

Equity, Diversity and Inclusion Action Plan of the Instituto de Física Teórica UAM/CSIC



Instituto de
Física
Teórica
UAM-CSIC

Elaborated by the Equity, Diversity
and Inclusion committee¹

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A. Introduction

The Instituto de Física Teórica (IFT) is a joint research center belonging to the Spanish National Research Council (CSIC) and the Autonomous University of Madrid (UAM). It is the only Spanish research center entirely dedicated to Theoretical Physics. IFT members work at the frontiers of Elementary Particle Physics, Astroparticle Physics, Cosmology and Quantum Matter, searching for the fundamental laws of Nature and the Universe. The IFT is part of the strategic line Theoretical Physics and Mathematics of the International Excellence Campus (CEI) UAM+CSIC established in 2009. It has held the Severo Ochoa Center of Excellence award uninterruptedly since 2012. Besides its purely scientific activity, the IFT is also conducting intensive training activities for young researchers and professionals through the graduate program in Theoretical Physics, which has received the mention of excellence from the CEI and the Ministry of Education; in addition, the Institute carries out the key task of transferring knowledge, and explaining its activities, to society through several high-impact outreach programs.

The IFT is deeply committed to the principles of non-discrimination and equal opportunity in all research, training or outreach activities, and in all policies ruling the internal workings of the institute. The Institute does not discriminate based on personal factors including (but not limited to) nationality or ethnicity, physical appearance, age, religious beliefs, sex, sexual orientation, gender identity or expression, marital status, political affiliation or philosophy, or any kind of disability. In its programs, on its campus, and among its participants and staff, the Institute vows to not tolerate actions that constitute discrimination or harassment.

The effective implementation of this compromise corresponds to the Institute Directorate in close contact with the Equity, Diversity and Inclusion (EDI) committee, composed of elected representatives of all IFT research and administrative bodies. The initiative to create an EDI Committee at IFT took off in 2019, and its mission started in March 2020. As of 2025, it is integrated by 17 members: two representatives of the administrative staff; one of the information technology staff; four from postgraduate researchers; three from postdoctoral researchers; three from junior research staff (RyC and CAM Talento/César Nombela Fellows) and four from permanent research staff. (See <https://projects.ift.uam-csic.es/ed/about-us/>.)

The committee prepared the original EDI Action Plan approved and adopted in 2021, as well as this updated plan, aimed at the period 2025-2029. The Plan reflects the commitment of IFT with the implementation of policies that establish the principle of equal treatment and opportunities for all as a strategic guide of our institution. Being a joint research center between UAM and CSIC, the IFT abides by their corresponding equality plans, as well as the plan elaborated by the Spanish Research Agency (AEI), see <https://projects.ift.uam-csic.es/ed/equality-plan/>.

In the next section we present a summary of the part of the latest report by the IFT's Scientific Advisory Committee (SAB) concerning activities within the scope of the EDI committee, together with a discussion of how the resulting recommendations are implemented in this Plan.

We next discuss a picture of gender imbalances affecting IFT. A detailed diagnostics of EDI-related issues at IFT had been conducted for the original 2021 EDI Action Plan; the situation has not changed significantly since then, and we refer the reader to it for reference (<https://members.ift.uam-csic.es/ed/statistics/>). In order to better understand the underlying dynamics, last year we conducted a detailed analysis of gender imbalances in the evolution of the student population, using statistics from the UAM undergraduate program. The results show that a large amount of gender imbalance is already present at that level, and deepens through the transition towards graduate studies. We also present the results of an anonymous poll conducted at IFT to assess how it is perceived as a working environment and help us make it a safe and friendly place for everyone. These insights are a key ingredient in proposing a set of policies aimed at improving gender balance and generally addressing broader EDI issues at IFT.

The last section discusses the consequential policies and measures, as well as the backbone protocols that ensure an adequate management of EDI aspects of IFT life. Two new specific initiatives, dubbed Nova and IFT Pathways, are specifically designed to address gender imbalance from early on in the scientific career.

This EDI Action Plan will be revised again within a 4-year period starting from the moment of its approval.

