



**MARBELLA
INTERNATIONAL
UNIVERSITY
CENTRE**

Marbella International University Centre (MIUC)

Equality, Diversity and Inclusion Statement

Responsibility of:	MIUC Chief Operating Officer
Initial Approval date:	05 March 2026
Approved by:	MIUC Academic Board
Revised:	n/a
Review date:	March 2028

1. Equality, Diversity and Inclusion Statement

All MIUC staff, students, contractors and visitors should respect everyone's right to work, study and live in a safe, secure environment, free from anxiety, fear, intimidation and harassment.

MIUC is committed to providing and supporting an inclusive environment that promotes equality, diversity and inclusion, where all are welcomed and treated with respect and courtesy. Discrimination or harassment because of age, disability, gender identity or reassignment, marital or civil partnership status, being pregnant or recently becoming a parent, race, religion or beliefs, sex or sexual orientation or social background will be challenged.

All MIUC staff, students, contractors and visitors should behave in a manner compatible with this Equality, Diversity and Inclusion statement (which is in line with the [University of West London's Equality, Diversity and Inclusion Statement and Policy](#)) and not discriminate or harass anyone. No-one should use abusive, threatening or violent language or behaviour, either in person, or through MIUC's online platforms, or by email, texts or social media.

All MIUC staff, students, contractors and visitors are responsible for upholding the principles of this statement and contributing to a safe and inclusive environment that celebrates diversity and respect.

2. Our Culture

At MIUC, we are proud of our inclusive and diverse culture. We recruit students with many nationalities, including:

- Albanian
- American
- Brazilian
- British
- Congolese
- Dutch
- Estonian
- Filipino
- French
- Georgian
- German
- Indian
- Iranian
- Irish
- Italian
- Kazak
- Kenyan
- Moroccan
- Nigerian
- Norwegian
- Pakistani
- Palestinian
- Polish
- Russian
- Slovakian
- South African
- Spanish
- Swedish
- Swiss
- Turkish
- Ukrainian
- Yemenite

3. Our Pledge

At MIUC, we will:

- continue to recruit students from diverse countries and backgrounds
- foster a culture that promotes and celebrates equality, diversity and inclusion
- monitor and evaluate our students' achievement in terms of awards, outcomes and progression with our awarding body, the University of West London
- review the effectiveness of our Access and Participation Statement
- continue to recruit our teaching and support staff from diverse countries and backgrounds which enrich the student experience at MIUC.

4. Breach of MIUC's Equality, Diversity and Inclusion Statement

MIUC takes any breaches of this statement by staff, students, contractors or visitors very seriously. Any instances of non-adherence will be investigated with the intent of resolving matters. Where appropriate, such instances may be considered under the relevant disciplinary policy and procedures.

4.1. Reporting a breach of MIUC's Equality, Diversity and Inclusion Statement

Where appropriate, all student and staff complaints about breaches of MIUC's Equality, Diversity and Inclusion Statement, should be raised at a local level in the first instance, with a view to informal and timely resolution. If such attempts to resolve complaints are not successful, or are inappropriate due to the nature of the breach of the statement, then the following procedures should be followed:

- i. enrolled students who believe there has been a breach of the statement in relation to the **provision of a service or facility** provided by MIUC may raise this through the *Student Complaints Procedure* – see MIUC's [Policies and Regulations](#) webpage;
- ii. enrolled students who have been **harassed or treated inappropriately** should raise the issue under the process for reporting unacceptable behaviour, harassment or sexual misconduct, which is outlined in MIUC's *Policy on unacceptable behaviour, harassment and sexual misconduct together with the process* – see MIUC's [Policies and Regulations](#) webpage;
- iii. students who believe there has been a breach of the statement within the **academic process**, should raise their concern with the Dean at MIUC in the first instance. If a student feels the matter has not been resolved, they may access the [academic appeals procedure](#);
- iv. employees who believe there has been a breach of this statement may raise this through the procedures outlined Appendix 1 of the *Code of Professional Conduct for Faculty and Staff* – see MIUC's [Policies and Regulations](#) webpage.

4.2. Procedures for investigating a breach of MIUC's Equality, Diversity and Inclusion Statement

Where students have breached the [student code of conduct](#) this will be investigated under the [student disciplinary procedures](#).

Where staff have breached the Code of Professional Conduct for Faculty and Staff, this will be dealt with through procedures outlined Appendix 1 of the [Code of Professional Conduct for Faculty and Staff](#) – see MIUC's [Policies and Regulations](#) webpage.

Any contractor, visitor or service user, (not a student), who believes there has been a breach of this statement, may complain in writing to the Chief Operating Officer at MIUC, who will ensure that the matter is dealt with appropriately.

The complaint should be addressed to:
MIUC Chief Operating Officer
Marbella International University Center,
Avenida Don Jaime de Mora y Aragón,
s/n Finca El Pinillo,
29601 Marbella, Málaga, Spain
or via e-mail at: Maria.Polo@uwl.ac.uk

4.3. Guidance and support

Support is available from the MIUC Students' Union for students who consider that they have not had access to appropriate services, or have been the subject of inappropriate decisions or behaviour.

For staff, advice and guidance is available from their line manager or from MIUC's Human Resources department.



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