



THE AMERICAN COLLEGE OF GREECE

UN Global Compact Communication on Engagement Report [January 2023 – up to date]

Statement of Continued Support

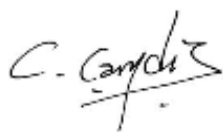
Dear Mr. Secretary General,

I am pleased to confirm that The American College of Greece reaffirms its support of the Ten Principles of the United Nations Global Compact with respect to Human Rights, Labor, Environment and Anti-Corruption.

In this second bi-annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our academics, campus culture, and daily operations. We also commit to share this information with our stakeholders and the general public using our primary channels of communication.

Continuing to support public accountability and transparency, we are maintaining our commitment to report on ACG's progress every two years according to the Global Compact COE policy.

Yours sincerely,

A handwritten signature in black ink that reads "C. Carydis". The signature is written in a cursive style with a horizontal line underneath the name.

Claudia Carydis
Vice- President, Public Affairs
The American College of Greece

ACG at a glance

Founded in Smyrna, Asia Minor, in 1875, by missionaries from Boston, Massachusetts, [The American College of Greece](#) is the oldest and largest US-accredited college or university in Europe.

For over 145 years, ACG has been offering transformative education and cultivating a fertile intellectual and cultural collaboration between Greece and the United States.

ACG is an independent, not-for-profit, non-sectarian, co-educational academic institution, spanning three divisions: Pierce (Pre-kindergarten/Elementary: secondary education: Gymnasium; Lyceum; International Baccalaureate Program); Deree (undergraduate and graduate); Alba Graduate Business School, situated in a 64-acre main campus in Athens suburb of Aghia Paraskevi, a 27-acre East Campus for Pierce Pre-kindergarten/Elementary in East Attica and a downtown Athens campus (Alba Graduate Business School)

ACG is the first American higher education institution abroad to achieve accreditation in the US (1981) – New England Commission of Higher Education (NECHE) and its Undergraduate programs are validated by the Open University, UK.

ACG Mission

To add distinctive and sustainable value to our students, Greece, American Education, Hellenic heritage, and the global community through transformative teaching, scholarship, and service.

ACG Vision

To develop The American University of Greece (AUG) Global Campus and the ACG Athens Campus as a unique, comprehensive, US-based, US-accredited, international, education system serving students across the education spectrum, Pre-K through graduate, and across the world.

Core Values

ACG and AUG are dedicated to integrating creatively:

- American education best practices (e.g. liberal arts; holistic student development for global citizenship; sustainability; economic and social impact).
- Greece's unique intellectual and cultural heritage.
- An institutional ethos of mutual respect, inclusion, responsible action, high achievement, and service.



Facts & Figures:

Enrolment Profile (Fall 2023)

- **5,121 undergraduate and graduate students**
- **2,465 pre-kindergarten/elementary and secondary students (Pierce)**
- **Faculty:** 335 Deree faculty, 270 Pierce faculty, 48 Alba faculty
- **Alumni:** Over 66,000 worldwide
- **Undergraduate:** 38 programs of study, 6 cooperative programs with Clarkson University and 61 minors offered through the School of Business and Economics, the School of Liberal Arts and Sciences, and the Frances Rich School of Fine and Performing Arts.
- **Graduate:** 9 Deree graduate programs, 12 graduate Alba programs.
- Over 50 partner universities in the US, Europe, and Asia offering study abroad and individually tailored programs.
- **ACG 150 - A plan to leverage education for economic and social impact:** Looking towards the 150th year of The American College of Greece in 2025, and staying true to its mission and values, in 2020 ACG launched the **ACG 150**, a visionary strategic plan to leverage education for economic and social impact. ACG 150 evolves existing programs and launches new initiatives with multiple, collaborative platforms for key stakeholders in order to address public policy and barriers inhibiting Greece's growth, strengthen Greece's entrepreneurial culture, boost Greece's research, innovation, and commercialization productivity, develop key areas of strategic collaboration between academia, industry, and the public sector.

Sustainability@ACG

Human activity undeniably impacts nature and climate with devastating consequences on the planet and all its inhabitants. As a leading educational institution, The American College of Greece (ACG) recognizes the environmental, economic, and social benefits of resource efficiency and commits to educating, inspiring, and empowering its students, as well as faculty, staff, parents, alumni, trustees, and business partners, to develop a sustainability culture on campus, collaborating with the local community in promoting sustainability best practices.

Following US best practices and as also reflected in its President's 2025 vision, The American College of Greece is gradually developing an ever-growing number of sustainability best practices. ACG is committed to systematically addressing issues from sustainability focus in academic programs and research and reducing its carbon footprint while improving its energy efficiency, to enhancing its social impact and increasing transparency and accountability in its daily operations.

In June 2023, ACG achieved the **STARS® Gold Rating** for the second time for its fourth [sustainability report and assessment](#), in recognition of our **sustainability achievements** in five categories: **Academics, Engagement, Operations, Planning & Administration, and Innovation & Leadership**. ACG is the only academic institution in Greece to have received a distinction from the US AASHE – an internationally acclaimed association. Through its membership in the UN Global Compact, the UN Academic Impact and the UN Sustainable Development Solutions Network (SDSN), ACG has committed to always operate in support of the UN SDGs – and most importantly, Goal No 4: Quality Education.

At ACG, we place a strong emphasis on providing our students – the leaders of tomorrow – with the knowledge, values, and experiences needed to navigate this everchanging environment while acting as engaged and responsible citizens and professionals in order to help create a more socially, economically and environmentally sustainable world.

