



Sustainable Development Goals

3 GOOD HEALTH
AND WELL - BEING





Volunteering: Prevention Campaign “Cuidando Mi Salud” [“Taking Care of my Health”]

DISTRICT OF CHORRILLOS

The faculty and students of the Dentistry, Medicine, Physical Therapy, Nutrition and Dietetics, and Psychology programs, along with the University Life department, joined efforts to conduct the “Cuidando mi Salud [Taking Care of my Health]” campaign, aimed at families from the No. 6094 Santa Rosa Educational Institution located in the district of Chorrillos. Additionally, Afro-Peruvian dances performed by the UPC Peruvian Dance Troupe delighted all the attendees. It was an entertaining activity framed in the “Encuentro con familias” [Meeting with Families] program, promoted by the Ministry of Education, which seeks to strengthen the relationship among the members of the educational community, as well as to foster learning and harmonic coexistence.



Volunteering: Prevention Campaign “Taking Care of my Health”



DISTRICT OF MANCHAY

This healthcare campaign where students of the School of Psychology and of different programs from the School of Health Sciences participated was aimed at children aged 3 to 5, teenagers and adults. They made early diagnosis of changes in the psychomotor development and postural (trunk and feet) problems, and provided adults with customized medical consultation. It benefited 109 children-teenagers and 61 adults, providing 190 specialized medical attentions.

Ten students and three professors of the Physical Therapy program participated in this activity held on June 23, 2019.

Voluntary Work at Paul Harris Shelter - Chincha



Students belonging to the Academic Excellence Group carry out learning missions in Chincha, Ica. In missions conducted on August 10 and 11, and December 14 and 15, 2019, the students visited the Paul Harris shelter, which serves high-risk girls and teenagers, and the preschool belonging to the Nuestra Señora de la Reconciliación [Our Lady of Reconciliation] solidarity center. In these institutions and with their populations, they do recreational activities, workshops; conduct craft classes, motivational talks and Christmas campaigns (in December). Furthermore, they run fundraising campaigns to enhance the centers.



UPC Loaned Sports Facilities for the Pan American Games - LIMA 2019



We became a training venue for the Pan American Games Lima 2019. We signed an agreement with the Lima 2019 committee through which our sports facilities were available to the delegations of different countries for their training, specially for the men and women football teams. To this end, the Lima 2019 Operations and Overlay team directly coordinated with the Villa Campus Operations team to determine flows and comply with the protocols established in both institutions.



Interprofessional Healthcare Campaign -Colegio Mayor Secundario Presidente del Perú [President of Peru High School]



On Sunday, May 19, students and professors from the Dentistry, Medicine, Physical Therapy, Nutrition and Dietetics, Psychology and Music programs, as well as UPC Volunteering program's students conducted the "Taking Care of my Health" campaign, aimed at students from the Colegio Mayor Secundario Presidente del Perú. In order to contribute to the good health status of Colegio Mayor students, and raise awareness of good habits of health and comprehensive health assessment, they worked together with the University Life Department in the school premises located at Centro Vacacional Huampaní [Huampani Vacational Center].

(DISTRICT OF CHACLACAYO)





VIVA vive valores [VIVA Live Values] – Educational Seminar

On November 26, the educational seminar called “Enfoque integral para fortalecer el bienestar en los colegios” [A comprehensive approach to strengthen welfare at schools] was held at the UPC auditorium, Salaverry campus, in alliance with Alicorp. The aim of this event was to be a space for information, trends and experiences on how to improve the educational community's welfare. The topic was addressed from different perspectives, such as neuroscience, nutrition, psychology, physical education and the importance of a kind treatment for a healthy development. The speakers were: Miguel Figueroa, biologist specialized in Neuroscience; Claudia Ontaneda and Emilio Lafferranderie, directors of the UPC Nutrition and Psychology programs; Carlos Zegarra, olympic judoka and sports consultant; Gustavo Rivara, MD., pediatrician and neonatologist of Clínica Delgado; and Killa Miranda, Director of the Regional Bureau for Education of Metropolitan Lima (DRELM).



Voluntary Blood Donation - UPC



Our country is currently among the the lowest-ranked Latin America countries in terms of voluntary blood donors. The World Health Organization's (WHO) goal is for all countries to obtain their blood supplies from voluntary donors by 2020. Consequently, it recommends that 2% of each country's population should donate blood in order to supply health care centers. However, according to the National Program of Hemotherapy and Blood Banks (PRONAHEBAS), Peru only reaches 1.2% .



Thus, in 2019, we had more than 1,600 registered donors and more than 900 accepted donors, of which 64% were women and 36% were men. Thanks to our volunteers, more than 2,700 patients were benefited at different local public hospitals.



Annual Fundraising for The Peruvian Cancer Foundation Ponle Corazón (“Put Your Heart Into It”)



UPC has maintained a close relationship with the Peruvian Cancer Foundation for many years. We support them in spreading their annual Ponle Corazón campaign, and we have also opened our campuses to raise funds. In 2019, the Corazón Solidario [Supportive Heart] fundraising campaign was taken to the Lima Central Tower offices participating all UPC members. The Institutional Image and Social Responsibility Management Office was responsible to give the money donated to the Peruvian Cancer Foundation in order to help them to attend their patients. This is UPC's contribution in the fight against cancer in accordance with Section 126 of the University Law.

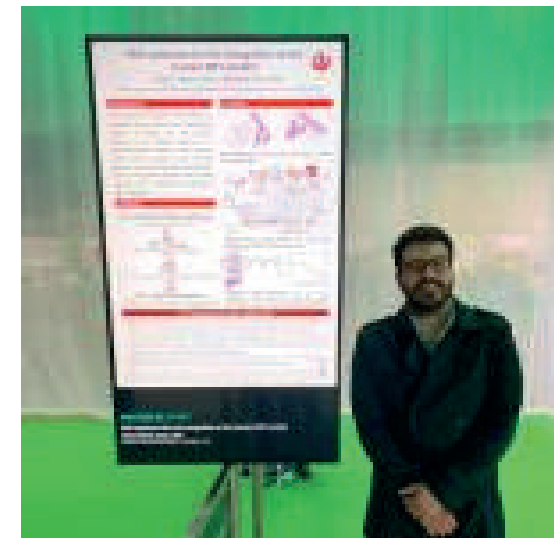


UPC Participated in European Researchers Meeting of Human Reproduction



Biologist Diego Florián Joseph, professor at UPC School of Health Sciences, presented his research “Aptámeros de ARN para el reconocimiento de la proteína SRY humana” [RNA aptamers for identifying the SRY human protein] in the last meeting for researchers of the European Society of Human Reproduction and Embryology. This presentation is part of a project selected in the 6th edition of the UPC Annual Research Incentive Contest (2018).

Florián's research involves the development of RNA molecules that identify and bind to the SRY protein. As this protein is present only in Y sperm cells, its detection could help distinguish Y sperm cells from the X ones, which would be a great advance in human reproduction research. “During my participation, I could meet people who are also dedicated to reproductive biology, and strengthen the relationship with other researchers. Moreover, I was a speaker in a group of experts in the area and made UPC's efforts known in assisted reproduction and embryology, a field in which we had not been present before,” said Diego Florián after his presentation.





Sustainable Development Goals

4 QUALITY
EDUCATION



International Congress of Educators



Committed to the Peruvian school teachers' development, UPC organized the 19th International Congress of Educators (CIE 2019): The Future of Learning, an event intended to put on the agenda the new education and innovation trends at schools by 2030. Renowned speakers from the Ministry of Education and international speakers participated in this congress.



Ibero-American Conference in Cyberpsychology



In November 2019, UPC , in collaboration with Universidad Católica Luis Amigo [Luis Amigo Catholic University] (Colombia), Universidad Internacional de Valencia [Valencian International University] (Spain), and Fundación Iberoamericana de Telemedicina [Ibero-American Telemedicine Association], organized the first Ibero-American Conference in Cyberpsychology. The aim of this academic event was to share experiences and best practices regarding the latest trends and advances in mental health technologies: online therapy, virtual reality and other digital resources. UPC participated in the Academic Committee (Mirian Grimaldo Muchotrigo, Ph.D.) and the dissemination of best practices and appropriate procedures to measure new technological phenomena that result from the interaction with new technologies (Speakers: Mirian Grimaldo Muchotrigo, Ph.D., Mario Reyes Bossio, MS; and Jossue Correa Rojas, Licentiate).



Leadership Program - Social Projects for the City



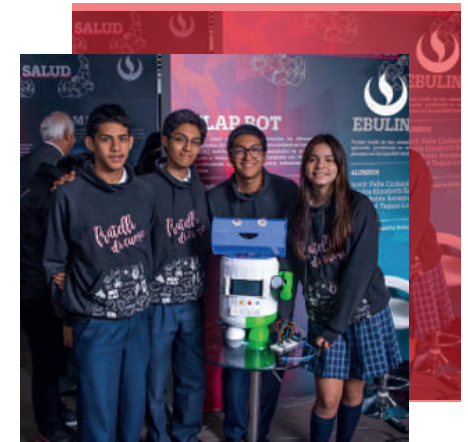
The Municipality of Lima participated in the presentation of 18 social entrepreneurship projects developed by 70 students of UPC Academic Excellence Group, as part of a leadership program promoted by this University. Through their entrepreneurship proposals, they offered sustainable solutions to the city's main challenges: environment, education, gender equality, the fight against poverty, among others. This program was developed throughout the 2019-2 term and ended with a 3-day boot camp, where students completed their proposals and presented them to the Municipality representatives.





Engineering Contest

This was an inter-school contest organized by UPC School of Engineering with the aim of promoting research among young people through new technology projects to improve people's quality of life. A total of 23 projects from different educational institutions were presented in the contest corresponding to health, social, environment and education categories. UPC students advised and guided these institutions throughout the whole project, both in the University facilities and in their own schools. As a result, 152 participants from 21 schools received customized advice in order to carry out their social-purpose science and technology projects.





Comprehensive Skills Development Program with Asociación Cultural D1 [Cultural Association D1]

Following its solid and steady commitment to the social development and transformation of Peru, UPC started the 6th. edition of the "UPC Comprehensive Skills Development Program", which benefits young people from Asociación Cultural D1. The aim of this program is to complement young people's artistic training to academic education that enhances their knowledge, competences, and skills.