B. Report of the Scientific Advisory Board (SAB)

During their latest evaluation in April 2024, the Scientific Advisory Board (SAB) reviewed the activities of the IFT's Equity, Diversity and Inclusion (EDI) Committee and provided a set of observations and recommendations:

1. **EDI Committee Structure:** The SAB commended the establishment of a dedicated EDI committee with broad representation across all institutional levels, including students, postdocs, and faculty.
2. **Gender Focus:** While gender diversity has been the primary focus, the SAB noted that the percentage of female students entering the Master program remains low (around 10%), and that no woman has yet served as Director of the IFT.
3. **Gender-Neutral Facilities:** The SAB praised the designation of a gender-neutral bathroom but recommended improving signage due to its location.
4. **Family-Friendly Infrastructure:** They suggested creating a lactation room.
5. **EDI Responsibility in Workshops:** The SAB recommended that each workshop designate an organizer responsible for EDI matters, who will ensure inclusivity efforts and to whom any participant may report any EDI concern.
6. **Support for Visiting Parents:** They proposed compiling and sharing a list of babysitting providers to support visiting researchers with children.

Actions Taken by the IFT EDI committee:

- **Improved Signage:** Clear and visible signs have been installed to guide users to the gender-neutral bathroom.
- **Lactation Room:** A fully equipped lactation room has been established and is now available for use, not only for IFT but for the whole CFTMAT building.
- **EDI Workshop Contact:** It is paramount to ensure an inclusive environment at each IFT event, and to establish proper channels to report and manage any inappropriate behavior should this arise. All IFT workshops now include an organizer designated as the EDI contact person, whose identity is made clear to workshop participants. This person will act as a point-of-contact in all EDI-related matters that should arise in the workshop, ensure diversity in the choice of speakers, and generally help to attain an inclusive atmosphere in which every participant feels welcome. The EDI committee will assist EDI contact people with any matter if so requested, and will monitor the situation on a yearly basis. The code of conduct is prominently displayed, and all participants are required to adhere to it. This latter policy is extended to all IFT visitors.
- **Childcare Support:** A list of recommended babysitting providers has been published on the EDI webpage, with the possibility for users to contribute reviews and suggestions.

C. Gender disparities in Physics Education: a UAM study

Here we provide an extension of the study of gender imbalance issues at the IFT included in our original plan (<https://members.ift.uam-csic.es/ed/statistics/>). It is based on a statistical study presented at the IFT EDI meeting on June 21, 2024, by Jean-Loup Tastet and Arturo de Giorgi, which analyzed gender disparities in student drop rates within physics programs at the Universidad Autónoma de Madrid (UAM). The study focused particularly on the transition from undergraduate (grado) to master's level.

The key findings are:

- **Initial Imbalance:** The gender imbalance is already present at the start of the physics grado, with a male-to-female ratio of approximately 5:2. This is second-worst among the degrees considered in the study, only above Inf.Eng.
- **Drop Rates During Grado:** Contrary to common assumptions, women drop out at a slightly lower rate than men during the undergraduate years.
- **Master Transition Drop:** A significant drop in the proportion of women occurs at the transition from the physics grado to the theoretical physics master, with the female-to-male ratio nearly halving—a statistically significant effect ($\sim 3\sigma$).
- **Master Program Variation:** This drop is also observed, though less strongly, in the nuclear physics master. No significant drop is seen in the condensed matter and biophysics masters.
- **Stability Over Time:** No substantial changes in these trends have been observed over the past decade.

Figures illustrating some aspects of these key findings are shown below.