The Office of Sustainability - Public Affairs

The **Office of Sustainability - Public Affairs leads all sustainability-related activity** in terms of operations and engagement, to advance sustainability on campus by:

- Strengthening the collaboration with and preparing the reports for various local and international organizations supporting the UN Sustainable Development Goals;
- Working with other ACG departments on implementing STARS recommendations;
- Promoting new ACG policies;
- Organizing awareness campaigns and social impact activities engaging students, faculty, and staff;
- Organizing events on a variety of sustainability-related topics.

The Office of Public Affairs is working closely with the **ACG 150 Center of Excellence in Sustainability (CoES)**, a pioneer Center focused on advancing sustainability in academics and conducting sustainability-related research.

ACG Center of Excellence in Sustainability

The Center of Excellence in Sustainability (CoES), a pioneer Center in Greece, was established in 2011 with the aim of promoting sustainability on the ACG campus and beyond. ACG is the only academic institution in Greece to have received a **STARS Gold Rating** by the internationally acclaimed US AASHE [Association for the Advancement of Sustainability in Higher Education] in recognition of its best practices in five categories: Academics, Engagement, Operations, Planning & Administration and Innovation & Leadership. **The Center of Excellence in Sustainability** works within the academic, civic and private sectors to:

- Promote environmental awareness, education for sustainable development and sustainability research on campus and beyond;
- Coordinate educational programs and activities while promoting experiential learning;
- Facilitate faculty and student collaboration between disciplines;
- Connect with other stakeholders and actors in the wider community in collaboration and coordination with the Office of Public Affairs.

The Academic Advisory Board of the CoES provides academic guidance and support enhancing the focus of academic programs in sustainability and related fields as well as promoting sustainability both on and off campus. The Board also serves as a liaison between the ACG faculty and the Office of Public Affairs, which leads all sustainability at ACG initiatives.

Sustainability@ACG Highlights and Achievements

ACG Awarded Second Consecutive Gold Rating for Sustainability Practices



The American College of Greece

Is hereby recognized by the Association for the Advancement of Sustainability in Higher Education as a STARS Gold Institution based on its reported accomplishments in campus sustainability.

Valid through May 18, 2026



Meghan Fay Zahniser
Meghan Fay Zahniser, Executive Director



The American College of Greece (ACG) has once again demonstrated its commitment to sustainability by earning a prestigious STARS Gold rating from the Association for the Advancement for Sustainability in Higher Education (AASHE). This recognition marks the second consecutive time that ACG has achieved this esteemed rating, highlighting its ongoing dedication to sustainable practices. The STARS rating system evaluates and promotes sustainability across all aspects of higher education.

ACG's sustainability journey has been a remarkable one, with this year's Gold rating surpassing its previous achievement. In 2020, ACG secured a Gold rating with a score of 69.44, and in 2023, we significantly improved our performance, reaching an impressive score of 81.87. The Sustainability Tracking, Assessment & Rating System (STARS) measures and encourages sustainability in all aspects of higher education.

In the context of our membership to AASHE:

- The ACG Sustainability Director participates in the AASHE mentorship program for the third consecutive year. This year she acts as a mentor to two non-US institutions; Universidad San Francisco de Quito – Ecuador, and College of Science, Technology and Applied Arts of Trinidad and Tobago. So far, she has mentored over 6 institutions worldwide on how to promote sustainability on their campuses and STARS reporting.
- In October 2023 the ACG Sustainability Director was selected by AASHE for the second time as a judge in AASHE's Sustainability Awards 2023.

ACG gets recognized for its sustainability best practices



In 2023, ACG, based on the data submitted in our more recent STARS report, was:

- recognized as a **top performer for its sustainability best practices** in the 2023 Sustainable Campus Index (SCI) of AASHE for the eighth consecutive year in the categories **Grounds, Purchasing, Curriculum, Campus Engagement, Energy, Waste and Wellbeing & Work**. Also, ACG attained **overall top performer status in the Master’s institutions** for the second time and as a top international performer with top score performance.
- included in the 14th annual “Guide to Green Colleges” of Princeton Review for the sixth consecutive year

ACG Recognized as a Leader in Sustainable Electronics Procurement with EPEAT Purchaser Award

In May 2024, ACG for the second consecutive year is recognized as a sustainable purchaser in the area of electronics equipment in three categories (Computers & Displays, Imaging Equipment, and Servers) based on the data submitted for 2023. Also, ACG will be featured among the GEC’s 2023 EPEAT Purchaser Award winners. This is coordinated by the Office of Sustainability - Public Affairs in collaboration with our IT department.



The American College of Greece and the UN Global Compact

Enhancing its commitment to adding value to sustainable growth and adhering to the principles of societal, environmental, and economic sustainability, ACG became a member of the UN Global Compact in January 2019 to implement universal sustainability principles and to take steps to support UN goals.

Human Rights

- ✓ Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- ✓ Principle 2: make sure that they are not complicit in human rights abuses.

The UN Global Compact two principles on Human Rights set a clear directive and commitment for universities and educational institutions to uphold, protect, and respect the internationally recognized human rights, as declared in the Universal Declaration of Human Rights (UDHR). This milestone document, signed in UN General Assembly in Paris on December 10, 1948, clearly outlines the human rights that are inherent to all human beings.

The American College of Greece (ACG), a non-profit institution, admits students of any race, color and national or ethnic origin and does not discriminate in its programs, its employment and in any other area. As ACG was founded on the basis of a human rights centric approach, guided by its motto "Non ministrari, sed ministrare" (To serve, not to be served), it always operates in accordance with the UDHR in all its relationships with its stakeholders, both within campus walls as well as the broader local, national, and international community.

