

The ESADE Community Declaration of Values

The values of ESADE as an institution are expressed in its Mission Statement, which reads:

ESADE's mission is to promote teaching and research in the areas of Management and Law, in order to contribute to the scientific, social and personal education of individuals who are characterised by a high level of professional competence and fully aware of their responsibility in the development of a society that promotes the dignity of individuals as part of the humanistic and Christian traditions, and in a context of intercultural dialogue.

ESADE aims to educate individuals with a high level of professional competence, aware of their responsibilities as national and global citizens, sensitive to issues of solidarity and social justice and able to engage in collective projects. To that end ESADE is involved in promoting 'human qualities': a combination of knowledge, judgement, balance and depth that generates confident, consistent, reliable citizens capable of living fundamental values.

Being part of a university institution such as ESADE should involve an attitude of commitment to its Mission: a commitment that is expressed in the values governing our daily coexistence and academic activity. Those who share these values make up our community.

Members of ESADE freely form part of their community and, in accepting these basic values, each member should decide on their own way of putting them into practice. In this climate of freedom and mutual respect, ESADE invites its members to promote actions and behaviours that are consistent with its values.

This Declaration is open to the changes which may affect our community in the future.

Values

The ESADE community is committed to promoting a set of values consistent with human qualities and academic and professional excellence, values which it aims to use to serve the local and global society of which it forms part.

These values are:

1. Acting with integrity in academic and professional endeavours.

This means behaving, even in difficult circumstances, in a manner that reflects the institution's commitment to fundamental values such as rigour and effort in carrying out activities, honesty, a critical spirit, fairness and a sense of responsibility.

2. Respecting individuals, colleagues and oneself and **being sensitive** to the specific circumstances of others.

This means recognising the dignity of all individuals and being able to accompany and help others when needed, working towards building a more just and humane world.

3. Valuing diversity positively and learning from differences between individuals, ideas and situations.

This means understanding that differences of gender, socioeconomic status, ethnicity, culture, language, religion, sexual orientation, physical characteristics and other differences are enriching opportunities for learning about other people, the world and oneself.

4. Searching, sharing and contributing to the common good of the ESADE community.

This means being aware that the pursuit of one's own interests cannot be separated from the good of the community as a whole and this is reflected in attitudes of respect and responsibility towards the community.

5. Assuming responsibilities and commitments to create a more just society.

This means understanding not only what reality in actual fact 'is', but also what it 'should be' based on justice, a fundamental value expressed in the Universal Declaration of Human Rights.

Based on these values, members of the ESADE community undertake to act with **personal integrity, professional conscientiousness** and **social responsibility**.

Personal integrity means that words and actions are consistent with each other, with personal convictions or beliefs and with the values embodied in the Declaration.

Professional conscientiousness means rigour in carrying out our activities, a culture of effort, continuous up-dating of knowledge, a capacity for autonomy and cooperation, a transforming creativity and a spirit of service and improvement.

Social responsibility means assuming and taking into account the consequences of one's own decisions and their impact on justice in organisations and society, both locally and globally.