Trasciende Perú [Transcend Peru] Congress

On December 9-10, 2019, UPC students of the Academic Excellence Group (GEA) organized the 5th. edition of the Trasciende Peru University Congress, which had as main topic "Social Entrepreneurship for Education". In this Congress, they discussed issues regarding Social Entrepreneurship and the different challenges for Education in our country. They learned first hand about entrepreneurs and NGOs that work to improve education from the angle of sustainable development, inclusion, educational innovation, etc. They participated in talks, discussion boards and group dynamics to seek multidisciplinary and innovative solutions to the complex problems of education in Peru. L.O.O.P, 20 Heroínas Peruanas, the Municipality of Lima, Innova Schools, Aprendo Contigo, the TEC de Monterrey and the School of Education participated as speakers in this academic event.



UPC Publishing House



Our purpose is to make knowledge visible, accessible, useful and valuable with every title we publish for the development of different members of society. The motto of our publishing house is: “We share knowledge”.

Agreements with publishing houses from international institutions

Universidad Nacional Autónoma de México [National Autonomous University of Mexico], Johns Hopkins University (United States), Universidad de Navarra [University of Navarra] (Spain), Universidad de Guadalajara [University of Guadalajara] (Mexico), Taylor & Francis Group LLC. Publishing House. – Routledge (United Kingdom) and Thames & Hudson Publishing House (United States).

Participation at international book fairs [IBF]

Buenos Aires IBF (Argentina), Bogotá IBF (Colombia), International University Book Fair FILUNI CDMX (Mexico), Salón Iberoamericano del Libro Universitario [The Ibero-American University Book Hall] SILU, Medellín (Colombia), Frankfurt IBF (Germany), Guadalajara IBF (Mexico).

Participation at national book fairs

Lima IBF, Book Fair in Cusco, Book Fair in Trujillo (La Libertad), Book Fair in Piura and Ricardo Palma Book Fair (Lima).

Participation at university fairs

Pontificia Universidad Católica del Perú [Pontifical Catholic University of Peru], Universidad Continental [Continental University] and Universidad Nacional de Ingeniería [National Engineering University].

29 coedited titles: present in 13 Latin American countries.

Member of EUPerú, chapter of Peruvian University and Academic Publishing



UPC Internationality



Internationality is one of the most important aspects in UPC students' education as its purpose is "to educate innovative leaders with a global vision, who can perform successfully anywhere in the world".

By accomplishing that mission, we already have excellent results. For example, we are the only Latin American university to be chosen by NCUK, a network of 16 leading UK universities. Thus, we can offer Peruvian young people direct access to the British Higher Education System through the innovative "UPC International Degrees" program. This strategic alliance between NCUK and UPC marks a new milestone in Peru's education sector.

In 2018, 21 students were the first to access this program. They continued their studies in UK universities such as Manchester, Leeds, Bristol and Sheffield.



Numbers in 2019

1611 students and 250 professors had the opportunity to gain an international experience. **413 international students and 193 international professors** arrived at UPC. Professors gave classes and hosted workshops, among other academic activities.



Sustainable Development Goals

5

**GENDER
EQUALITY**





Road to Gender Equality at UPC

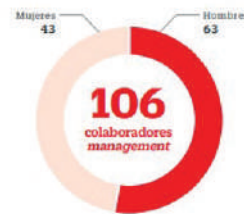
Gender equality implies taking into account the interests, needs and priorities of both women and men, recognizing their diversity. At UPC, we are convinced that we have taken a great step towards gender equality by applying the Peruvian national gender equality policy.



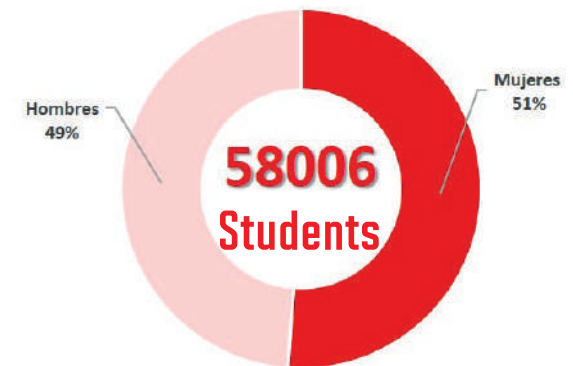
COLABORADORES AL 2019



DIRECTORES Y GERENTES HOMBRES Y MUJERES (MANAGEMENT Y NON MANAGEMENT)



STUDENTS AS OF 2019



Killa Peru, an Initiative That Works towards Gender Equality and Violence Prevention



Natalia Arbildo is one of the ten winners of the 9th edition of the event Protagonistas del Cambio (Protagonists of Change) organized by UPC and Killa Peru. This is a volunteering organization focused on gender equality and violence prevention issues, which seeks to strengthen citizen participation and help young people to train as agents of change for the development of social projects.

The name of Killa Peru evokes history as in Inca times a woman was represented by the Moon goddess (Killa), and a man by the Sun god (Inti). It is believed that during the Inca Empire, women played an essential role, which became secondary over time dragging various social inequalities in comparison to men. Thus, the Killa Peru association, born in Lambayeque, trains agents of change who fight for gender equality and violence prevention.



Currently, Killa Peru works on 4 lines of action:

Volunteering School for Equality: Training of volunteers in gender equality, violence prevention and development of social projects.

Social Projects: Planing and implementation of social projects focused on gender equality by the school's graduates.

Incidence in Social Policy : Actions to inform, raise awareness and encourage citizen participation. They have, for example, a TV block named "Ya No Más" (Not Anymore) on Cosmos TV.

Services: Organization of workshops and courses aimed at the general public related to equality and reduction of violence. Thanks to this activity, they get funds to finance entrepreneurships, and to continue with its training and volunteering activities.





Sustainable Development Goals

7 AFFORDABLE AND
CLEAN ENERGY





Solar Panels at Villa Campus

The purpose of UPC is to make good use of energy through solar panels in one of our facilities (Campus Villa). Solar panels are used to heat the pool water and provide electricity to the dressing rooms.



Collecting Plastic Lids and Caps

At UPC, we have special containers where all types of plastic lids and caps are kept. Once these containers are full, the material is collected and donated to a related institution.



Device Charger Station using Solar Panels

A UPC objective is to make good use of energy; there are stations for students, visitors, and staff to charge their phones, tablets, iPads, through cables, according to the type of input of the device. There are two stations installed at each of our four campuses.





Sustainable Development Goals

8 DECENT WORK AND
ECONOMIC GROWTH



Responsible Management - Certificate of Socially Responsible Company



The ESR® Distinction is an annually renewed award to those companies that have adopted a sustainable management and CSR culture. Policies and daily performance are recognized as management practices oriented to sustainable and responsible competitiveness. It allows evaluating the impacts on social, environmental and governance corporate matters through general and sectoral indicators. This is the only nationally recognized distinction directly related to best practices in sustainable development and social responsibility.



Gráfico 1 - Promedios generales: Los promedios generales por eje y promedio general obtenidos por las empresas participantes.

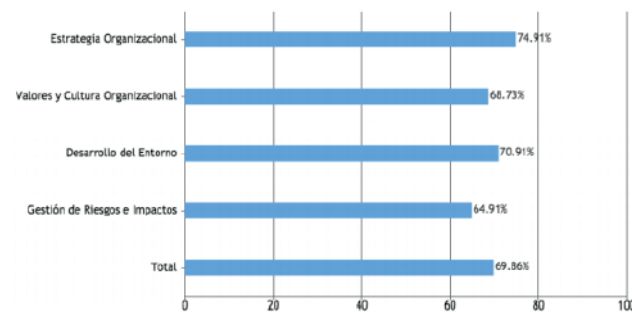
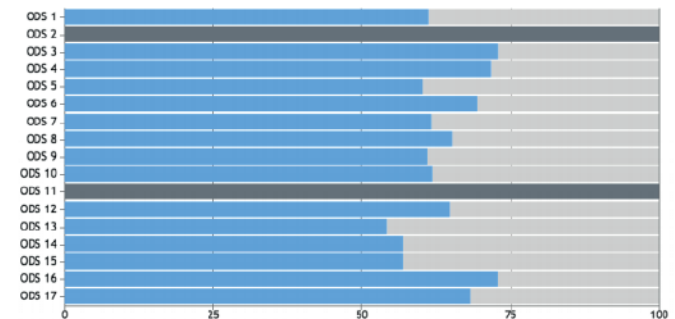


Gráfico 2 - Desempeño por ODS: Representación del desempeño promedio de todas las empresas participantes por ODS. No se visualiza el desempeño de las ODS en gris, ya que no se cuenta con información a través de los temas solicitados en los indicadores de la presente edición del Distintivo ESR®.





UPC Participated in the International Conference on Human Factors and Ergonomics

A UPC student delegation, led by professors Carlos Raymundo and Edgar Ramos, both from the School of Engineering, attended the 10th. edition of the International Conference on Applied Human Factors and Ergonomics and the Affiliated Conferences (AHFE 2019), held in Washington, United States. The UPC Research Department is responsible for promoting this type of participation, which seeks to consolidate our second place in research nationwide, which was obtained in 2019 (Scimago Ranking.)



UPC Certified by BCORP



We are certified by BCORP for the 2017 -2019 term after a rigorous evaluation process regarding governance, employees, community, environment and business model. With this new milestone, we demonstrate our solid and sustained commitment to social development and transformation of our country. Being a "Bcorp" institution, UPC reaffirms its purpose of solving social and environmental problems, according to its institutional mission to contribute to the transformation of our country by educating upstanding and innovative leaders with a global vision.



Protagonistas del Cambio [Protagonists of Change] Award



Since 2011, we have recognized and awarded the efforts of more than ninety young leaders due to their disruptive social initiatives, which have caused positive impacts on more than one million people in different regions of the country. The winners of this program receive academic support through leadership, innovation and entrepreneurship workshops, and join in an extensive national and international network of entrepreneurs with social impact through YouthActionNet® Global Network. Additionally, they receive continuous mentoring from experts in entrepreneurship and our own specialists. Finally, winners and their enterprises get the visibility they need to grow through national media.



WHO ARE WE? Protagonistas del Cambio (PDC) is a UPC sustainability program, launched in 2011 as a community outreach. It focuses on recognizing, making visible, training and strengthening social innovation among young agents of change in Peru.

WHAT IS OUR PURPOSE? To identify young people as growing agents of change and encourage them to scale up their social entrepreneurs, as well as to build a community of leaders with high-impact initiatives nationwide.

WHY DO WE DO IT? UPC recognizes the work of young people as agents of social change; thus, it makes efforts to motivate, encourage and promote entrepreneurs managed by young people and with a positive impact on the development of their localities.