Scholarships & Financial Assistance: ACG's mission is to provide access to quality education to all. Since its founding in 1875, The American College of Greece has provided assistance to students needing help in meeting their educational expenses, thereby enabling students with demonstrated ability and promise to access a quality education, regardless of their financial circumstances. In support of that, the College offers approximately over €8 million annually (need-based and merit financial aid).

The College has expanded scholarship and financial support programs to ensure the affordability of an ACG education particularly in challenging economic times. The College is committed to aiding students and their families in learning about the resources available through [the College's financial aid programs](#) and to assisting students and their families in finding ways to meet their educational expenses.

The Financial Assistance Program at ACG provides various levels of financial assistance based on need and/or academic achievement. **The governing philosophy of our program is grounded in our belief that lack of funds should never prevent academically talented students from receiving a quality education.** Funding for financial assistance originates from the College's own resources and from the generous contributions of donors.

ACG Social Impact Initiatives:

ACG has been a socially responsible institution and an integral part of the community in which it always operated. Its motto "To serve, not to be served" is characteristic of the role it always assumed and it has remained the guiding principle throughout its long and distinguished history. Such initiatives/activities include:

- **"Education Unites: From Camp to Campus":** Partnering with the **U.S. Embassy in Athens, The American College of Greece (ACG)** is proud to have established "**The Education Unites 2023**" program offering fully funded scholarships to at-risk refugee, migrant and displaced students with financial need to obtain undergraduate and graduate degrees at Deree. Through a \$100,000 grant from the U.S. Embassy in Athens and a matching financial contribution from ACG, more than 40 refugee, migrant and displaced students, including 20 Ukrainians, can access scholarships for the 2023 spring and fall semesters, as well as the summer term.

ACG is collaborating with the U.S. Embassy for the sixth year under the **Education Unites** program. In 2018, the U.S. Embassy provided funding to establish the "Education Unites: From camp to Campus" program, supporting scholarships for 200 refugee students in Athens and Thessaloniki. Under "Education Unites," ACG

welcomed 100 refugee students during 2018-2019, and since then has continued to independently provide scholarships to 20 or more refugee students from different countries annually. In 2022, in response to the Russian invasion of Ukraine, ACG established the Ukrainian Student Program, providing scholarship support for 20 additional refugee students from Ukraine. The additional U.S. Embassy funding is expanding the program and offering life-changing opportunities to more young refugees from Ukraine and other countries.

Beginning with our founding 150 years ago, ACG is rooted in a long commitment to educating and financially supporting a global community of students displaced by war and geopolitical instability. One hundred years ago, 73 of our 88 students were refugees, and now 40% of our ACG students receive scholarships. Deree's commitment to providing quality education opportunities to refugees continues!

- **ACG Farmers' Market:** A volunteer initiative that started in November 2018, in collaboration with the NGO "Boroume" (=We Can), and is dedicated to preventing food waste and malnutrition in need, by collecting surplus food from the market stands and donating it to local charities. In November 2021, we adopted a second farmers' market, and in March 2023 even a third one, offering more volunteer options to our community.



Since November 2018 until the close of 2023, we have successfully collected over 25,000 kg of fruits and vegetables, equivalent to around 70,000 meals! This accomplishment is a result of the dedicated efforts of members within the ACG Community, who have contributed more than 1,500 volunteer hours towards this initiative.

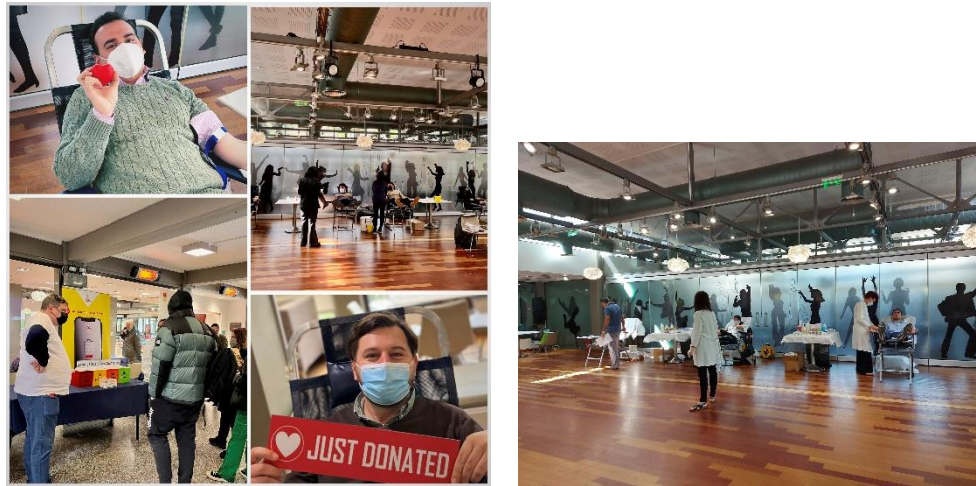
ACG has been recognized for the initiative by the United Nations Academic Impact (UNAI) initiative for its active and ongoing involvement in the Boroume at the Farmers' Market initiative in collaboration with the NGO Boroume.



Volunteers gather produce donated by vendors from the stands of farmers' markets (Photo: ACG)

College Food Saving 'Warriors': Reducing Food Waste in Greece

- **ACG Community Service Days:** Organized bi-annually, these community service days bring together members of the ACG Community (students, faculty, staff, alumni, parents) who volunteer for various causes. Such an initiative was the following:
 - ACG organized two 3-day emergency blood drives (Spring & Fall 2023) in support of two public hospitals. ACG members (students, faculty, staff, alumni, and parents) donated more than 213 units of blood. The blood drives were organized by the Office of Sustainability- Public Affairs, the ACG Health & Wellness and the Office of Student Affairs with the support of the ACG Sustainability Leaders, the SNF Scholars, and the Deree Student Association.