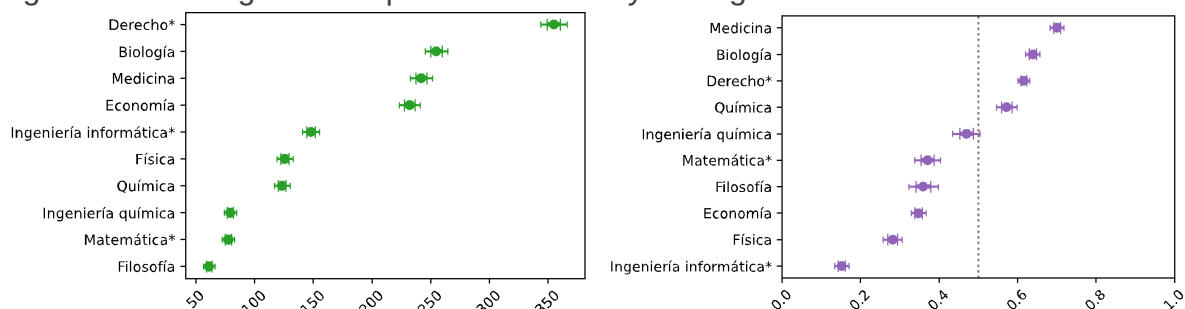


Figure 1: Left: total number of students in each grado at UAM. Right: women ratio. (Period 2012-2023.)

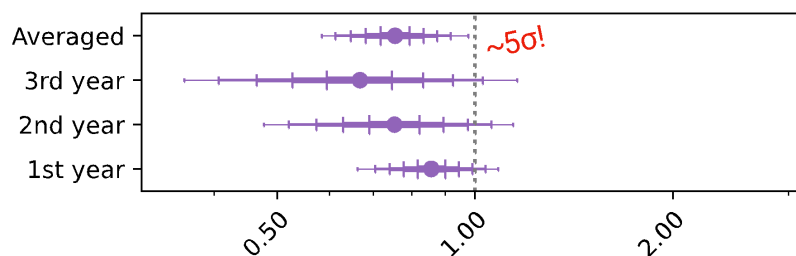


Figure 2: Women/men ratio that drop off the physics grado during the first three years, error bars for up to 5 standard deviations. (Period 2012-2023.)

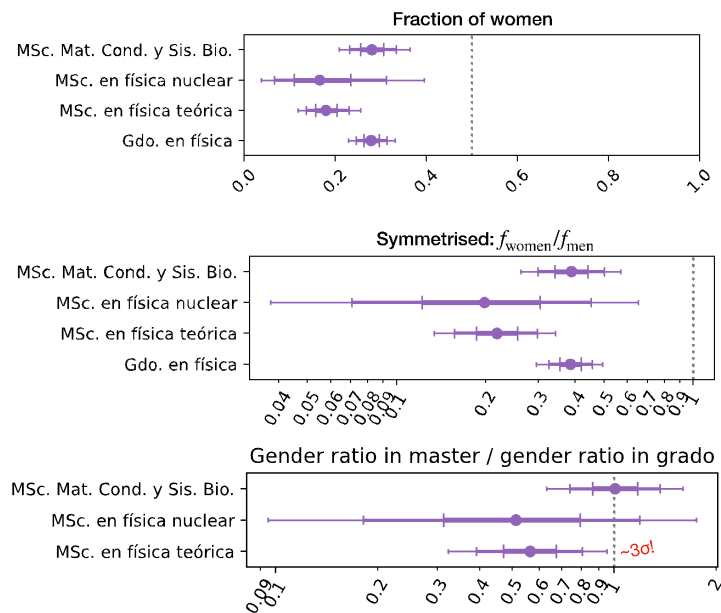


Figure 3: Women/men ratio in different master titles at UAM, normalized to the same fraction in the grado studies, error bars for up to 3 standard deviations.

The implications for IFT of these findings highlight the need for targeted interventions at the critical transition point between undergraduate and master's studies. They also underscore the importance of addressing the initial gender imbalance as early as possible in the academic pipeline.

D. Initiatives to address gender disparities

This section outlines the main measures in the Action Plan designed to promote and encourage gender balance and inclusiveness across all personnel categories at the institute.

The implementation of the policies detailed below will be monitored and assessed by the EDI committee on a yearly basis.