Sustainable Development Goals

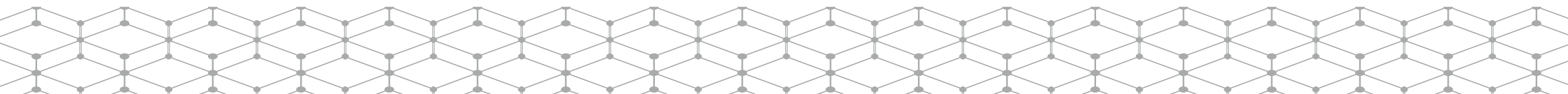
9 INDUSTRY,
INNOVATION AND
INFRASTRUCTURE



Creatividad Empresarial [Business Creativity] Award



For 24 years, this award has promoted the development of a culture of continuous innovation in Peru by recognizing products, services, processes or strategies that have achieved an enormous impact on the value generation within an organization, company or institution. This award is our way to contribute to that purpose, working in coordination with all Peruvian sectors and with organizations of all sizes. In 2019, Creatividad Empresarial continued to encourage and reward organizations that challenge themselves to contribute to Peru's development and growth.

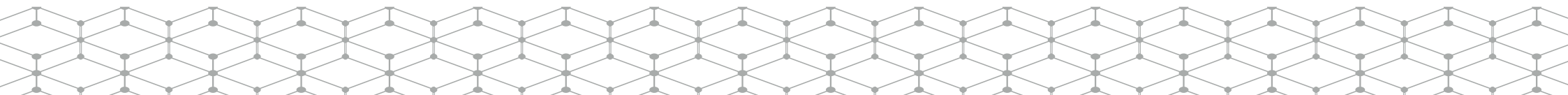




IMI To Improve Innovation and Competitiveness in Peru

In 2019, as part of the contributions of the Creatividad Empresarial Award -one of the university's social responsibility initiatives- the first measurement using the Innovation Maturity Index (IMI) is launched. Our president, Marisol Suárez, led the planning and implementation of this index to facilitate the progress of this issue in Peru. It seeks to analyze the current situation of different organizations regarding innovation in Peru, and to understand the strengths and the existing gaps in order to improve them. By doing so, it helps improve innovation and competitiveness in the country. This first index (IMI 2019) intends to reflect the progress of innovation practices through four major organizational dimensions, which are relevant to and have an impact on innovation maturity:

- Culture of innovation in the organization.
- Leadership and innovation strategy in the organization.
- Organizational skills to manage innovation.
- Organizational impact and results related to innovation.



StartUPC



As part of its action strategy, StartUPC offers the following three counseling tracks:

Business Innovation

Startups offering technological products and services to global markets.

Applied Research

R&D&i Projects, which can be applied to different industries.

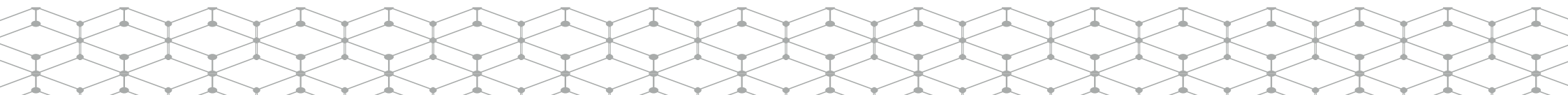
Social Innovation

Entrepreneurships with business models that address social and humanitarian problems in a self-sustaining manner.

The Ministry of Production, through the Innóvate Perú Program, announced a list of 84 entrepreneurships accepted in the seventh call of the Startup Perú Competition. In this last edition, 7 entrepreneurships presented by StartUPC, UPC business incubator, were selected. These initiatives will have access to non-refundable funds of up to PEN 140.000,00

- 12 beneficiaries in 4 years
- 32 incubated projects
- 90 entrepreneurs trained
- 130 jobs created by the development of startups

- USD 393,000 in funds raised by Startups in the program
- PEN 2 315 721.80 in sales
- More than 15 events organized with our support
- An in progress patent

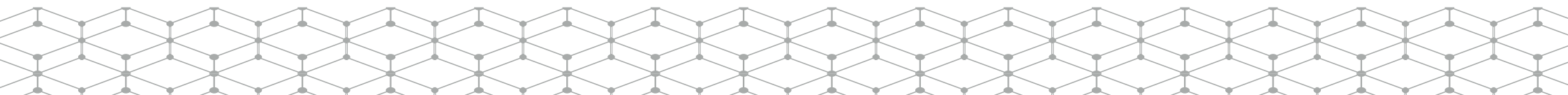


CFA Research Challenge: Delegation from the School of Business Ranked Second in National Competition



The CFA Institute Research Challenge is an annual global competition that provides university students with the opportunity to receive intensive training in financial analysis and professional ethics in finance. It tests each student's skills in carrying out rigorous financial analysis, valuating the share price of companies listed on the Lima Stock Exchange (BVL), preparing an ad hoc written report and using of oral skills to present their recommendations to a panel of judges (all CFA Charterholders), who act as investors. The working language is English. This experience provides students with a practical guidance to become financial analysts of companies' valuation.

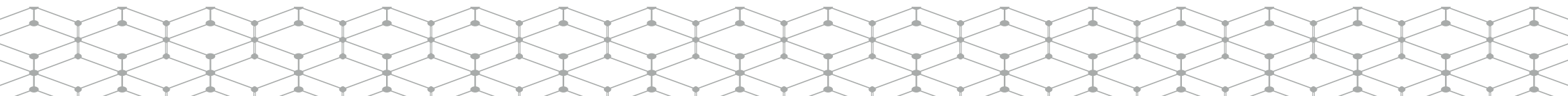
For the second year in a row, UPC School of Business participated in the CFA Institute Research Challenge Peru, a university competition organized by the CFA Society Peru and Lima Stock Exchange (BVL). On this occasion, the team from the School of Business, made up of three outstanding students from the Administration and Finance program, Grecia Vilafana, Marcelo Benavides and Mario Mujica, ranked second among 8 participating universities and 12 enrolled teams.





UPC Participated in IHMET 2019

Students from the UPC School of Engineering took part in the 1st. International Conference on Human Interaction and Emerging Technologies (IHMET 2019) held at the Université Côte d'Azur, France. IHMET is an organization that provides a global forum for presenting and discussing novel approaches, tools, methodologies, techniques, systems engineering solutions, sustainability, new generation of service systems, as well as safety, risk assessment, healthcare, and cybersecurity in both civilian and military contexts.





Launching of Mentor Crew

This is the first mentoring program for owners, founders and general managers of entrepreneurships in our country. It is a groundbreaking program that provides ongoing training and additional benefits such as UPC recognition, graduate school discounts, among others. The program has twenty mentors and is divided into two categories:

On Demand Mentors: Focused on the professionals who will provide services according to each participant's requirements.

Main Mentors: Part of the regular training program.

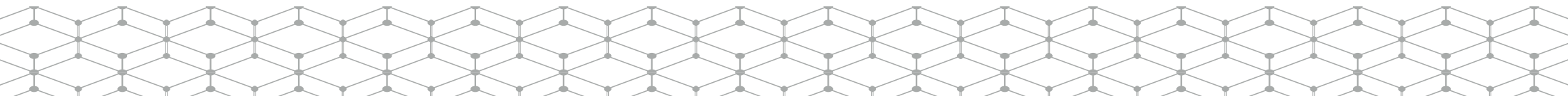




International Entrepreneurs Summit Powered by StartUPC



More than 700 people attended the three-day event. We worked on three lines of action: Social Innovation, Business Innovation and Digital Manufacturing. Renowned speakers in the field of entrepreneurship and innovation participated, such as Gonzalo Villarán, representative of Startup Perú; Daniel Bonifaz, CEO of Kambista; Ignacio Schwalb, co-founder of Barbarian; and Joel Adriance, Director of Training and Learning for the YouthActionNet program; among others.



Open Innovation



Our open innovation strategy helps us to explore new ideas and co-create with companies and hundreds of people.

4 Innovation Challenges

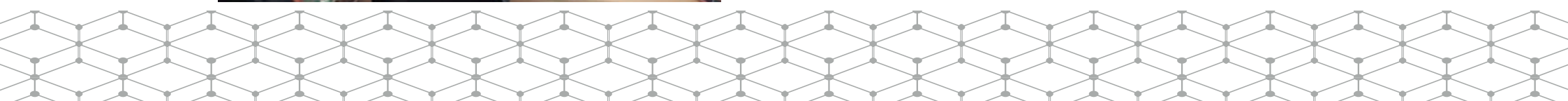
Open innovation competition, where the entire UPC community participates with ideas to build a digital future. In each Innovation Challenge, the best ideas will be chosen according to the guidelines for each challenge and these will be then prototyped in a Hackathon.

10 pilot projects

of co-creation with companies and startups

11 partner companies

in innovation as part of an extended innovation ecosystem



Innovation Lab



The ILab was launched in August 2019 and the accelerated innovation program was created to develop minimal viable products in emerging technologies.

Co-creation of 3 squads

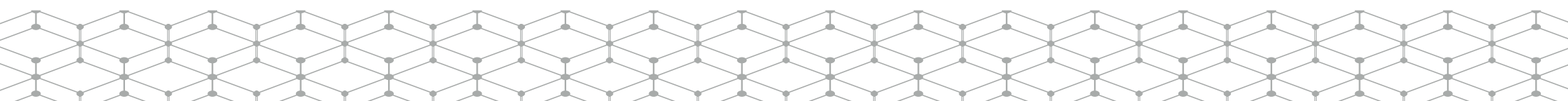
Working with geolocation technologies, AI (artificial intelligence) and Blockchain together with 2 technology companies and 1 Startup to launch 3 minimal viable products in 4 months.

Collaboration with 6 leading global technology companies

More than 400 people were trained in topics such as AI, Cloud, Blockchain, SCRUM, Design Thinking.

1st. Generation of brainhackers

The 10 best students in innovation from all the degree programs are selected and trained to then participate in squads. At the end, in less than a month, the 10 students were hired in innovation areas of Peruvian recognized companies.





Sustainable Development Goals





Accessibility Policy for Students with Disabilities

	POLÍTICA DE ACCESIBILIDAD PARA ALUMNOS CON DISCAPACIDAD	CÓDIGO: SICA-PYL-04	VERSIÓN 2	PÁGINA 1 de 2
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La Universidad Peruana de Ciencias Aplicadas (UPC) cree en la importancia de desarrollar su actividad educativa de acuerdo con su Misión, Visión, Valores y Principios Pedagógicos. La UPC es una institución innovadora basada en principios, que educa, investiga y promueve el conocimiento, la cultura y el respeto a la diversidad.