- **Aghia Paraskevi Soup Kitchen:** Since 2013, ACG systematically supports the Municipality's Soup Kitchen through monetary and in-kind donations. All offers are a result of [student-led activities](#) taking place throughout the year at both Pierce and Deree, especially during the Christmas and Easter periods.
- **S.E.R.F. (Student Emergency Response Force) Trainings/Seminars:**
 - Active shooter on campus training
 - Firefighting trainings
 - Street-fighting seminar
 - Self-defence training
 - First-aid training

ACG supports those affected by the floods in Thessaly



The American College of Greece, remaining faithful to its motto “Not to be served but to serve,” collected supplies for the victims of the recent devastating floods in Thessaly by supporting two major initiatives:

Pierce East Campus supported the effort of the Ministry of Education, coordinated by the initiative “Oloi Mazi Boroume,” by donating 61 boxes of brand-new school supplies to students in the broader Thessaly region.

Pierce Gymnasium/Lyceum, Deree, Alba Graduate Business School, and the Deree Athletic Club, through the NGO Desmos, contributed 79 boxes of essential supplies (clothing, cleaning products, hygiene items, canned goods, etc.), as well as more than 2,300 bottles of mineral water and juice.

NGO Desmos not only thanked ACG for the goods donated but mostly for the way they were delivered to them, beautifully sorted by item, showing the true care ACG people put into the whole effort.

- On November 28, the Office of Sustainability – Public Affairs in collaboration with the British Embassy in Greece and supported by the Hellenic Ministry of Social Cohesion and the Family, Police Scotland, and

Genderhood, organized an event addressing gender-based violence in the context of the UN's global campaign "16 Days of Activism against Gender-Based Violence". Also, ACG Millennium Fellows moderated a discussion on women's rights and social support.

- On October 19, in celebration of Mental Health Awareness Month the Office of Sustainability – Public Affairs together with the Rise Club Non-Profit Organization organized the half-day conference "ELEVATE HER: Empowering Mothers in a Changing World." The event aimed to inspire and empower mothers and women professionals through education, mental health support, and corporate sustainability and responsibility initiatives. The ACG Sustainability Director participated as a speaker in one of the panel discussions highlighting the practices that companies and organizations should adopt aiming at supporting mothers and women professionals to balance their personal and professional lives.
- In the context of the Easter spirit The Office of Public Affairs through the Director for Sustainability coordinated the college's support through monetary and in-kind donations of our members to the following charities: EMFASIS, Sikiaridio Foundation. Donations were provided through the Pierce Open House, the ACG Libraries book drives, and the sales of the ACG reusable items. Also, we donated three used desktop PCs to the Sikiarideio Foundation in the context of our reuse and minimizing waste practices.
- On April 6, 24 the students of A1 Lyceum, along with their teacher – class advisor Mr. Panagiotis Kechagias, visited the Infant Center "Mother". After being shown around the center's premises, our students were informed about adoption and fostering, along with ways to support the actions of the center, and donated goods they had collected prior to the visit.
- In April, 24 the students of the A9 Lyceum class, in cooperation with the Center for Services to People with Disabilities "The Ergastiri – Lillian Voudouri", implemented the project "Come together to build a house". The project involves the delivery of a piggy bank and products (various soap designs, ceramics of different colours and designs) to our School for sale, with the aim of building new houses for supported living. Following the distribution of all the products to the members of the school community, the students of Class A9, visited the premises of the Centre, together with their counsellor, Mrs. Aikaterini Falouka, to hand over the piggy bank with the money. During their visit, the students were informed about the Center's programs, which aim to enhance the work and social skills of people with intellectual disabilities and facilitate their social integration. Our students interacted with the beneficiaries and participated in experiential activities.
- On Wednesday 21 February 2024, an informational event was held at the Pierce Theatre on the topic "From Conflict to Connection: understanding and addressing violence in childhood and adolescence," aimed at Pierce's Parents and Educators. The event was the second in a series of informative meetings on issues of concern to parents, students and teachers, aiming to provide proper information on issues that concern us all, to be vigilant and armor us against the challenges of our times.
- In December 2023 our school came one step closer to Africa and actively supported the difficult work of education in the countries of the African continent. This vision became a reality through the action "Hand in Hand: Pierce for Africa," an initiative of Pierce students Natalia Dandoura (IB1) and Myrto Loukeri (B Lyceum), under the guidance of the educator Mrs. Chrysoula Baraboutis and the Executive Director, Mr. Maximos Vasileiou. The action has a voluntary and charitable character, with the ultimate goal of converting as many schools as possible into pilot educational institutions. In collaboration with the Greek Voluntary Organization "Elix" (<https://www.elix.org.gr/en>) and the CIVS organization in Kenya, Africa (<https://civskkenya.org/>), our school contacted 3 schools in Kenya, in the Kisumu region, which are attended by over 750 children, aged 5 to 12 years old. Pierce's team of volunteers created videos in which our students become teachers themselves and teach English to children, in line with the Kenyan peer-to-peer education curriculum. During the last school year (2022–2023), stationery was collected from all A and B Lyceum and IB Pierce students, while members of the Art Club created origami kits for the children. Finally, with the donation of 4 first-aid kits from the private hospital "Euroclinic of Athens," the dispatch of medical supplies to the schools in the Kisumu area became a reality. The teachers, Mrs. Chrysoula Babouri-Smith (editing English texts) and Mrs. Stella Karageorgiou (Art Club Advisor), contributed to the action. The Consul of the Republic of Kenya in the Hellenic Republic, Mrs. Vicky Pantazopoulou, has been informed about the initiative of our students, who congratulated the children and invited them to a meeting at the Consulate.

