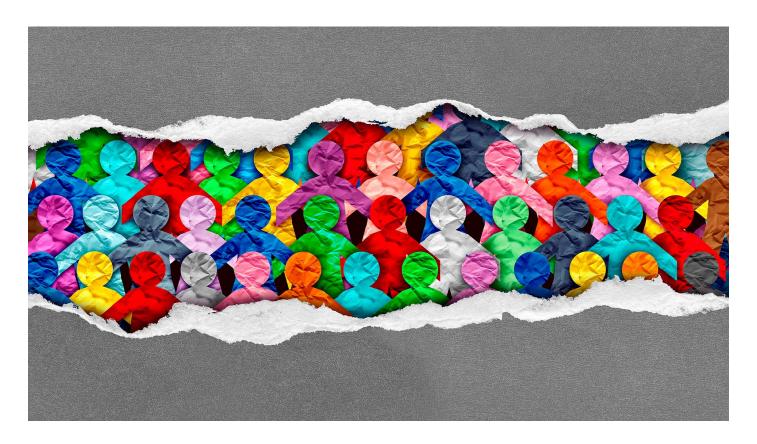
Tec certified for 5th year as Best Place to Work for LGBTQ+



<u>Tec de Monterrey</u> has been awarded the distinction of being the "Best Place to Work for LGBTQ+ 2025" as a result of the active participation of the LGBTQ+ community and the implementation of other inclusion policies.

This certification was awarded by the **Human Rights Campaign (HRC) Foundation** as part of the eighth **HRC Equidad MX program**.

For **Inés Sáenz**, Vice President of Inclusion, Social Impact, and Sustainability at the Tec, this **certification is a recognition** that encourages the institution to continue working to be an **inclusive university** that values and respects diversity:

"We reiterate our responsibility at the Tec to build an **inclusive environment**, where all people are respected and valued. This achievement reaffirms the Tec community's ongoing commitment to diversity and inclusion in the workplace."

This is the fifth consecutive year that **Tec de Monterrey** has received this certification and is the only educational institution to achieve this.



/> width="900" loading="lazy"> **Tec obtains recognition for fifth consecutive year**

305 companies participated in this year's **Human Rights Campaign (HRC) Foundation** assessment, of whom more than **85%** managed to obtain the certification of being the "**Best Place to Work for LGBTQ+"** in 2025.

Tec de Monterrey is the only educational institution that has obtained this recognition for the fifth consecutive year

The institution received a score of **100 out of 100** for its commitment to inclusion in five key areas:

- Prohibits discrimination based on **sexual orientation** across all its operations (15 points).
- Prohibits discrimination based on gender identity and/or gender expression across all its operations (15 points).
- Has a formal, and operational, **Diversity and Inclusion Council** and/or there is an Affinity Group that works in favor of Sexual and Gender Diversity (20 points).

Hernán García, Vice President of Talent, said that the Tec is working to build a significant educational legacy for the coming decades, as well as serving as a platform for transforming realities through an excellent academic education.

"At our institution, we always put people at the center of all our decisions," he said.

"We are committed to ensuring that we are an inclusive institution that appreciates and recognizes diversity, and a place where all people can develop and grow personally and professionally," he added.

García added that members of the institution will continue in their **commitment to positive actions** that impact these communities.

"We are committed to ensuring that we are an inclusive institution that appreciates and recognizes diversity." - Hernán García

Empleador		Criterio					Posición		
	Ubicación Corporativo	Criterio 1	Softman	Criterio 3	Criterio 4	So Puntos	2025 Puntaje	2024 Puntaje	500 Expansión
T&C Group	Ciudad de México	15	15	20	20	30	100	80	
Maritimex	Ciudad de México	15	15	20	20	20	90	100	
Practitravel	Estado de México	15	15	20	0	30	80	100	
Kuehne + Nagel	Ciudad de México	15	15	20	20	0	70		425
Universidades e Institutos Tecnológicos									
Tecnológico de Monterrey	Nuevo León	15	15	20	20	30	100	100	

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Advances in workforce inclusion

The HRC Equidad MX program began by prioritizing the development of **skills with a focus on inclusion**, and starting in 2025, it placed a **special focus on trans, queer**, **and non-binary people.**

From that point, companies have provided **evidence** of specific actions that ensure the inclusion of **trans and non-binary people**, such as:

- Legal and social recognition of three genders (male, female and non-binary).
- Support protocol for trans people, covering aspects such as:
- Access to inclusive bathrooms and clothing.

- Use of pronouns and chosen name.
- Support for transition processes (legal, psychological, and medical support).
- · Gender neutral sanitary facilities.

This approach reinforces its commitment to creating safe, equitable, and respectful work environments for all LGBTQ+ people.

According to the evaluator, **major employers in Mexico and Latin America** are incorporating **LGBTQ+ inclusion** as a **central component** of their business strategies.

This year, the results show significant growth in the number of organizations strengthening their efforts in this area, with more than 85% achieving certification.

HRC EQUIDAD MX 2025

Programa Global de Equidad Laboral Fundación Human Rights Campaign

Evaluación de empresas empleadoras en equidad para personas Lesbianas, Gays, Bisexuales, Trans y Queer

305 grandes empresas demuestran su compromiso con la equidad e inclusión LGBTQ+

305 Empresas participantes 261 Empresas certificadas Dan empleo a más de 1.4 millones de personas

/> width="900" loading="lazy"> About the Equidad MX program

The Human Rights Campaign Foundation (HRCF) has launched the eighth annual HRC Equidad MX program, a corporate inclusion index for LGBTQ+ people in Mexico.

Annually, this index evaluates **LGBTQ+ inclusion in the work environment** of Mexican and multinational companies.

The organization is based in the United States and has global alliances which promote the inclusion of the LGBTQ+ community in the workplace.

The program collects its data through an **annual survey of workplaces** within companies. It awards the "**Best Places to Work for LGBTQ+**" certification based on the results it finds.

You can read the complete report here.

YOU'LL ALSO WANT TO READ:

https://conecta.tec.mx/en/news/national/institution/human-dignity-achievements-tec-presents-2022-2023-report