



Consejo Nacional para  
Prevenir la Discriminación



Mexico City, March 6<sup>th</sup>, 2015

## IFT INSTALLS ITS ETHICS AND INCLUSION COMMITTEE

- **The licensed body will promote a culture of integrity and practices of inclusion and non-discrimination in the workplace**
- **The Committee is integrated for workers of the Institute freely and secretly elected**
- **Ricardo Bucio, president of CONAPRED, attends the meeting as a special guest**
- **Developments are presented in terms of inclusion and design of the new IFT portal with accessibility features**

Today the Ethics and Inclusion Committee of the Federal Telecommunications Institute (*Instituto Federal de Telecomunicaciones, IFT*) was installed, its function will be to promote a culture of integrity and non-discrimination to allow a stimulating and participatory internal working environment, based on trust, dignity respect, diversity and equity, in order to contribute to the objectives and institutional goals.

The Ethics and Inclusion Committee of IFT was formed through the involvement of staff of the Institute, through a process of free and secret ballot. It is integrated by the Commissioner President of the Institute, Gabriel Contreras, Commissioner Adriana Labardini, representing the Plenary and workers of different hierarchical levels, in addition to the Head of the Unit of Administration, Mario A. Focil Ortega, who serves as Technical Secretary.

To the Installation session attended as a special guest, Ricardo Bucio Mújica, Chairman of the National Council to Prevent Discrimination (*Consejo Nacional para Prevenir la Discriminación, CONAPRED*), who offered to the attendees the "General Framework for the Prevention of Discrimination" conference, with the aim of providing the Committee members the biggest technical elements and knowledge on issues of inclusion, equality and non-discrimination.

As part of its first actions, the Ethics Committee noted the training activities to be undertaken to achieve an adequate knowledge and understanding of the Declaration of Principles and Code of Conduct approved by the Plenary of the Institute for all staff.



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Similarly, the actions the IFT has been conducting on inclusion were highlighted:

1. Monica Duhem, specialist in accessibility for people with disabilities, held a demonstration of the new interactive portal of the Institute, which will include accessibility features that will help to achieve the "W3C AA" certification. To be put into operation soon.
2. Installation of the Institute Committee for the Prevention and Treatment of Cases of Violence, which allows for a close and direct request for expressing grievances and receive orientation<sup>1</sup> for cases of workplace bullying, harassment and sexual harassment. Its aim is that people who live these forms of violence, count on a mechanism that allows them the access to justice.
3. Implementation of the Program of Educational Backwardness Abatement in the IFT, conducted in collaboration with the National Institute for Adult Education (*Instituto Nacional para la Educación de los Adultos*, INEA).
4. Design of the IFT Professional Service System so their benefits can be generally applicable to all staff, as well as, where appropriate, the spouse, cohabitant, concubine and any figure recognized by the applicable law for same-sex couples .
5. Paternity licenses and staff support to cover childcare and / or preschool.
6. Facilities that allow accessibility for people with disabilities, including: access ramps, handrails, bathroom facilities on each floor of offices located in accessible places and marked, elevators with call button with embossed symbols and some with Braille, easy operation and door lever handles, parking spaces for persons with disabilities, and international symbol signs of accessibility for people with disabilities.

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<sup>1</sup> Based on the "Intervention Protocol for harassment and sexual harassment" issued by the National Institute for Women (*Instituto Nacional de las Mujeres*, INMUJERES).



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The Federal Institute of Telecommunications (IFT) is the autonomous body entrusted with the regulation, promotion and supervision of the efficient performance of broadcasting and telecommunications sectors in Mexico, and also exercises, in exclusive manner, the authorities in matters of economic competition of such sectors pursuant to the Decree whereby several provisions of Articles 6, 7, 27, 28, 94 and 105 of the Political Constitution of the United Mexican States are amended and supplemented in telecommunications matters, published in the Official Gazette of the Federation on June 11<sup>th</sup> of 2013.

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