- In October 2023, the students of Pierce Elementary, Gymnasium, Lyceum, and IB at the East Campus of Spata and Agia Paraskevi Campus participated in the Greece Race for the Cure that was organized by the Department of Physical Education and Sports in collaboration with the English Department. This symbolic race was an event within the framework of Sports Day, and our students, through their participation, aimed at conveying a strong message: Together, we are stronger than breast cancer! The Greece Race for the Cure is the largest sports event for a social purpose in Greece, and is organized by the Panhellenic Association of Women with Breast Cancer “Alma Zois” with the endorsement of the organization Think Pink Europe.
- In November 2023, ACG launched an educational partnership with the Antetokounmpo family, aiming to provide meaningful opportunities for young people to be inspired, to work hard, to gain confidence, to develop a balanced character, with the tools of education and sports to prosper personally, academically and professionally. The Antetokounmpo Foundation in collaboration with The American College of Greece, is creating a programme which, every year for the next 5 years, will support young people with limited financial resources as well as refugees, offering them scholarship opportunities, life skills and access to higher education, in two interlinked pillars: a. The American College of Greece’s educational curriculum, with annual life skills and leadership development workshops and mentoring for more than 100 boys and girls aged 10-17 participating in the AntetokounBros Academy. The workshops will be conducted by Educators at the Pierce Campus, the institution that, with a 150-year tradition, now offers high-quality education to more than 2,500 primary and secondary school students. b. The pathways program, which will offer 24 scholarships to an equal number of outstanding secondary school graduates to attend Deree – The American College of Greece. Four recipients will be graduates of AntetokounBros Academy and twenty will be scholarship recipients of Education Unites, a program of The American College of Greece for refugees, immigrants and students far from their place of residence.
- In June 2024, Alba successfully completed a unique project, Alpha Females for VentureGarden, implemented by AHEAD - The Alba Hub for Entrepreneurship and Development with the support of Alpha Bank. This innovative program was designed to empower female alumni of VentureGarden. The primary goal of this initiative was to enhance the entrepreneurial skills and knowledge of female VentureGardeners while fostering a strong, mutually supportive community of women entrepreneurs. Participants from different VentureGarden cohorts came together, creating a vibrant reunion and an opportunity to exchange experiences, share their evolution as entrepreneurs, and discuss current challenges and future goals.

ACG Counselling Center

ACG operates a Counselling Center that aims to support, encourage, educate, counsel, and empower students in a college setting as they adjust to the challenges and transitions of university life as well as help faculty and staff function more effectively in their work with students. Besides, ACG provides educational psychologist’s services to students who cope with learning difficulties in order to assist them alleviate these issues and enhance learning. During the COVID-19 pandemic, the Counselling Center has organized a variety of virtual activities, such as the following:

- Mental health and counselling services on a daily basis
- How to cope with stress and anxiety during lockdown
- How to best manage your feeling and responses
- Resilience-building online group
- Teaching self-care and self-compassion skills/techniques

Gender Equality, Diversity, and Inclusion

- **ACG Equality, Diversity, and Inclusion Policy:** Greek Law and this Policy protect ACG Community members, in particular students, from discrimination, harassment, bullying, and victimization, and provide safeguards for the equitable treatment of persons with disabilities in a manner that appropriately ensures reasonable accommodations towards

addressing the multiple disadvantages that they experience and enabling them to participate fully in College life (updated version: March 2023).

- On May 2023, the online event “Understanding Gender Diversity and Supporting the LGBTQ+ Community” took place. The purpose of the event was to raise awareness and inform ACG students, faculty and staff on Gender Diversity and other issues pertaining to the LGBTQ+ Community. The presenters elaborated on recent findings of relevant studies and discuss specific challenges and ways in which higher education institutions can facilitate and enhance the successful adaptation and integration of LGBTQ+ students within academic environments. The event was organized by The ACG Counseling Center With the support of the ACG Diversity and Inclusion Club.

Speak-Out-Loud Campaign

In 2019, the Office of Human Resources in collaboration with the Marketing and Communication Office, organized a campaign on inclusion, safety, and care, in the context of the newly adopted ACG Non-Discrimination, Anti-Harassment, Sexual Misconduct, Relationship Violence and Stalking Policy. This is an ongoing campaign.

ACG Safeguarding Policy

ACG is committed to safeguarding students, faculty and staff, as well as third parties involved in College activities, to maintaining a campus ethos of mutual respect, care and responsible action and to providing a safe learning environment in which all students can learn and develop. The Policy particularly applies to current and prospective students under 18 years old, and vulnerable adults who are registered as students or prospective students as well as children/vulnerable adults who are connected to ACG directly or indirectly (revised version January 2020).

Deree IREA and Sociology Departments Courses

- **IREA:** [The International Relations and European Affairs \(IREA\) program](#) is offered by the School of Liberal Arts and Sciences of Deree – The American College of Greece, under the Department of History, Philosophy and the Ancient World. As part of the program, students also acquire understanding of how political thought and authority has evolved, as well as engage with discussion of issues – such as social justice, political liberalism, and individual liberty.
- **Sociology:** [The program](#) offers a solid curriculum with a diversity of courses in the following areas: Globalization and Migration, Family, Gender and Health, Social Movements, and more.