D.1 IFT Pathways Program: Advancing Equity, Training, and Engagement

In order to address the initial imbalance and to promote the transition from the physics undergrad to the master in theoretical physics of promising students of underrepresented minorities, the IFT is launching the **IFT Pathways Program**, a comprehensive initiative designed to integrate outreach, mentorship, and academic training across all educational stages. This program builds on IFT's longstanding strengths in public engagement and research excellence, while strategically aligning our educational and societal missions.

Program Overview

The IFT Pathways Program provides a structured and inspiring academic journey, from early exposure to science in high school through to advanced graduate research. It aims to:

- **Broaden participation** in physics by reaching underrepresented groups early in their academic careers.
- **Enhance coherence** across IFT's educational and outreach activities.
- **Foster a more inclusive research environment** that supports diverse talent at every stage.

Key Components

- **High School Outreach:** This component expands existing initiatives—such as high school talks and the particle physics masterclass—with new, structured visits and immersive on-site activities. These experiences are designed to spark curiosity and provide students with a tangible sense of what a career in research entails.
- **Nova Mentorship Program:** A flagship initiative within the Pathways framework, Nova is dedicated to supporting high-potential undergraduates in physics at Universidad Autónoma de Madrid (UAM). The program is targeted at female students, aiming to address and reduce the gender gap in the field, but not exclusive to them. Participants will receive mentorship from IFT researchers, engage in hands-on research, and benefit from personalized academic and career guidance. The program will gradually expand to include students from other institutions and career stages.

- **Graduate Training:** This component strengthens collaboration between IFT and the Department of Theoretical Physics at UAM. It promotes early research involvement and fosters a vibrant academic community through initiatives such as the DIFT Colloquia series and the PhD Student Journal Club, which is also open to undergraduates.

Strategic Impact

The IFT Pathways Program is designed to:

- Provide a **motivating and coherent academic trajectory** for students.
- Increase the **visibility and societal impact** of IFT's educational mission.
- Promote **gender equity and broader diversity** in physics by ensuring that all students, regardless of background, have access to mentorship, resources, and opportunities.

By integrating training, outreach, and mentorship into a unified framework, the IFT Pathways Program represents a transformative step toward a more inclusive and impactful future for theoretical physics.

D.2. Policies regarding Human Resources at the institute

D.2.1. Governing boards and committees

The objectives of the Equality plan in this respect will be:

1. To promote the principle of balanced representation between men and women in the composition of highest governing boards, with special emphasis on the appointment of the most representative positions (Director and Deputy Director).
2. The representation of female researchers in all governing boards of the IFT will be promoted above the ratio according to the staff composition in order to take a positive action against gender bias.

D.2.2. Recruitment policies

In what concerns policies related to the recruitment, promotion and selection of personnel, the IFT equality plan is divided into several major points:

1. Disaggregated quantitative data will be collected for the composition of committees for all recruitment activities at the IFT. Data will also be collected for selection processes, keeping track of the candidates presented and selected.

The analysis of the information will allow us to identify best practices and identify critical gaps.

2. The principle of balanced representation between men and women in the composition of the selection panels for all positions will be enforced, whenever possible, respecting the principles of professionalism and the specialization of its members.
3. The EDI committee will regularly organize training activities for the staff in equality matters, to raise awareness about unconscious bias, and to avoid discriminatory attitudes in the selection and hiring processes. The committee will advertise within the institute any courses which become available to the IFT personnel, and encourage their members to enroll (such as, e.g., those available through the CSIC internal resources webpage).
4. The IFT is committed to guaranteeing that the principle of non-discrimination and equal opportunities is respected in all hirings and promotions. When evaluating two candidates with similar qualifications, positive discrimination will be encouraged. Continue improving gender balance in faculty positions.
5. The IFT will try to raise funds for new PhD and visiting positions specially targeted to candidates from underrepresented and traditionally disadvantaged backgrounds.
6. Percentages of women at IFT in their early stages in the career are consistently worse than those at faculty positions, demanding a positive action policy at that stage. In this regard, the IFT will launch the new IFT Pathways and Nova initiatives described above to improve on this situation.
7. Review and, if necessary, correct the language, images, text and content of job advertisements and job descriptions, to ensure that they do not contain sexist terms, images or stereotypes.
8. Incorporate a commitment to equal opportunities in all job advertisements. All candidates will be evaluated based on their merits and qualifications, without regard to gender, sexual orientation, race, disability, or any other circumstance. Candidates from underrepresented and traditionally disadvantaged backgrounds will be particularly encouraged to apply. A special effort will be put on job advertising to ensure that it reaches underrepresented communities in theoretical physics and that the pool of candidates is as diverse as possible.
9. All selection committees at the IFT will be conscious about parental leave periods. This will be explicitly stated in all job advertisements, and taken into consideration when evaluating the scientific performance of the candidates.

