

## Diversity, Equity, and Inclusion (DEI) Policy

**Policy Statement:** SolBridge International School of Business is committed to maintaining an environment free from discrimination and harassment. This policy ensures that the “Cross-Cultural Competence” pillar of the GACCS framework is a protected right for all members of the community.

- **Scope:** This policy applies to all students, faculty, staff, and visitors of SolBridge.
- **Zero Tolerance for Discrimination:** Discrimination based on race, nationality, religion, gender, sexual orientation, or disability is strictly prohibited. This includes verbal harassment, physical gestures, and digital communication (cyber-bullying).
- **Inclusive Curriculum & Pedagogy:** SolBridge commits to a diverse curriculum that reflects global perspectives. Faculty are encouraged to use inclusive teaching methods that accommodate various cultural backgrounds and learning styles.
- **Equitable Access:** The institution provides equal opportunities for academic and professional advancement. Systemic barriers to inclusion are identified and addressed through the **Sustainability and ESG Committee**.
- **Digital Citizenship & Respect:** Members must maintain the same standards of politeness and inclusion in digital spaces (e.g., WhatsApp, KakaoTalk, LMS) as they do on campus. Hate speech in online forums is considered a violation of this policy.
- **Reporting and Non-Retaliation:** SolBridge maintains clear reporting channels for DEI violations. The institution guarantees protection against retaliation for any individual who voices concerns or participates in a DEI investigation.
- **Compliance:** Violations of this policy are subject to the SolBridge Code of Conduct and may result in corrective actions, up to and including termination or expulsion.