Pierce ACGMUN Conference

The Pierce MUN Club was established in 2013 to offer students the unique opportunity to participate in the global MUN community and to honor the school’s tradition. Since its founding in 1875, Pierce has encouraged students to think critically, cultivate their interests, challenge themselves, and become actively involved in current issues. Since 2017 Pierce organizes the [Pierce ACGMUN Conference](#) on campus welcoming delegations from all over the world, tackling current global issues.

Labor

- ✓ Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- ✓ Principle 4: the elimination of all forms of forced and compulsory labour;
- ✓ Principle 5: the effective abolition of child labour; and
- ✓ Principle 6: the elimination of discrimination in respect of employment and occupation.

What makes The American College of Greece a leading academic institution are its people. The students, alumni, faculty, employees, suppliers, and the business partners ACG collaborates with. ACG is dedicated to adding distinctive and sustainable value to the lives of students and its stakeholders, maintaining a campus ethos of mutual respect, care and responsible action, and fostering a culture of equal opportunities for all.

Employment Standards: All suppliers to The American College of Greece (ACG) will maintain fair and non-discriminatory work environments, where all employees are treated with respect and dignity and in a manner that comports not only with workplace practices mandated by the laws, but also with ACG's commitment to the highest ethical standards in all aspects of its educational mission and business practices, including employment.

Occupational Health and Safety Practices: All suppliers to ACG are expected to provide their employees with a safe and healthy working environment in order to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of the supplier. Suppliers shall, among other things, provide: (i) Occupational health and safety training, (ii) A system for injury and illness reporting, (iii) Medical treatment and/or compensation to injured/ill workers arising as a result of working for supplier, (iv) Machine safeguarding and other protective measures to prevent injuries/illnesses to workers, and (v) Clean and safe facilities.

Labor Practices: All suppliers to ACG are expected to adopt sound labor practices and treat their workers fairly in accordance with local laws, regulations, and the ILO Declaration on Fundamental Principles and Rights at Work. In addition, suppliers must comply with the following standards: (i) Freely Chosen Employment, (ii) No Child Labor, (iii) Minimum Wages and state, (iv) Working, (v) No Harsh, Inhumane Treatment or Abuse, (vi) No Discrimination, and (v) Freedom of Association.

New Employee Orientation: All new employees are notified to go through an HR Orientation Session at the beginning of their employment. At this session, they are informed about ACG Employees benefits, administrative policies and forms, all of which can be found on the organization's Intranet. The orientation session touches upon sustainability areas like Campus Engagement, Diversity & Affordability, and Well-being at work. New employees are informed about the existing ACG Policies which strictly prohibit against any form of discrimination and harassment on Campus, briefed about the various employee benefits, which promote the mental and physical well-being of employees.

Continuing Education (Tuition Waiver Program for Employees): Through this program ACG provides the opportunity to all faculty and staff to participate in any of the courses, seminars, certificates, diplomas, majors offered by ACG including sustainability-related or sustainability-focused academic offerings.

Pay Scale Scheme: ACG is implementing a pay scale/salary structure scheme for all its employees based on each employee's rank within the organization, the length of employment, and the difficulty of the work performed.

Community Service Leave Policy: The purpose of this policy is to allow employees (faculty and staff) to participate voluntarily in services for our community during their workweek. This supports the president’s goal to enable and empower faculty, and staff, to give back to the community.

Policy of Equal Opportunities: The College is an equal opportunity employer, and does not discriminate on the basis of age, gender, colour, race, nationality, ethnicity, faith, disability, sex, marital status, or sexual orientation. The College strives to maximize valuable talent and potential, and eliminate unconscious bias, prejudice and stereotyping in the workplace.

Wellness programs:

- ACG provides free access to its athletic facilities (Fitness Center, Swimming Pool) to all the members of the Community, including students, faculty and staff.
- The College implements a campus-wide No Smoking Policy in order to promote the well-being of its employees. The Office of Human Resources strongly encourages employees to give up smoking and to adopt a healthier lifestyle for their own benefit and for the Community’s benefit as a whole. The ACG Administration has been funding employees for their efforts to stop smoking. In addition, since September 2019, the Office of Public Affairs spearheaded the



the well-being of its employees. The Office of Human Resources strongly encourages employees to give up smoking and to adopt a healthier lifestyle for their own benefit and for the Community’s benefit as a whole. The ACG Administration has been funding employees for their efforts to stop smoking. In addition, since September 2019, the Office of Public Affairs spearheaded the

[Smoke-free campus campaign](#) with the help of the ACG Institute of Public Health in order to raise awareness among the ACG community regarding the health hazards inflicted by smoking.

- Nurses placed permanently on campus available to all Community members and work doctor visiting the premises weekly (for faculty and staff).
- Through the [ACG Health & Wellness Center](#), ACG provides accessible high quality health services to meet the needs of all members of the College Community. We support and encourage students, staff and faculty members to realize their optimal physical, emotional, social and intellectual goals through health promotion and disease prevention programs and services. It is the aim of these innovative services to assist the College Community in cultivating their own healthy lifestyles that will follow them throughout the course of their college experience and beyond. During the period 2019 – 2021, the Center has organized its annual wellness festival. In 2020, the festival focused on the pandemic, supporting the community to help them adapt to this situation. Throughout the duration of the pandemic, there has been an ongoing virtual awareness raising campaign – “Coexist with Covid-19” – aiming at teaching us how to adopt this new lifestyle. The Center has ongoing programs on nutrition and healthy cooking as well as mindfulness and meditation sessions.