D.2.3. Summary of the 2025 EDI Climate Survey at IFT

As part of our ongoing commitment to fostering an equitable, diverse, and inclusive environment, the IFT EDI Committee conducted an anonymous survey in early 2025 to assess the current climate and identify areas for improvement. The results provide valuable insights into the experiences and perceptions of our community and will guide future actions.

Key Findings

- **Awareness of the EDI Committee:** A strong majority of respondents (96%) are aware of the existence and role of the IFT EDI Committee, indicating successful visibility and communication efforts.
- **Perception of Inclusivity:** While most respondents view IFT as an inclusive environment, approximately 16% expressed that they do not feel the institute is fully inclusive. This highlights the need for continued efforts to ensure that all members feel equally welcomed and respected.
- **Incidents of Inappropriate Behaviour:** Around 25% of participants reported having witnessed or personally experienced inappropriate behaviour related to gender, sexual orientation, ethnicity, racial identity, or functional diversity. These incidents often took the form of microaggressions, such as being interrupted or ignored in meetings, exclusionary comments, or subtle forms of bias, particularly affecting women and minority colleagues.
- **Language and Social Inclusion:** Several respondents noted that the predominant use of Spanish during informal gatherings (e.g., lunch breaks, coffee hours) can unintentionally exclude non-Spanish-speaking members. The EDI Committee acknowledges this concern and encourages the use of English in both scientific and social settings to foster a more inclusive atmosphere.
- **Interest in Training:** Nearly half of respondents expressed interest in further training on EDI-related topics, including microaggressions, gender perspectives, and sexual harassment. In response, the committee is planning a series of workshops and seminars to address these areas.

Recommendations and Next Steps

- **Promote Inclusive Communication:** All members are encouraged to be mindful of language use and to strive for inclusivity in both formal and informal interactions. Simple actions—such as ensuring everyone has a chance to speak, avoiding side conversations in a single language, and checking in with colleagues—can significantly improve the sense of belonging.
- **Expand Training Opportunities:** The EDI Committee will organize targeted workshops and seminars to raise awareness and provide tools for addressing microaggressions and other forms of bias.
- **Strengthen Support Channels:** Members are reminded that they can reach out to the EDI Committee via email (edi_committee@ift.org), the anonymous

contact form on the EDI website, or by requesting a confidential one-on-one meeting with a committee member.

Conclusion

The survey results underscore both the progress made and the challenges that remain in building an inclusive culture at IFT. The EDI Committee is grateful for the community's honest feedback and remains committed to continuous improvement. Together, we can ensure that IFT is a place where all individuals feel valued, respected, and empowered to thrive.

D.3. Policies regarding the organization of scientific activities, training and outreach

D.3.1. Organization of colloquia, seminars, workshops and conferences

Regarding this issue the IFT equality plan is divided into the following actions:

1. Following the SAB recommendation, each workshop organized at IFT designates an organizer responsible for EDI matters, who will ensure inclusivity efforts and to whom any participant may report any EDI concern.
2. A balanced representation between men and women among the invited speakers will be actively searched for, respecting the principles of professionalism.
3. Special attention will be paid to have a proper gender balance in the highest profile seminar series, the IFT colloquia, as well as in the plenary sessions of events organized by the IFT. In these cases, the opportunity of a positive action will also be considered. As a target, we aim to increase the percentage of female speakers in the IFT colloquia up to at least 30% within the upcoming 3 years.
4. The principle of balanced representation between men and women in organizing committees of workshops and conferences to take place at the IFT will be enforced whenever possible.

