Ingenio con Aguilar

LEGAL DOCUMENT

A space free of discrimination.

Our commitment, what we do not tolerate, the agreements that uphold it and the channel to report any situation.

1. Our commitment
2. Who it applies to
3. What is not tolerated
4. How we uphold it
5. How to report a situation
6. Protection for those who report
7. Legal basis
8. Review of this document

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This document is an informational base prepared for the site. It should be reviewed by a legal professional before final publication. The Spanish version prevails in case of discrepancy.

01 STATEMENT

Our commitment

Ingenio con Aguilar (Fernando Aguilar Marín) is a discrimination-free space. We do not tolerate any conduct that nullifies or impairs people's rights and freedoms on grounds of ethnic or national origin, skin colour, culture, sex, gender, age, disability, social, economic, health or legal status, religion, physical appearance, genetic characteristics, migration status, pregnancy, language, opinions, sexual orientation, gender identity or expression, marital status, family responsibilities, served criminal record or any other ground.

02 SCOPE

Who it applies to

This notice binds everyone who takes part in Ingenio con Aguilar —owner, collaborators, internal and external staff— and extends to our relationship with clients, suppliers, partners and participants in selection processes. It also applies to the work we produce for third parties.

03 CONDUCT

What is not tolerated

- Denying or conditioning services, collaboration opportunities or access to selection processes on any of the grounds above.
- Expressions, jokes, images or materials that ridicule, stigmatise or incite hatred against a person or group.
- Harassment, including sexual harassment, in any physical or digital workspace.
- Unequal treatment in working conditions, pay, project assignment or professional development for reasons unrelated to performance.
- Producing communication pieces or digital products that reinforce stereotypes or discriminatory representations.

04 COMMITMENTS

How we uphold it

- **Selection by objective criteria.** Hiring and collaboration decisions are based on skills, experience and fit with the project.

- **Equal conditions.** For work of equal value, equivalent conditions and pay.
- **Responsible representation.** We review what we produce to avoid stereotypes and seek diverse, dignified representation.
- **Accessibility.** We work so our digital products —including this site— can be used by as many people as possible: verified contrast, keyboard navigation, alternative text and respect for the reduced-motion preference.
- **Inclusive language.** We take care in how we address people in documents and external communication.

05 REPORTING

How to report a situation

If you experience or witness discriminatory conduct related to Ingenio con Aguilar, report it to f.aguilarmarin2001@gmail.com with the subject «Non-discrimination». You may include what happened, when, who was involved and anything that helps us understand the case. If you prefer, you can do so anonymously, although this may limit our ability to investigate.

1. We acknowledge receipt of the report and appoint a person responsible for handling it.
2. We review the case confidentially and listen to the people involved.
3. We communicate a conclusion and, where appropriate, adopt corrective measures.

06 NO RETALIATION

Protection for those who report

No one who files a report in good faith or takes part in its investigation will suffer retaliation, sanction or detriment in their relationship with Ingenio con Aguilar. Any retaliation will be treated as a violation in itself.

07 FRAMEWORK

Legal basis

This notice is grounded in Article 1 of the Political Constitution of the United Mexican States, the Federal Law to Prevent and Eliminate Discrimination and other applicable provisions. Affected people may also turn to the National Council to Prevent Discrimination (CONAPRED) or the competent local authority.

08 VALIDITY

Review of this document

This notice is in force from its publication and is reviewed periodically. Any update will be published on this page.

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