La presente Política para personas con discapacidad de la comunidad universitaria refuerza el compromiso de la UPC por garantizar la igualdad de oportunidades para los estudiantes y asegurar las prácticas acordes con la ley peruana y la estrategia de la Universidad.

En este sentido, la Universidad quiere fomentar un espacio abierto a la diversidad e inclusión, promoviendo el bienestar y formación integral de los alumnos con discapacidad, dentro de la comunidad educativa.

Estas responsabilidades son gestionadas por la Dirección de Calidad Educativa a través de los Directores Académicos de Campus, los Analistas Senior de Calidad Educativa de Campus, Directores Académicos y Área de Desarrollo y Gestión Docente. Estas áreas facilitan sinergias, a fin de garantizar una política de accesibilidad para los alumnos con discapacidad y realizar los ajustes razonables que fueran pertinentes.

El éxito de la presente Política que fomenta la accesibilidad, requiere la colaboración del alumno con discapacidad, siendo esencial que éste ponga en conocimiento de esta situación al área de Admisión desde su incorporación a la UPC, para poder generar de manera oportuna y adecuada los ajustes razonables en los servicios o acceso a la educación. En caso el alumno adquiera algún tipo de discapacidad posteriormente a su ingreso a la Universidad, deberá comunicarlo al área de Calidad Educativa por lo menos con dos semanas de anticipación al inicio del ciclo académico o inmediatamente después de producirse la discapacidad (ya sea directamente o a través de su Representante o Apoderado), a fin de que la Universidad pueda poner en marcha de manera oportuna el plan de acción que asegure su plena inclusión.

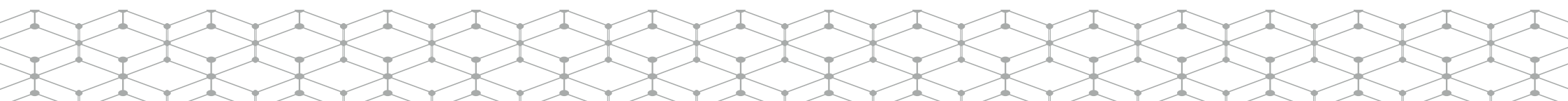
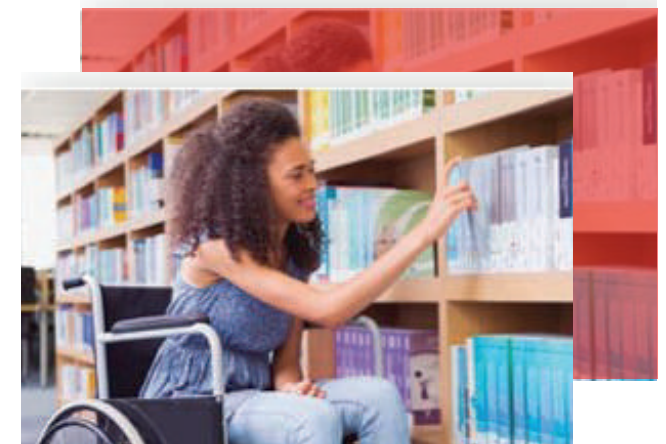
La información proporcionada a la Universidad se comparte en forma confidencial -a través de la Dirección de Calidad Educativa- con las áreas académicas y administrativas que requieran ser informadas de la discapacidad.

Todos los estudiantes deberán cumplir con los logros de los cursos y los niveles de exigencia requeridos en los mismos. En este sentido, la Universidad se compromete a realizar ajustes razonables cuando un estudiante con discapacidad pueda estar en desventaja sustancial en comparación con otro alumno. Algunos de estos ajustes razonables incluyen acciones que promueven la equidad en la enseñanza, clases, conferencias, seminarios, sesiones prácticas, exámenes y evaluaciones (modalidad y formato), uso de pizarras en clase, laptops y otros que se requieran de acuerdo a cada situación en la que se encuentran las personas con discapacidad.

Aprobado por: Vº		Fecha: 15/03/2016
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UPC believes in the importance of developing its educational activity according to its Mission, Vision, Values and Pedagogical Principles. UPC is an innovative institution based on principles, which educates, researches and promotes knowledge, culture and respect for diversity. The Disability Policy for the university community reinforces the UPC commitment to guaranteeing equal opportunities for students and ensuring practices according to the Peruvian law and the University's strategy.



Attention to Diversity and Inclusion Program



The Attention to Diversity program (PADI) aims at accompanying professors in the teaching-learning process of students with any particular condition. In this program we work hand in hand with the Psychopedagogical Counseling area to meet the needs of both students and professors.





PRONABEC [National Program of Scholarships and Educational Loan]– BECA 18

UPC has signed an agreement with Pronabec to award students with scholarships. The purpose is to contribute to guarantee low-income, high-performance students their access to equal higher education.

Agreements for External Financing

UPC has reached agreements with several institutions that offer students financing alternatives under excellent conditions. Currently, we have the following options:

Pronabec

It offers an educational credit as a personal loan to Peruvian students and professionals to finance their undergraduate and graduate studies.

Lumni Talent Fund

This is an initiative aimed at financing talented young students from their seventh semester of the Economic Sciences, Business Sciences and all Engineering programs.





Shark Tank Peru Experience launched by Sony Channel and UPC

This event aimed at promoting the creation and development of innovative projects nationwide impacting positively on society. In addition, to encourage the research and creativity of talented young people nationwide.

The winning team consisted of Dean Thierry, Junior Acosta, Manuel Alejandro Uriarte, and Karelía Rozas Quispe, students at “La Alegría en el Señor” [Joy in the Lord] school, an educational center specialized in people with physical disabilities. They presented the project "smart wheels", which consists of an electronic circuit attached to a wheelchair. This is controlled by bluetooth through the voice or remote control function, thus helping people with disabilities to move independently.

The jury was formed by Marisol Suárez, President and CEO of UPC; Ignacio Schwalb, founder of Barbarian; Daniel Bonifaz, co-founder of Kambista and PagaDespués; Carmen Rosa Mosquera, economist; and Ragi Burhum, CEO of AmigoCloud.

Additionally, Renzo Reyes, Director of the Business Initiative Unit, said: “Through Shark Tank we could know and understand more about what a high-school student thinks about entrepreneurship. Without having finished high school, they already know about market research, competition, distribution channels, and have the courage to stand up and defend an idea in front of professionals from different fields, this is admirable.”

Thus, UPC reinforces its commitment to education and innovation in the country as these projects are presented by the leaders of the future.






Diversity and Non- Discrimination Policy

UPC, leader in higher education, believes in the importance of developing its educational activity according to its Vision, Mission and Values. It is an innovative institution based on principles, that educates, researches and promotes knowledge, culture and development. It fulfills its functions highlighting quality, modernity, efficiency and competitiveness on a global scale. These principles are translated into this policy and are used as a base of its excellence and sustained growth, benefiting the students, community, clients, and stakeholders.

UPC affirms its commitment to maintain and promote diversity among its students, faculty and administrative staff, preventing any discrimination, harassment or inappropriate behavior among its core groups.

	POLÍTICA DE DIVERSIDAD Y NO DISCRIMINACIÓN DE UPC	CÓDIGO: SICA-PYL-02	VERSIÓN 1	PÁGINA 1 de 2
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La Universidad Peruana de Ciencias Aplicadas (UPC), líder en el Sector de Educación Superior, cree en la importancia de desarrollar su actividad educativa de acuerdo con su Visión, Misión y Valores. Es una institución innovadora basada en principios, que educa, investiga y promueve el conocimiento, la cultura y el desarrollo. Sus funciones las cumple con calidad, modernidad, eficiencia y competitividad a nivel internacional. Estos principios se traducen en la presente política y son la base de su excelencia y crecimiento sostenido; lo que redundará en beneficio de sus estudiantes, la comunidad, sus clientes y accionistas.

UPC está conformada por un grupo talentoso y diverso de estudiantes, docentes y personal administrativo. El poseer esta diversidad en cada uno de sus estamentos, es parte de las razones por las cuales UPC ha alcanzado los niveles de reconocimiento por su aporte a la educación superior, al desarrollo del país y a la creación de nuevo conocimiento.

La Universidad expresa su compromiso de mantener y promover la diversidad entre sus estudiantes, docentes y personal administrativo, evitando toda forma de discriminación, acoso o cualquier tipo de comportamiento no apropiado entre sus estamentos.

UPC está comprometida a crear un ambiente libre de discriminación o de cualquier tipo de acoso basado en raza, género, orientación sexual, religión, edad, discapacidad o estado civil. La diversidad de pensamiento, género, orientación sexual, raza, estado civil, nacionalidad o religión, es vista como un pilar que soporta las actividades fundamentales de la Universidad. La selección de estudiantes, contratación de profesores y personal administrativo, el reconocimiento de los mismos y cualquier beneficio u obligación generada, debe ser realizada sin ningún sesgo basado en las características antes mencionadas.

Se entiende por discriminación o acoso cualquier conducta que, en base a la característica de un individuo por su raza, nacionalidad, edad, género, orientación sexual, religión, discapacidad o estado civil:

- Afecte negativamente las actividades de enseñanza, aprendizaje, trabajo o participación en cualquier otra actividad de la Universidad;
- Se utilice como factor para afectar o tomar decisión sobre la enseñanza, el aprendizaje, la actividad laboral o cualquier otra actividad que se realice en la Universidad;
- Se emplee con el propósito de interferir con la actividad de la enseñanza, el aprendizaje, la investigación, el trabajo administrativo o cualquier otra actividad que se realice en la Universidad.

Aprobado por: V.P.	Fecha: 14/09/2015
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Abre tu Mente. INNOVA [Open your Mind. INNOVATE] Campaign

In favor of tolerance and inclusion, UPC launched “Abre tu mente. Innova” campaign, which intends to demonstrate that true innovation begins when one learns, knows, and accepts differences. Innovation is nourished by critical and creative thinking. It becomes stronger when different minds come together: young people and adults; men and women; people from different origins; from different social, economic, racial, and cultural conditions, as well as from different sexual, vocational, political or religious orientations, thus embracing differences. Diversity enriches the debate of ideas from different perspectives and visions, which is the driving force to strengthen creativity and innovation.

At UPC, we develop open-minded leaders who incorporate the surrounding diversity into their thoughts and actions to innovate, to move forward, to transform.