D.3.2. Training activities focused on diversity and inclusion

The Equity, Diversity and Inclusion (EDI) committee will promote training activities addressing general aspects related with the inclusion of minorities in a broad sense, e.g. underrepresentation of women, under-performing countries, mobbing and discrimination (e.g. racial attitude, LGBTQI+ community, people with disabilities or reduced mobility, etc).

The training activities aim to raise awareness of the gender gap in STEM and to shed light on possible unconscious biases, by providing - at the same time - tools

and instruments which can be useful in our daily life at the institute. Any activities in this regard will be advertised within the institute, actively encouraging their members to enroll and participate.

Such activities will include:

1. Video projection: international movies, documentaries and biopics, represent a huge source of knowledge. They are proof of historical issues - e.g. racial attitude, gender issue, religion conflicts in science - that can be shared in public projection and/or online events.
2. Unconscious bias activities: Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing. Unconscious bias at work has profound implications. When we make decisions on job applications, who gets disciplined or promoted, who we see as a confident or as a suitable mentee, or whose ideas we give consideration to, we may be adding our own subliminal and emotional criteria to that decision (criteria we might not even be aware of, and which may have no basis on facts). Biases can also contribute to hostile workplaces, bullying, and discrimination. In order to shed some light on possible unconscious biases, the EDI@IFT committee will propose:
 - A. Implicit Association Test: available on the EDI@IFT webpage dedicated to online-training events: "<https://projects.ift.uam-csic.es/ed/training-events/>". Any visitor of the webpage will be able to test her/him-self with an Implicit Association Test (IAT) on a different topic, e.g. gender, religion, age, sexuality, etc. following the link <https://implicit.harvard.edu/implicit/takeatest.html>.
 - B. Training and dedicated workshops: Unconscious bias training is necessary, but in itself not sufficient, for eliminating workplace bias. Some unconscious bias training programs are more effective than others. Specifically, unconscious bias training is most effective when it: (i) incorporates bias awareness, or 'a-ha' activities² and (ii) transfers evidence-based bias reduction and mitigation strategies. More information: <https://cultureplusconsulting.com/2018/08/16/a-ha-activities-for-unconscious-bias-training/>. Project Implicit also provides consulting services, lectures, and workshops on implicit bias, diversity and inclusion, leadership, applying science to practice, and innovation.

The EDI committee intends to organize (at least) one activity per year, and recommend attendance to all members of the IFT.

² A-ha activities help participants to see how their subconscious preferences and beliefs drive their responses. Cognitive dissonance refers to the uncomfortable emotional state experienced when individuals are made aware of an inconsistency in their beliefs, attitudes, or behaviors.

The IFT will coordinate at both national and international level with EDI committees of different institutions. This will allow the IFT-EDI committee to be informed about the development of activities, talks, speakers, statistics and general information abroad and to improve the EDI@IFT activities in a broad sense. In this regard, the IFT EDI committee has been regularly sending representatives to the “Encuentros de Comités de Igualdad” organized by CSIC, customarily presenting a poster detailing recent EDI activities at IFT, and using the opportunity to connect with other EDI committees and learn from the practices they may be implementing. Relatedly, IFT renews its commitment to attain the “Distintivo de Igualdad” award, given to CSIC centers with an outstanding EDI track record; IFT obtained an “accesit” to this award in 2023, and we will work towards attaining the full award in the near future. At present the IFT participates in the SOMMa Gender and the Igualdad Intercentros Committee of the CSIC centres on the UAM Campus. The IFT EDI committee will also coordinate with other EDI committees of institutions with which we pursue to strengthen our ties via Memorandums of Understanding (MoU). There is one such collaboration already in place via a MoU with the University of Paris-Saclay and it is envisioned to collaborate between the respective EDI committees to identify best practices and exchange of policies to optimize the approach to tackle common challenges.

