
Must reads

[Guía para la orientación en el uso de lenguaje inclusivo](#)

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This policy proposes to establish and encourage in a transversal and coordinated manner a culture in *Banco de la República* (the Central Bank in Colombia) focused on diversity, equity, and inclusion, under the following commitments:

- To promote gender equality and inclusion through recruitment and selection processes, promotion and professional development, training and compensation based on objective criteria and under equal conditions.
- To respect and defend the staff's human rights.
- To value the diversity of human talent and promote inclusive work environments at all levels of the organization.
- To offer non-discriminatory treatment, opportunities, and benefits, regardless of sex, gender, ethnicity, sexual orientation, and special abilities, among others, seeking to eradicate potential inequalities.
- To develop initiatives to prevent, address, punish, and eradicate workplace and sexual harassment at the Bank.
- To promote a free-of-violence work environment that favors respect and good interpersonal relationships at all levels of the organization.
- To promote balance between work, family, and personal life, as well as the co-responsibility of men and women in family care and attention.
- To promote initiatives for different interest groups that contribute to reduce the gender gap.