

 <p><b>UNIVERSITY OF LATVIA</b></p>	<p><b>SOCIAL POLICY OF THE UNIVERSITY OF LATVIA</b></p>	<p><b>APPROVED</b> by UL Senate 07.02.2018. Resolution No 230</p>
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The social policy of the University of Latvia (hereinafter – the UL) defines the objectives and values of the UL as a socially responsible institution based on its Constitution, development strategy and other documents governing the activities of UL.

**Objective:**

The UL social policy works for the development of the Latvian state and society to ensure prosperity, long-term trust and promote social cooperation between the UL community and its partners.

The UL as the leader in the higher education in Latvia has a key role to play in building a sustainable future in the country, business and society. UL commits to integrating sustainable development into everyday practice, minimizing environmental impacts wherever possible, maximising economic indicators and supporting social and community opportunities.

The social policy of UL is based on the values set out in the UL Development Strategy: People, excellence, development, creativity, responsibility, openness and cooperation. Social policy sets out the social aspects of these values and the directions for achieving the performance targets of UL.

***People***

The development and achievements of UL are generated by the UL community – employees, students, graduates and seniors – in interaction with Latvian society.

UL is a socially responsible employer with a high level of education, work culture and ethics, developing a fair relationship within the UL community.

***Excellence***

UL constantly supports and promotes excellence in students, employees and the Latvian society. The UL social policy motivates students and employees to engage in the achievement of UL objectives by developing their skills, evaluating achievements and providing growth opportunities.

***Development***

The UL social policy focuses on sustainable development of UL, including studies and research, competitiveness, staff growth and the modernisation of the environment and infrastructure. The UL social policy responds to changes in Latvia and the international community.

UL operates in accordance with the principles of social sustainability in promoting staff growth and social justice of the UL community.

### *Creativity*

Knowledge-based creativity as a manifestation of creativity is the basis for the development of UL. An open and evolving environment contributes to the innovative functioning of the UL family in the creation of spiritual and material values. The potential of UL is creating conditions favourable to the development of the UL community for education, lifelong learning, growth and competitiveness development.

### *Responsibility*

UL shall be responsible for the decisions and activities taken to ensure the achievement of its objectives and the sustainable reintroduction of values by acting openly and ethically.

Corporate social policy is common to the whole UL at every level and in all departments. It foresees the initiative and action for each UL community member to achieve the objectives of the social policy of UL.

UL provides a social support system, motivating UL employees and students to work effectively and well in a climate of mutual support.

UL relies responsibly on energy resources by making long-term investments to improve the energy efficiency of UL buildings and by optimising their capacity. UL treats the environment with great responsibility, ensuring that waste is sorted and recycled.

### *Openness*

UL is open in its activities by providing information on the objectives, priorities, decision-making process and decisions taken, key indicators for action, including finance, statistics, achievements, while protecting the privacy of each student and employee. UL reserves the right to limit the provision of information in cases where it may harm UL activities. UL is supportive of people with special needs, providing a non-discriminatory social environment for study and work.

The official public source of information on the UL activities is the UL portal [www.lu.lv](http://www.lu.lv).

### *Cooperation*

UL develops partnerships with other universities, scientific institutions, businesses, public authorities, trade unions, non-governmental and international organisations, by obtaining information on good practice examples and by developing practical solutions to today's problems.

UL is pro-active in cooperation as it takes the initiative and establishes social dialogue with partners, as well as in promoting cooperation between internal UL departments, creating social capital for employees, students, seniors, graduates, and thus providing support for both professional and social activities.

**In order to achieve social policy objectives and to bring values to life, UL continuously maintains and develops the work and study environment, promotes cultural, sports, artistic activity and other social activities, and provides other social support systems. UL continuously assesses and mitigates potential risks.**

Senate Chair

M. Kļaviņš

Senate Secretary

I. Upacere