D.3.3. Gender-neutral language and code of conduct

All visitors and members of the IFT are expected to behave in a professional manner and to create and maintain an environment that is scientifically productive and enjoyable for everyone at the institute, regardless of their personal attributes including but not limited to: age, career stage/path, disability, ethnicity, gender, marital status, medical condition, nationality, physical appearance, political affiliation, pregnancy, physical or mental disability, race, religion, or sexual orientation.

Verbal, non-verbal, and/or physical harassment of any kind will not be tolerated. Harassment includes verbal or physical abuse, offensive comments, inappropriate and/or unwanted physical contact, sexual attention or innuendo, deliberate intimidation, stalking, retaliation, as well as taking pictures or video of an individual without their consent. For further details on our harassment protocol please see the dedicated section on this Action Plan.

All communication (oral or written) should be appropriate for a professional audience which includes people of very diverse backgrounds. Sexist, racist, or exclusionary language, comments, images, music or jokes are not appropriate at any time. Respect for others should be present at all times. This is especially important for senior personnel since less experienced researchers may be reluctant to express their objections or discomfort regarding unwelcome or disrespectful behavior.

Finally, while the IFT does not adhere to any particular form of gender-neutral language, it encourages the use of a non-sexist and inclusive language for all oral and written communications.

To ensure that all of the above is clearly understood by any visitor, the IFT visitor form (which must be filled by anyone visiting IFT for any length of time) will prominently display a link to the Code of Conduct, as well as a mandatory checkbox that the visitor agrees to uphold the Code of Conduct while at IFT.

D.3.4. Outreach

The IFT is extremely active in the organization and participation in outreach activities addressed to the general public. We organize masterclasses for high-school students, outreach talks and seminars, and training activities for high-school teachers, among other activities. The IFT Youtube channel is an exceptional educational platform, with over 720K subscribers; but, as in most science channels, with a very low female ratio: 9-10% in 2015, now increased to 13% thanks to specific initiatives. We plan to continue pushing for improvement, with activities tied to February 11th (International day of women & girls in science), as started in 2020 with the thriving [#YoFísica](#) challenge that continues as an extremely successful yearly IFT activity. These activities will be complemented through the new Nova initiative described above and continue and expand under the overarching IFT pathways program.

The EDI committee will coordinate with the Outreach Committee at the IFT to ensure a fair representation of minorities in these outreach activities, as well as the organization of special dedicated initiatives with the aim to reduce the gender gap in STEM.

These actions will include:

1. An analysis of the participation of IFT members in outreach activities will be carried out in order to detect any gender bias. Correction measures will be implemented, if necessary.
2. A balanced representation between men and women among the participants in outreach activities will be strongly recommended. This will be particularly emphasized in the context of activities targeted to the young public (e.g. videos in the IFT YouTube channel) or in elementary or high schools (outreach talks by IFT members, and/or visits and activities for high schools at the IFT).
3. Organization of special outreach activities to commemorate February 11th (International Day of Women and Girls in Science), continuing the dedicated activities organized in previous years, such as the successful [#YoFísica](#) initiative started in 2019.

4. Similarly, organization of special outreach activities for other special dates in order to raise awareness of minorities, especially in the scientific context, for instance November 18th as LGBTQI+ STEM Day, and other similar dates.
5. Organization of educational activities for the general public to raise awareness on EDI aspects in Science, along the lines of the round table [Quiero ser científica](#), co-organized by the IFT at the UAM campus in 2018.

D.3.5. Collaboration on the FlipPhysics Workshop

The Instituto de IFT has started a new collaboration with the University of Valencia and the Instituto de Física Corpuscular (IFIC) in the organization of the **FlipPhysics Workshop**—an event that aims to increase the visibility of successful women researchers in particle physics, cosmology, and related fields.

The workshop, which had previously been held every two years in Valencia, will now become an **annual event**, alternating between **Madrid and Valencia**, thanks to IFT's involvement. This new structure reflects a shared commitment to promoting gender equity and supporting the next generation of scientists.

