responsibilities.

Forbid any kind of direct or indirect discrimination

Regardless of the respective hierarchical level or responsibility, all employees act fairly, refusing any situation of forced labor, modern slavery and trafficking in human beings, as well refusing any kind of discrimination, regardless of ascendancy, age, gender, sexual orientation, civil status, family situation, genetic patrimony, physical condition, nationality, ethnic origin, religion, territory of origin, language, race, education, economic situation, origin or social condition, political or ideological convictions or trade-union membership.

As an institution that shares the Ten Principles of the Global Compact, proposed by United Nations, UNINOVE still recognize and supports the freedom association, the rights to collective bargaining of work agreements and rejects the occurrence of any kind of forced and compulsory labor, as well of child labor.

Continuous Anti-Discrimination

The university maintains a body of employees, designated by Human Resources to receiving and processing all and any kind of discrimination or harassment of underrepresented groups, including ethnics minorities, low-income students, non-traditional students, women, LGBT students, students with disabilities.

Furthermore, this same body of employees it is fit to offer recruitment programs to students / employees / underrepresented groups of teachers, detailing the logic for any anti-discrimination and anti-harassment policy appropriate in admissions, released on the university portal.

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