Environment

- ✓ Principle 7: Businesses should support a precautionary approach to environmental challenges;
- ✓ Principle 8: undertake initiatives to promote greater environmental responsibility; and
- ✓ Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Committed to safeguarding the natural environment for present and future generations, ACG is systematically engaging in a variety of key environmental initiatives. These include the implementation of waste reduction and recycling practices, energy efficiency projects, and awareness raising, educational initiatives, aiming at creating responsible and engaged citizens and professionals who will amplify the message for sustainable development.

ACG Sustainable Campus Operations, Waste Management, and Energy Management

The operational side of sustainability is fundamental to achieving sustainability excellence. ACG is committed to reduce resource usage and improve understanding on consumption patterns in relation to efficiency measures. The main operational objective is to minimize ACG's environmental and carbon footprints concurrently with significant reduction of energy consumption.

- **Workshop Task Management Program (AIMMS):** The Technical Services introduced an online platform to make the process of filling in work orders for various requests (transportation of items, etc.) more efficient and environmentally friendly by going entirely paperless. We save approximately 6.000 pages per year while facilitating the communication among the community in regards to accomplishing tasks on time effectively.
- **Airly Air Quality Sensor:** The Technical Services, in collaboration with the ACG Center of Excellence for Sustainability, Office of Public Affairs, installed the Airly air quality sensor on campus in order to measure the CO2 emissions in the atmosphere, humidity levels, pressure, temperature, pollution levels, using the CAQI index (an international measurement system used to determine the levels of air pollution) in Fall 2019. The sensor presents real-time data through an application. We are the first institution in Greece to have installed such a sensor. ACG members have real-time access to the data through the application.
- **ACG Sustainable Events Guidelines:** ACG is committed to adopting and continuously improving sustainability best practices. In this context, [these guidelines](#) aim at engaging event organizers into adhering to sustainable options with their audiences and partners.
- **ISO 50001 certification:** ACG received [this certification](#) for establishing, implementing, maintaining, and improving an energy management system on campus in July 2020, in accordance with TÜV Austria procedures for organizations in the educational sector. In 2023 renewed successfully the ISO 50001 Certification for its Energy Management System, marking a significant milestone in its ongoing commitment to energy efficiency. This renewal comes three years after the initial Certification was awarded. ACG has continued its dedication to establishing, implementing, maintaining, and improving its Energy Management System across the AP Campus and all ACG Facilities, with the renewal effective as of July 2023. The third-party Auditor, TUV Austria, Certification Body, conducted a reassessment on July 25th, 2023, resulting in the renewed Certification. In addition to the ISO 50001 Certification renewal, ACG is proud to have received certification for monitoring, managing, and improving the College's performance in greenhouse gas (GHG) emissions management, in accordance with the EN ISO 14064-1:2018 Greenhouse Gas Emission Data Management International Standard.

- **Energy Policy:** The American College of Greece is committed to the continuous improvement of energy efficiency, as part of its sustainability strategy. This commitment is materialized by the implementation of our Energy Management System, in accordance with the principles and requirements of ISO 50001: 2018.
- In June 2024, **solar panels were installed** on our campus in the context of our energy efficiency practices.
- **Clean, Green Electricity:** As part of the ACG Energy strategy to minimize the carbon footprint, our electricity is supplied by We Energy, a company that provides 100% “green energy”. This action reduces our carbon footprint annually at least 85%.
- **Landscape Management:** The totality of the ACG campus grounds in Aghia Paraskevi (23.79 Hectares) is managed organically, without the use of inorganic fertilizers and chemical pesticides, fungicides and herbicides. Most of the campus empty area is heavily forested and there is only minimal tending and/or maintaining.
- **Waste Management:** ACG is committed to systematically improving its waste management practices. The College engages in the following practices recycling of materials and donation/resale of materials. Our recycling scheme includes the following materials: Paper, plastics, glass, metals, and other recyclable containers, white goods (i.e. appliances), electronics, lab equipment, furniture, residence hall move-in/move-out waste, scrap metal, and pallets.
- **Sustainable Purchasing Policy:** ACG is committed to the highest standards of social and environmental responsibility and ethical conduct. It is imperative that we provide clear guidance with respect to proper business conduct and ethical behavior to the people who represent us in carrying out their daily duties. Our multi-cultural business model allows us to rely on local management to best serve the needs of ACG with due recognition of local cultures. However, this freedom to manage and make decisions requires employees to operate at the highest levels of transparency, honesty, integrity and responsible behavior. This Code reflects the commitment by ACG Management and all employees to achieve excellence in the way we do business, by adhering to the highest standards of corporate and social responsibility. This Code outlines ACG’s expectations for Supplier conduct regarding labor and human rights, health and safety, environmental protection, ethics, and management practices.
- **Suppliers Code of Conduct:** ACG Suppliers are selected on the basis of compliance with the institution’s established code of conduct. Specifically, all food suppliers must comply with ACG waste management systems, minimize food waste, offer a diverse meal options for all social/ethnic/dietary restrictions and provide sustainable food options, and use environmentally friendly serving options. All suppliers must comply with the occupational health and safety practices and meet set sustainability standards.

Environmental Sustainability Awareness Raising Campaigns

1. *ACG Cares for a plastic-free future! The #ACGGoesPlasticFree Campaign*

In July 2018, the Office of Public Affairs launched the #ACGGoesPlasticFree institution-wide campaign in line with the EU Directive for the reduction and elimination of single-use plastic (SUP) items.