Sustainable Development Goals

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION





Eco - efficiency – ISO 14001

At UPC we are highly aligned with the latest trends in sustainability. Our environmental management focuses on the search for eco-efficiency. As can be seen, most of our procedures use this concept, as our institutional environmental objective is to become an eco-efficient corporation. This is how we contribute to our fight against climate change, reducing our general energy consumption. An instructional manual was proposed setting up the necessary guidelines to make efficient use or consumption of resources, and prevent environmental contamination or resource depletion.

	OBJETIVOS AMBIENTALES	CÓDIGO: SICA-PYO-19	VERSIÓN 01	PÁGINA 1 de 1
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OBJETIVOS AMBIENTALES UPC

La Universidad Peruana de Ciencias Aplicadas aspira a ser líder en la educación superior en el Perú y a ser reconocida internacionalmente por su excelencia académica y por su contribución permanente a la solución de los problemas de nuestra sociedad.

Es por ello que se compromete a través del Sistema de Gestión Ambiental a cumplir con los siguientes objetivos:

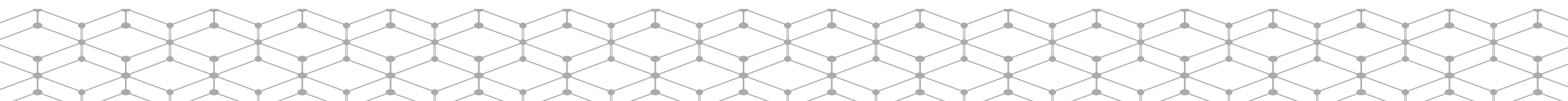
1. Mantener las actividades educativas alineadas al principio pedagógico de "aprendizaje hacia la sostenibilidad" del Modelo Educativo UPC.
2. Implementar programas de medición y mejora de su huella ecológica.
3. Garantizar que los efluentes generados no sobrepasen los valores máximos permisibles por la normativa vigente.
4. Gestionar el consumo eficiente de los recursos agua, papel y energía eléctrica.

	LÍNEAMIENTOS AMBIENTALES GENERALES PARA SERVICIOS Y PRODUCTOS	CÓDIGO: SGA-PYL-01	VERSIÓN 01	PÁGINA 2 de 2
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REQUISITOS AMBIENTALES PARA COMPRA DE PRODUCTOS

La Universidad Peruana de Ciencias Aplicadas - UPC, asume su compromiso con el Medio Ambiente y por tal motivo, el área solicitante antes requerir y/o solicitar productos al área de compras, deberá tener en consideración lo siguiente:

- El proveedor debe ofrecer productos y servicios que minimicen la generación de residuos y/o faciliten su valorización, aprovechando los recursos en forma sostenible y reduciendo al mínimo su impacto sobre el ambiente. Asimismo, son responsables de participar en las etapas del ciclo de vida.
- Los productos químicos, de limpieza y/o de aseo, deben ser entregados con sus respectivas hojas de seguridad.
- Firma de la Carta de Compromiso Ambiental emitido por UPC.



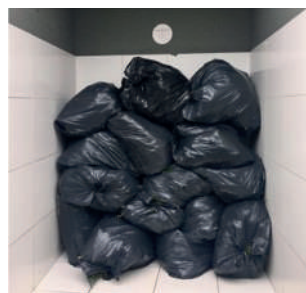
Sustainable Organizational Management



Responsible organizational management is focused on two main issues: to reduce the environmental impacts of our operations and the implementation of an environmental culture throughout the university; and to promote inclusion and equality in the university community and with all of our stakeholders.

Waste Segregation

This project began at the San Miguel campus and was progressively extended at all campuses. We currently have bins to segregate paper, plastic, and glass waste, which are delivered to outreach organizations to benefit vulnerable populations.



Eco-Efficient Technologies on Campus

ENERGY

We have a software at the Monterrico and Villa campuses that verifies energy consumption with informs and reports in a real way. Thus, electricity consumption peaks can be identified to carry out the pertinent corrective measures and optimize consumption.

Energy Consumption (KwH) 293.06 per person per year.

WATER

At our campuses we have energy-saving taps and waterless urinal technology saving 40% of consumption. Additionally, we are implementing a project to standardize and change LED lighting at campuses. Doing this, we will reduce the electricity consumption and emission of greenhouse gases.

Water Consumption (m3) 2.84 per person per year.

Campus	Reciclaje de Residuos				Consumo	
	Papel (Kg)	Cartón (Kg)	Plástico (Kg)	Acéite de Cocina (L)	Consumo de Energía (Kwh)	Consumo de Agua (m3)
Monterrico	3080.00	470.00	195.00	3895.00	4 171 887.71	54 692.00
San Isidro	4003.00	1007.00	-	1275.00	2 039 939.20	21 577.00
Villa	5468.00	1381.61	2294.00	1095.00	4 941 479.80	60 944.00
San Miguel	3949.00	218.00	51.00	880.00	2 040 872.11	13 625.00
Totales	16 500.00	6936.61	2465.40	5145.00	13 194 178.92	150 838.00





Aniquem - UPC Agreement

A cooperation agreement was made between UPC and the Association to Help the Burned Child (ANIQUEM) to donate recyclable waste.

This agreement consists of recycling and storing plastic, paper and cardboard waste; once we collect approximate 250 kg of waste, ANIQUEM is informed to pick up the waste from the different campuses.

The 2019 waste management made possible to recycle 26.500 kg of paper, 6.936,61 kg of cardboard, and 2.465,49 kg of plastics and to deliver these to ANIQUEM, which obtains funds from their sale to companies reprocessing waste.

Programa Reciclar para Ayudar

"Debemos abandonar la idea de que acciones individuales, aisladas, privadas son la respuesta. No es un reto para el 'yo', es un reto para nosotros"
Al Gore, 12, 2007

Programa Reciclar para Ayudar

"Debemos abandonar la idea de que acciones individuales, aisladas, privadas son la respuesta. No es un reto para el 'yo', es demasiado grande, es un reto para el 'nosotros'"
Al Gore, 12, 2007

Beneficios Sociales

La Asociación de Ayuda al Niño Quemado - ANIQUEM, agradece a **UNIVERSIDAD PERUANA DE CIENCIAS APLICADAS - CAMPUS MONTECRICO** con RUC Nro. 20211614545, por las donaciones de residuos reciclables realizadas durante enero a junio del 2019; que permite financiar la rehabilitación de sobrevivientes de quemaduras de escasos recursos de todo el país.

Residuos Donados:

6,240 kg de papel
120 kg de cartón
130 kg de plástico

Impacto Social:

1 año de terapias físicas para 7 pacientes

La rehabilitación integral en ANIQUEM involucra consultas médicas, curaciones, terapia física, terapia ocupacional, confección de prensas compresivas, terapia psicológica, talleres psicoeducacionales y servicio social.

Las **terapias físicas** permiten a los pacientes mejorar la calidad de vida, las condiciones de la piel y distanciar las intervenciones quirúrgicas. El área de **Terapia Física** utiliza todos los recursos terapéuticos y medios para prevenir la discapacidad y restaurar la función, haciendo principal énfasis en el posicionamiento, fortalecimiento, conservación de rangos de movilidad y entrenamiento de la marcha. Adicionalmente se brindan servicios de hidroterapia y ultrasonido que mejoran las condiciones de los tejidos en el área cicatricial.

Jesús María, 05 de julio del 2019





Sustainable Development Goals

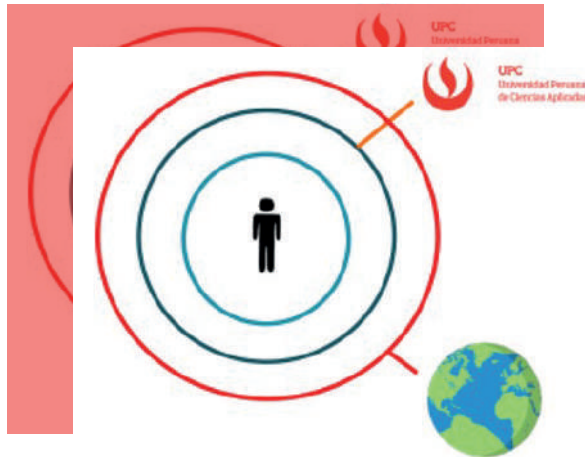
13 CLIMATE
ACTION





Carbon Footprint

At UPC, we are committed to managing the environmental impacts of our operations in line with the institution's social responsibility approach and in compliance with current legal regulations established by the Ministry of the Environment. Therefore, we constantly re-evaluate our processes and identify potential opportunities for improvement to control, reduce and mitigate these environmental impacts. The measurement of the carbon footprint allows us to know our environmental impact regarding the emission of greenhouse gases. This first measurement will help us to have a baseline and to observe the progress of our footprint over time. Likewise, it will allow us to know which of our processes has the highest GHG emission and how our environmental management plans are helping to reduce such footprint.

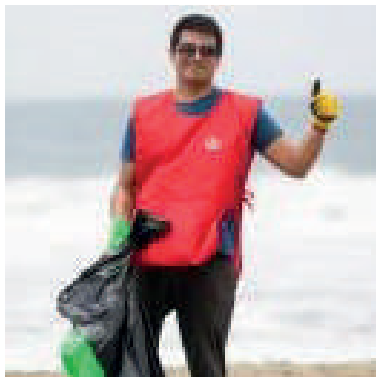




Volunteer Program "Let's Clean Venice Beach"

Beaches play a very important role in our ecosystem by providing a habitat for local flora and fauna, in addition to being an excellent recreational space for people. However, as these natural spaces were not sustainably protected, their impacts are extremely worrying.

For this reason, UPC actively supports the conservation of our coast beaches. This contributes to educate citizens who are aware of the environment protection.



We collected more than 120 kg of waste, 24% was recyclable waste and 76% was non-recyclable waste, including cigarette butts, glass and plastic bottles, pieces of plastic, disposable cutlery, syringes, caps, metal lids, snack wrappers, among others.

We walked more than **400 m2**.

We managed to get involve more than 100 volunteers.



Environmental Management - Municipality of San Isidro and UPC

Since 2017, UPC has been part of the San Isidro municipal environmental committee. This committee serves as a consultation body for the local policy and as a participatory space of the environmental management instruments to be approved by the municipality. It is also responsible for gaining strong commitments of different institutions, among other functions. In coordination with the municipality, they participated in meetings and different activities regarding environmental protection, such as sustainable mobility, reduction of environmental noise, etc. In 2019, 41 students participated in three (3) sustainable urban mobility workshops, ; activations were conducted in open spaces of the San Isidro Campus, participating near 150 students per date.