About FlipPhysics

The FlipPhysics Workshop brings together a diverse community of researchers, including undergraduate and PhD students, postdoctoral fellows, and senior scientists. Its primary goal is to highlight the scientific contributions of women in fields such as:

- Particle and nuclear physics
- Cosmology and astroparticle physics
- Gravitational waves and dark matter
- Machine learning applications in physics
- Medical physics and quantum technologies

The 2024 edition, held at the Jardín Botánico of the University of Valencia, featured a rich program of scientific talks, professional development sessions, and outreach activities included:

- Research presentations by leading women physicists
- Workshops on gender equality, research planning, and public speaking
- Virtual tours of experimental facilities

This initiative not only showcases scientific excellence but also provides a platform for mentorship, networking, and community building among early-career researchers.

Looking Ahead

IFT's participation in FlipPhysics reinforces its broader EDI goals by:

- Supporting the visibility and career development of women in physics
- Creating inclusive spaces for scientific exchange
- Strengthening institutional partnerships that promote diversity in STEM

The 2027 edition of FlipPhysics will be hosted in Madrid.

D.3.6. Facilities

Creating a truly inclusive environment is not only a social task; there are often material obstacles to this, which the IFT EDI committee will take measures to address. These include:

1-Creation of a fully equipped lactation room in floor -1.

2-Provision of free hygiene products for menstruating persons. Ideally, these will be financed and replaced by the cleaning personnel, which depends on Gerencia.

3-Creation of a gender-neutral toilet, currently located in the basement close to the elevators. Maps including directions to the gender-neutral toilet have been printed and posted on boards on every floor at IFT.

D.4. Harassment protocol

The IFT is firmly committed to combating all forms of harassment in the workplace, whether based on gender, race, functional diversity, or any other personal characteristic. To this end, we adhere to the official protocols established by our parent institutions, which are designed to protect victims, prevent abuse, and ensure a safe and respectful working environment for all.

As a joint research center, the IFT follows the harassment protocols of both the Universidad Autónoma de Madrid (UAM) and the Spanish National Research Council (CSIC). The updated CSIC protocol, approved in April 2024, reflects the latest standards in prevention and intervention and can be accessed here: [CSIC Protocol \(2024\)](#)

What is considered harassment?

Harassment can take many forms and may be directed at various aspects of a person's identity. The most common types include:

1. **Sexual and gender-based harassment**, which may involve unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. It also includes more subtle forms such as creating a hostile environment, gaslighting, abuse of power, stalking, or cyberbullying.
2. **Racial or ethnic harassment**, which targets individuals based on their race or origin. This may manifest through offensive jokes, public humiliation, threats, or even physical aggression.

3. **Harassment based on functional diversity**, where individuals with disabilities are subjected to degrading comments, exclusion, or aggressive behavior.
4. **Other forms of harassment**, including those based on sexual orientation, gender identity, age, beliefs, or any other personal trait, are equally unacceptable and will be addressed with the same seriousness.

Reporting and Support

Harassment can be reported through several channels:

1. The web form available on the EDI webpage: IFT EDI Webpage
2. Email: ift-ed@listas.csic.es
3. Direct communication with any member of the EDI committee.

All reports will be treated with strict confidentiality, and the anonymity of the victim will be preserved at all times.

Procedure

1. Upon receiving a report, the EDI committee will assess the situation and ensure the immediate safety of the affected individual. The appropriate institutional protocol (UAM or CSIC) will be activated, and a committee member will act as liaison throughout the process.
2. If mediation does not resolve the issue, the committee will support the victim through the formal investigation phase, in accordance with institutional procedures.
3. Confirmed cases of harassment will lead to appropriate actions, which may include legal, disciplinary, or organizational measures.

Protective Measures

To support victims, the committee will take appropriate steps to channel the situation through the appropriate institutional procedure. This entails, in particular:

1. Maintain anonymous reporting channels.
2. Consider preventive separation of the alleged harasser from the victim, where legally permissible.
3. Provide a safe environment and administrative support, including changes in office or work schedule if requested.
4. Facilitate access to legal, psychological, or other necessary services.
5. Offer language and procedural support, especially when navigating Spanish-language institutional protocols.