UPC FIRMARÁ PACTO POR LA MOVILIDAD URBANA SOSTENIBLE CON LA MUNICIPALIDAD DE SAN ISIDRO

Me gusta 0 Tweetar Share

Este miércoles 23 de mayo a las 5:00 p.m. UPC firmará el Pacto por la Movilidad Urbana Sostenible, en la cual se compromete a colaborar en conjunto con la Municipalidad de San Isidro a tener normas que ayuden al medio ambiente y mantener una cultura de concientización.

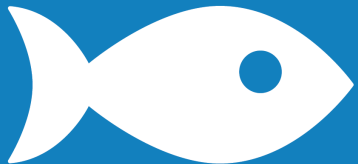
Cabe señalar que el estacionamiento de bicicletas del Campus San Isidro se encuentra ubicado en el 1er sótano y fue inaugurado el 10 de enero de 2018, como parte de los proyectos del Campus.





Sustainable Development Goals

14 LIFE
BELOW WATER



Volunteer Program

"Let's Clean Venice Beach"



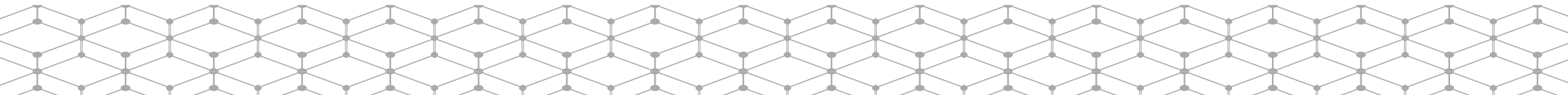
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We managed to get involve more than **100 volunteers**.





Sustainable Development Goals

15 LIFE
ON LAND





Protection and Research of the Titicaca Giant Frog

Roberto Elías Piperís, Professor of Veterinary Medicine, was recognized as a National Geographic delegate; he obtained a grant from Denver for preserving and conducting a research on the Titicaca giant frog. Commemorative 1 sol coin was issued with an illustration of this frog.

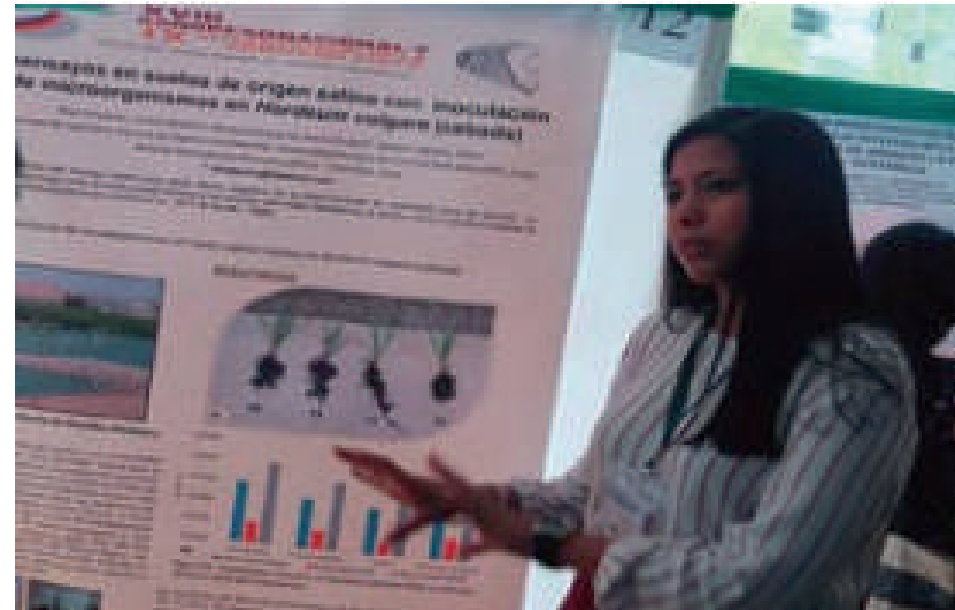




18th National and 9th International Congress of Soil Science

In the last edition of the 18th National and 9th International Congress of Soil Science, held in the city of Pucallpa on May 20-23, 2019, representatives of the UPC Environmental Engineering program participated. Professor Silvia Aguero Aguilar, Biol. Mg Sc., and the students Jareth Diaz Cervantes and Karla Minaya Echevarria attended the event.

The UPC delegation presented a research poster regarding native saline soils and the effects of microbial inoculants on an indicator culture (barley). This research was carried out in order to develop a research line related to the recovery of saline soils of anthropic origin (mainly degraded by the excessive use of agrochemicals). This work was a result of continuous previous tests made in the Pollution and Soil Quality Control course (2018-2 semester), and replicated in the 2019 summer term, whose conclusions were presented in this event.





PachApp, a Platform that Connects Socially Responsible Companies with Formal Recyclers

PachApp innovates in recycling practices using a digital platform for the care of the environment, connecting companies that seek to donate their reusable solid waste with formal recyclers. This application allows recyclers to know the routes of companies with which they can work and, similarly, companies can know the recyclers' routes. Currently, PachApp allows to train the participating companies' employees in waste segregation and implementation of segregating garbage cans.

This initiative was launched by Samuel Sotomayor, who is one of the ten winners of the 9th edition of UPC Protagonistas del Cambio [Protagonists of Change] in 2019.

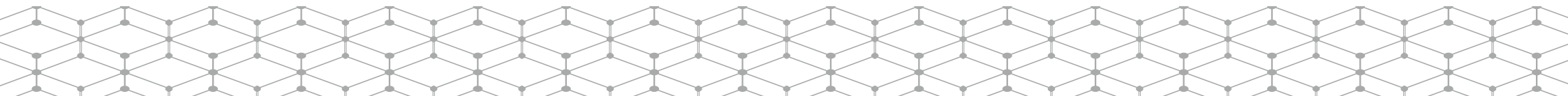
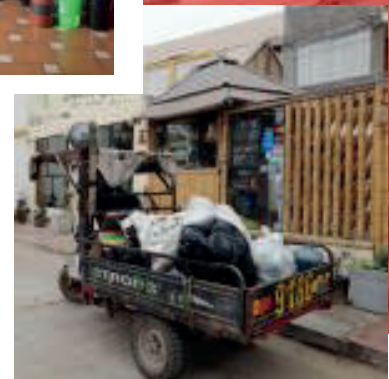
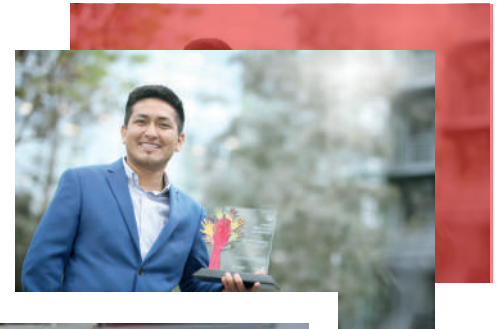
The goals achieved by PachApp and Samuel up to date are:

Award ceremony at the Sustainable Fair, Ica Region, 2019.

Acceptance of Wayra accelerator to support PachApp as candidate for the 2019 StartUp Peru.

Winners of the 2018 Telefónica Open Future contest.

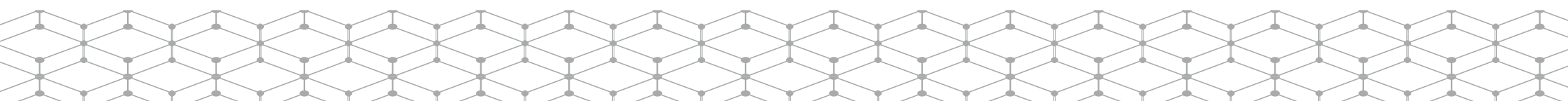
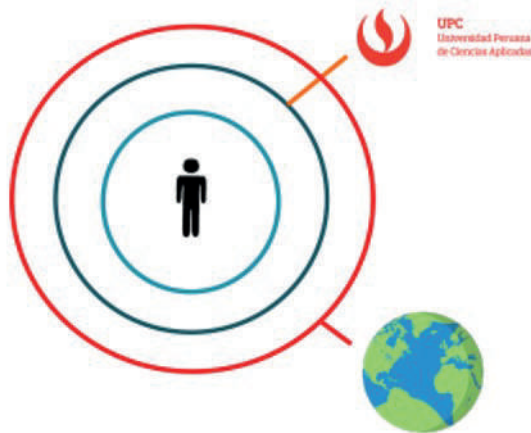
More than 1,700 kg of recycled waste in 30 days, with 20 associated companies surpassing similar entrepreneurships.





Carbon Footprint

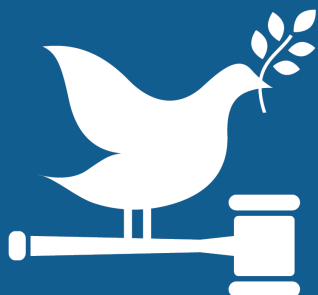
At UPC, we are committed to managing the environmental impacts of our operations in line with the institution's social responsibility approach and in compliance with current legal regulations established by the Ministry of the Environment. Therefore, we constantly re-evaluate our processes and identify potential opportunities for improvement to control, reduce and mitigate these environmental impacts. The measurement of the carbon footprint allows us to know our environmental impact regarding the emission of greenhouse gases. This first measurement will help us to have a baseline and to observe the progress of our footprint over time. Likewise, it will allow us to know which of our processes has the highest GHG emission and how our environmental management plans are helping to reduce such footprint.





Sustainable Development Goals

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Accreditations and Certifications



These institutional accreditations represent a valuable contribution to the Peruvian higher education system and reaffirm the UPC solid commitment to the development and transformation of the country.

We ranked first in accreditation for the third consecutive year according to the Best Universities ranking of América Economía Magazine 2019.

-WASC Senior College and University Commission (WSCUC). We are the only Peruvian institutionally-accredited university for a six-year term.

-We are the only university with a quality certification ISO 9001: 2015 for 100% of our academic and administrative processes.

-We are the only university accredited in Peru by the National System of Evaluation, Accreditation and Certification of Educational Quality (SINEACE). As this agency recognized the WASC institutional accreditation, we became the first institutionally accredited university in Peru until July 2022.

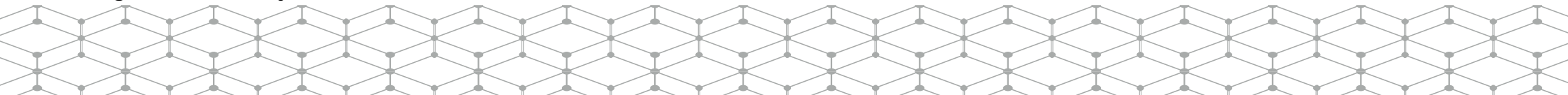
-Licensing was granted to UPC by the National Superintendency of Higher University Education (SUNEDU).

WASC Estados Unidos
WASC Senior College and University Commission (WSCUC). Somos la única universidad peruana acreditada institucionalmente por un periodo de seis años.

ISO 9001:2015
Somos la única universidad que cuenta con una certificación de calidad ISO 9001: 2015 para el 100% de nuestros procesos tanto académicos como administrativos.

Sineace Perú
Somos la primera y única universidad acreditada en Perú por el Sistema Nacional de Evaluación, Acreditación y Certificación de la Calidad Educativa (SINEACE). Esta entidad reconoció la acreditación institucional de WASC y de esa manera nos convertimos en la primera universidad acreditada institucionalmente en Perú hasta julio de 2022.

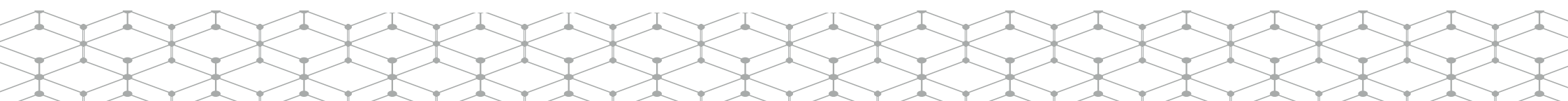
SUNEDU Perú
Contamos con licenciamiento otorgado por la Superintendencia Nacional de Educación Superior Universitaria (SUNEDU).



Launch of The UPC and Arizona Program



In 2019, the University of Arizona (UA), listed among top 100 in world universities rankings, chose UPC to teach a series of academic programs. With this alliance, we managed to provide access to Peruvian young talented students with a world-class education. One of the main benefits of this important agreement is the possibility of obtaining up to three academic degrees in just a 5-year term: a UPC bachelor's degree, an UA bachelor's degree and a master's degree. Six programs are eligible for this benefit: Architecture, Communications, Law, Economics, Engineering (Industrial and Systems) and Business.





UPC 2019 Financial Statements - Balance Sheet

In 2019, the University of Arizona (UA), listed among top 100 in world universities rankings, chose UPC to teach a series of academic programs. With this alliance, we managed to provide access to Peruvian young talented students with a world-class education. One of the main benefits of this important agreement is the possibility of obtaining up to three academic degrees in just a 5-year term: a UPC bachelor's degree, an UA bachelor's degree and a master's degree. Six programs are eligible for this benefit: Architecture, Communications, Law, Economics, Engineering (Industrial and Systems) and Business.

The screenshot shows the 'Información Financiera' section of the UPC website. The page features a navigation menu at the top with links for 'CONÓCENOS', 'CARRERAS Y PROGRAMAS', 'INTERNACIONAL', 'ALUMNOS', 'BLOGS', and 'BOLSA DE TRABAJO'. Below the navigation, there is a large banner image with the text 'Información Financiera'. The main content area is divided into two columns. The left column contains a sidebar menu with links for 'TRANSPARENCIA UPC', 'ÓRGANOS DE GOBIERNO', 'PLAN ESTRATÉGICO', 'PLANA DOCENTE', 'INFORMACIÓN FINANCIERA' (highlighted with a right-pointing arrow), and 'MALLAS CURRICULARES'. The right column contains two sections: 'ESTADOS FINANCIEROS' and 'INVERSIONES, DONACIONES Y RECURSOS DE DIVERSAS FUENTES'. Both sections list links for the years 2014 through 2019.

ESTADOS FINANCIEROS	INVERSIONES, DONACIONES Y RECURSOS DE DIVERSAS FUENTES
Estado financiero 2014	Inversiones, donaciones y recursos 2014
Estado financiero 2015	Inversiones, donaciones y recursos 2015
Estado financiero 2016	Inversiones, donaciones y recursos 2016
Estado financiero 2017	Inversiones, donaciones y recursos 2017
Estado financiero 2018	Inversiones, donaciones y recursos 2018
Estado financiero 2019	Inversiones, donaciones y recursos 2019



Regulations for the Prevention of and Intervention in Cases of Sexual Harassment at the University

These regulations aim to prevent and intervene in cases of sexual harassment among the UPC community hereinafter the University, in order to establish the internal provisions and procedures for the prevention, protection, assistance, and punishment of behaviors classified as sexual harassment.

	TÍTULO: REGlamento PARA LA PREVENCIÓN E INTERVENCIÓN EN CASOS DE HOSTIGAMIENTO SEXUAL EN LA COMUNIDAD UNIVERSITARIA-UPC	CÓDIGO: SICA-REG-31	VERSIÓN 4	PÁGINA 1 de 26
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TÍTULO I DISPOSICIONES GENERALES

Art. 1° Objeto

El presente reglamento tiene por objeto la prevención e intervención de casos de hostigamiento sexual en los miembros de la comunidad universitaria de la Universidad Peruana de Ciencias Aplicadas (UPC), en adelante la Universidad, teniendo la finalidad de brindar las disposiciones y procedimientos íntimos de prevención, protección, atención y sanción de los actos calificados como hostigamiento sexual.

Art. 2° Base legal

- Constitución Política del Perú.
- Ley N° 27942, Ley de Prevención y Sanción del Hostigamiento Sexual.
- Ley N° 30364, Ley para prevenir, sancionar y erradicar la violencia contra las mujeres y los integrantes del grupo familiar.
- Decreto Supremo N° 009-2016-MIMP, Reglamento de la Ley N° 30364, Ley para prevenir, sancionar y erradicar la violencia contra las mujeres y los integrantes del grupo familiar.
- Decreto Supremo N° 014-2019-MIMP que aprueba el Reglamento de la Ley N° 27942, Ley de Prevención y Sanción del Hostigamiento Sexual.
- Ley N° 30220, Ley Universitaria.
- Resolución Viceministerial N° 294-2019-MINEDU, que aprueba los Lineamientos para la elaboración de documentos normativos internos para la prevención e intervención en casos de hostigamiento sexual en la comunidad universitaria.

Art. 3° Alcance y ámbito de aplicación

El presente reglamento establece las normas internas que regulan la prevención e intervención en casos de hostigamiento sexual en la comunidad universitaria con sujeción a los principios, enfoques, definiciones y demás disposiciones establecidas en la Ley de Prevención y Sanción del Hostigamiento Sexual y su Reglamento, la Ley Universitaria y demás normativas vigentes.

Revisado por: Y/S/	Aprobado por: Y/S/	Fecha: 06/10/2020
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Academic Freedom Policy

In order to fulfill its mission, UPC assumes the academic freedom, i.e. the freedom to research, teach, learn, express and discuss ideas, or publish without restrictions or fear of punishment due to religious, political, ideological, economic or any other reasons. This freedom implies rights and responsibilities, among which respect is of great significance. Similarly, academic freedom is not limited by any sort of external pressure.

	POLÍTICA DE LIBERTAD ACADÉMICA UPC	CÓDIGO: SICA-PPL-03	VERSIÓN 1	PÁGINA 1 de 2
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POLÍTICA DE LIBERTAD ACADÉMICA UPC

La UPC es una institución innovadora que educa, investiga y promueve el conocimiento, la cultura y el desarrollo. Tiene como misión la formación de líderes íntegros e innovadores con visión global capaces de transformar al Perú.

Con el objetivo de alcanzar su misión, la UPC asume la libertad académica, que consiste en la libertad de investigar, enseñar, aprender, expresar y discutir ideas, publicar, sin restricciones o limitación a la censura o represalias por razones religiosas, políticas, ideológicas, económicas o de otro índole. Estas libertades acarrian deberes y derechos, entre los cuales cabe enfatizar la importancia del respeto. Así mismo, la libertad académica no se ve limitada por presiones externas de ninguna índole.

La libertad se asume en dos sentidos: como arbitrio y como autonomía, es decir, como la capacidad real de elegir entre dos o más opciones (arbitrio) y por otro lado, como la capacidad de desarrollar las potencialidades inherentes a la persona misma en atención a la realidad de su ser y de su entorno, de modo que pueda llegar a ser lo que es (autonomía). Desde esta perspectiva, la libertad académica es comprendida en tanto como la capacidad de escoger entre varias opciones académicas posibles (arbitrio), sino también como la capacidad de ir en búsqueda del conocimiento (autonomía).

En este horizonte, las diversas orientaciones o normas académicas emitidas a los docentes e estudiantes no operan como restricciones de la libertad académica sino, por el contrario, como una promoción para el desarrollo de las mismas y mejores potencialidades de cada uno y como abierta para una rigurosa búsqueda de la verdad. Comprende la universidad como un ámbito de formación, investigación y proyección social, sin basea para que el libre arbitrio sea siempre en armonía con el bien de cada persona y con el bien común de la sociedad.

La libertad de enseñar corresponde a los docentes, en tanto cumplir con los objetivos y metodologías de los cursos que imparten, y consiste en poder elegir los materiales, medios, diseños y formas de abordar los temas temáticas que corresponden a sus cursos.

La libertad de aprender corresponde a los alumnos, en tanto pueden elegir, de acuerdo con los procedimientos establecidos por la universidad, la carrera que desean seguir y los cursos electivos por los que pueden optar. Así mismo, está incluido también a la posibilidad de elegir, dentro del ámbito de la libertad académica, los temas temáticas de interés que puedan ayudar a mejorar el aprendizaje en alguna materia particular.

En relación con la libertad de expresar y discutir ideas, el respeto por la condición humana implica libertad por conocer, aprender, promover, respetar y tener la expresión oportuna y adecuada de ideas diversas. La institución académica, a través de su plana docente, de su alumnado y su plana administrativa, debe garantizar el sincero interés por la construcción de conocimientos a partir de dichas ideas. Más allá de los dilemas y posibles divergencias que las personas pueden evidenciar con respecto a temas o ideas, estos deben buscar, escribir, discutir, facilitar y fomentar espacios confiables de intercambio, expresión, debate y búsqueda de ideas.

Aprobado por: Y/S/	Fecha: 06/10/2020
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Social Responsibility Policy

This policy aims to promote institutional civic commitment to raise awareness among our university community of the importance of contributing to society and working in an ethical and responsible manner with the environment. In this way, a positive impact will be achieved on our stakeholders. Thus, we seek to generate the necessary skills in our university community to ensure the sustainability of our institution.

TÍTULO	CÓDIGO	VERSIÓN	PÁGINA
Política de Responsabilidad Social	COO-CE-171-2018-PEI-PEI	1	1 de 2

Directores* Comunicaciones e Imagen Institucional	Area* No aplica	Responsable* Patsi Sánchez
Gerencia* Imagen Institucional y Responsabilidad Social		

1. Principales Responsables*	El presente documento plantea los lineamientos para la gestión de responsabilidad social de la UPC.
2. Principales Stakeholders*	Toda la comunidad universitaria y principales grupos de interés externos.
3. Anexos*	No aplica.

1. OBJETIVO Y ALCANCE

La presente política pertenece a la Gerencia de Imagen Institucional y Responsabilidad Social. Tiene como objetivo definir los lineamientos para la gestión de responsabilidad social de la universidad con sus grupos de interés prioritarios. Su alcance es a toda la comunidad universitaria de la UPC.

2. POLÍTICAS

La Universidad Potosí de Ciencias Aplicadas (UPC) tiene un sólido y sostenido compromiso con el desarrollo social y la transformación del país, el cual se demuestra desde su misión institucional. La gestión de responsabilidad social de la universidad busca impactar de manera positiva y sostenible a sus principales grupos de interés e involucrarlos en el proceso de gestión continua. Asimismo, la actuación de la UPC se basa en un marco ético, de respeto por las leyes nacionales vigentes y por los estándares nacionales e internacionales a las que más sujeta.

Esta política es una declaración de compromiso institucional con gestionar la responsabilidad social en 3 ejes de acción prioritarios: educación, innovación y gestión organizacional responsable.

Elaborado por	Revisado por	Aprobado por	Fecha
Patsi Sánchez	Florencia Caramazza	Rafael Muñoz	28/11/2018
Gerencia de Imagen Institucional y Responsabilidad Social	Gerencia de Imagen Institucional y Responsabilidad Social	Gerencia de Imagen Institucional y Responsabilidad Social	

TÍTULO	CÓDIGO	VERSIÓN	PÁGINA
Política de Voluntariado Institucional	COO-CE-171-2018-PEI-PEI	1	1 de 4

1. INTRODUCCIÓN

En la Universidad Potosí de Ciencias Aplicadas (UPC) institución líder en el sector de educación superior por su innovación, excelencia y compromiso de investigación, sostenibilidad, innovación sustentables con la transformación del país al formar líderes integrales e involucrados con valores globales, busca responder a las demandas de la sociedad y con un enfoque de sostenibilidad sustentado en la Ley Universitaria N° 30020.

La presente política tiene como objetivo fomentar el voluntariado institucional comprometido a generar impactos sostenibles sobre la comunidad de la UPC con la sociedad y el trabajo de manera ética y responsable con el entorno. Así se busca un impacto positivo sobre nuestros grupos de interés. De esta manera, buscamos generar las competencias necesarias en nuestra comunidad universitaria para asegurar la sostenibilidad de nuestra institución. Asimismo, la presente política busca, como objetivo secundario, promover el voluntariado en el país, así como el voluntariado de estudiantes internacionales bajo sus formas con una adhesión integral del estudiante de la UPC. De esta manera, se promueve el desarrollo de la responsabilidad social y el trabajo de manera ética y responsable.

A través del voluntariado, fomentamos el involucramiento y la participación de nuestra comunidad universitaria en el desarrollo del país, así como el desarrollo de la sostenibilidad de la UPC, así como en el desarrollo de la sociedad, así como el desarrollo de la sostenibilidad de la UPC.

Con esta política, se declara el compromiso de la UPC con la sostenibilidad de la UPC, así como el desarrollo de la sostenibilidad de la UPC.

2. MARCO NORMATIVO

La UPC se rige bajo la normativa establecida por la Ley Universitaria N° 30020, la cual promueve el voluntariado institucional como actividad que contribuye al desarrollo de la UPC y al desarrollo de la sociedad.

En su sentido, la UPC respalda las políticas, planes y programas de la universidad descritos en los Art. 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100.

En su sentido, la UPC respalda las políticas, planes y programas de la universidad descritos en los Art. 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100.

En su sentido, la UPC respalda las políticas, planes y programas de la universidad descritos en los Art. 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100.

Institutional Volunteer Policy

This policy aims to promote institutional civic commitment to raise awareness among our university community of the importance of contributing to society and working in an ethical and responsible manner with the environment. In this way, a positive impact will be achieved on our stakeholders. Thus, we seek to develop the necessary skills in our university community to ensure our institutional sustainability.



Responsible Management -Socially Responsible Company Certificate

The ESR® Distinctive is an annually renewed award to those companies that have adopted a sustainable management and CSR culture. Policies and daily performance are recognized as management practices oriented to sustainable and responsible competitiveness. It allows evaluating the impacts on social, environmental and governance corporate matters, through general and sectoral indicators. This is the only nationally recognized distinction directly related to best practices in sustainable development and social responsibility.



UPC Certified by BCORP

We are certified by BCORP for the 2017 -2019 term, after a rigorous evaluation process regarding governance, employees, community, environment and business model. By means of this new milestone, we demonstrate our solid and sustained commitment to social development and transformation of our country. As a "Bcorp" institution, UPC reaffirms its purpose of solving social and environmental problems, according to its institutional mission to contribute to the transformation of our country by educating upstanding and innovative leaders with a global vision





Integral Safety, Health and Environment Policy

UPC is committed to providing the university community (faculty, students and employees) and visitors with safe, healthy and eco-friendly workspaces..

	POLITICA SALARIAL	CODIGO: GHS-DGP-PYL-01	VERSION: 02	PAGINA: 1 de 6
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1. PRINCIPIOS GENERALES

- 1.1. La política de compensaciones debe estar estrechamente vinculada con la estrategia, objetivos y cultura de UPC.
- 1.2. UPC privilegia estructuras salariales equitativas, motivadoras y competitivas.
- 1.3. Todo colaborador de UPC debe tener pleno conocimiento de su compensación total.

2. OBJETIVOS DE LA POLITICA

- 2.1. Atraer, motivar y retener el talento a UPC, para lo cual se deben diseñar paquetes de Compensación Total que sean atractivos y competitivos con el mercado.
- 2.2. Incentivar el buen desempeño y la mejora de la productividad en UPC, a través de la meritocracia.
- 2.3. Colaborar con el logro de los objetivos institucionales.

3. EMPLEADOS FULL TIME

3.1. EQUITAD INTERNA

La Equidad Interna se logra, estableciendo una estructura salarial justa y coherente con la importancia relativa de cada puesto, de manera tal que a mayor nivel de responsabilidad y mayor valor que genera para la organización se tendrá como referencia un mayor nivel salarial. Para asegurar lo mencionado en el párrafo anterior se utiliza un sistema de Evaluación de Puestos globalmente aceptado, el cual propone como resultado el valor relativo de los puestos. El sistema utilizado para comparar todos los puestos es la metodología Hay Group (Korn Ferry). Esta metodología permite obtener un ordenamiento jerárquico en grados. Por lo tanto, los grados reflejan la responsabilidad y complejidad de un puesto y el impacto en la creación de valor para la compañía.

Será responsabilidad de la dirección de Recursos Humanos el proceso de mantenimiento de las descripciones y evaluaciones de todos los puestos, incorporando modificaciones cuando se producen cambios estructurales y/o cambios sustanciales en el contenido de los mismos. La metodología Hay evalúa básicamente 3 componentes en cada puesto:

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Wage Policy

This policy is linked to the UPC strategy, objectives and culture, which aims at attracting, motivating and retaining talent. In addition, it encourages good performance and an improved productivity at UPC, meeting the institutional objectives.

	POLITICA DE LIBERTAD ACADEMICA UPC	CODIGO: SICA-PYL-03	VERSION: 1	PAGINA: 1 de 2
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POLITICA DE LIBERTAD ACADEMICA UPC

La UPC es una institución innovadora que educa, investiga y promueve el conocimiento, la cultura y el desarrollo. Tiene como misión la formación de líderes integrales e innovadores con visión global capaces de transformar el País.

Con el objetivo de alcanzar su misión, la UPC asume la libertad académica, que consiste en la libertad de investigar, enseñar, aprender, expresar y discutir ideas, publicar, emitir opiniones o tener a la censura o represalias por razones religiosas, políticas, ideológicas, económicas o de otra índole. Estas libertades acarrea deberes y derechos, entre los cuales cabe enfatizar la importancia del respeto. Así mismo, la libertad académica no se ve limitada por presiones externas de ninguna índole.

La libertad es asertiva en dos sentidos: como arbitrio y como autonomía, es decir, como la capacidad real de elegir entre dos o más opciones (arbitrio) y, por otro lado, como la capacidad de desarrollar las potencialidades inherentes a la persona misma en atención a la realidad de su ser y de su entorno, de modo que pueda lograr a ser lo que es (autonomía). Desde esta perspectiva, la libertad académica es comprendida no solo como la capacidad de escoger entre varias opciones académicas prácticas (arbitrio), sino también como la capacidad de er en búsqueda del conocimiento (autonomía).

En este horizonte, las diversas orientaciones e normas académicas externas a los docentes o estudiantes no operan como resortes de la libertad académica sino, por el contrario, como una promoción para el desarrollo de las máximas y mejores potencialidades de cada uno y como alertas para una rigurosa búsqueda de la verdad. Comprendida la universidad como un ámbito de formación, investigación y proyección social, se busca pues que el libre arbitrio esté siempre en sintonía con el bien de cada persona y con el bien común de la sociedad.

La libertad de enseñar corresponde a los docentes, en tanto cumplen con los objetivos y naturaleza de los cursos que imparten, y consiste en poder elegir los materiales, medios, recursos y temas de abordar las líneas temáticas que corresponden a sus cursos.

La libertad de aprender corresponde a los alumnos, en tanto pueden elegir, de acuerdo con los procedimientos establecidos por la universidad, la carrera que desean seguir y los cursos electivos por los que pueden optar. Así mismo, está referida también a la posibilidad de elegir, donde sea posible, las líneas temáticas de interés que puedan ayudar a mejorar el aprendizaje en alguna materia particular.

En relación con la libertad de expresar y discutir ideas, el respeto por la condición humana implica libertad por conocer, aprender, promover, respetar y liberar la expresión oportuna y adecuada de ideas diversas. La institución académica, a través de su plano docente, de su alumnado y la planta administrativa, debe evidenciar el sincera interés por la construcción de conocimiento a partir de dichas ideas. Más allá de las diferencias y posibles discrepancias que las personas puedan evidenciar con respecto a temas o ideas, estas deben buscar, encontrar, facilitar y fomentar espacios, contextos de intercambio, expresión, debate y escucha de ideas.

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