Joining our forces to the global movement, we aim at raising awareness on the harmful consequences of single-use plastic pollution and guide our community in making a successful shift towards eliminating single-use plastics from our campus and daily life.

Since 2018, we have organized a variety of events (e.g. ACG Plastic Free Challenge, ACG Plastic Free Day, etc.) and moved forward with bold actions to reduce our campus’ plastic footprint (e.g. policy banning orders of single-use plastic cups at all offices, collaborating with on campus vendors to accept reusable containers, etc.).

A comparison between 2018 and 2019 shows a significant reduction in the consumption of SUP (water bottles, beverage cups, straws, plastic cups at offices) on campus (42% decrease). Due to COVID-19 restrictions and the temporary closure of the ACG premises, the subsequent data for 2020 is not available.

2020 Overview of actions:

- Addressing one of the most pressing environmental issues of our time and in the context of the #ACGGoesPlasticFree Campaign, The American College of Greece, through the Office of Public Affairs, in collaboration with the A.C. Laskaridis Charitable Foundation organized an [insightful event](#) on single-use plastic pollution trends and best practices, locally and globally, in February 2020. Adhering to ACG's commitment to reduce and gradually eliminate single-use plastic items on campus, this was the first 'certified' single-use plastic free event, supported by the A.C. Laskaridis Charitable Foundation. The event welcomed Kostis Hatzidakis, Minister of Environment & Energy (former), who delivered his keynote speech on Greece's national plan for the elimination of single-use plastic items and a plastic-free future to an audience of over 100 internal and external guests.
- The first campus-wide survey to calculate ACG's plastic footprint was sent out to the community (students, faculty, and staff) in Spring 2020. The survey was the product of a Deree-ACG student's work who was also a member of the student organization ACG Sustainability Leaders – the dedicated student volunteer group that helps advance sustainability on campus – in the context of the course "Sustainable Use of Resources and Waste Management". Key findings of the survey include:
 - 67% of the participants use zero single-use plastic water bottle.
 - 64% use zero single-use plastic items (plastic water bottles, plastic cups, plastic straws, plastic containers, plastic plates and cutlery).
 - The average individual plastic footprint amounts to 1.2 plastic items per week per person.
 - 87% of participants own a reusable bottle or cup.
 - 67% of participants bring their reusable bottle/cup to campus every day.
 - 60% is very familiar with the recycling system and how it is used on the ACG campus.
 - 55% is very familiar with the existence and the purpose of the #ACGGoesPlasticFree campaign.

In Summer 2021, we launched two more reusable items – a thermos cup and a set of bamboo cutlery – to help ACG members reduce their plastic footprint.

Renewing our commitment to raising awareness about the harmful consequences of single-use plastics and to reducing them both on campus and beyond, we are continuing our #ACGGoesPlasticFree Campaign.

2. *ACG Food Waste Campaign: 'Reduce Your Foodprint!'*

ACG is dedicated to [reducing food waste](#) both on campus and in the broader community. Since November 2018, the College has been collaborating with the NGO 'Boroume' (We Can)*. In the context of our collaboration, we have adopted two farmers' markets – the ACG Farmers' Market initiative – where students, staff, and faculty volunteer on a weekly basis and save food that would otherwise end up in the landfill. This volunteer initiative is tackling the environmental and the social aspects simultaneously, by eliminating food waste and contributing to the local community, supporting the philanthropic activities of local charities.

As of October 2020, ACG is a member of the Alliance for the Reduction of Food Waste, a group of public authorities, well-known companies, food and service businesses from all areas of the supply chain, social impact organizations, and academic and research institutions, coming together to prevent and reduce food waste in Greece, aiming at raising awareness, educating the public, highlighting and disseminating best practices, exchanging knowledge and ideas, promoting research and innovation, promoting and donating any surplus food to social impact organizations, and, most importantly, advocating for public policy on preventing and reducing food waste and food loss in Greece. In April 2024, we submitted our [third report](#) with our initiatives in eliminating food waste and raising awareness.

In the academic year 2021-2022, in tandem with the EU Directive 2018/851 and subsequent national law, we are taking it one step further by launching a campus-wide campaign on reducing and preventing food waste. "The ACG Food Waste Campaign: Reduce your FOODprint!" aims at raising awareness about this critical issue and educating our community on best practices on how to save food. This is an ongoing campaign.

In our efforts to minimize food waste on campus, in June 2024 we installed composting bins in collaboration with the local Municipality. The composting program will run in collaboration with our on campus catering providers.

3. ACG Waste Reduction & Recycling Campaign: Reduce, Reuse, Recycle!

Aimed at raising awareness on waste reduction and recycling best practices, [the campaign](#) was initiated in the academic year 2017 – 2018 and is still ongoing.



Using all the available channels (Intranet platform, social media, mass emailing, on campus screens), we are consistently engaging with the ACG community to raise awareness about the importance of waste reduction and tips on how to reduce one's waste footprint. A key initiative during the two-year period described in this report was the creation of the [community exchange platform](#)

Reuse@ACG, exclusively available to all ACG students, faculty and staff, launched in celebration of the annual European Week for Waste reduction, November 21-29, 2020. The platform is the product of Deree students' work who worked for over one year in collaboration with the Office of Public Affairs to successfully launch it!

In the context of the campaign and our efforts to minimize waste on campus, throughout 2023 we run the Waste Management Project took place. The initiative contained sample checks of recycling and residual bins and weighing of items under the supervision of the ACG Director of Sustainability. This project aims to map our waste management practices and plan further efforts to eliminate waste on campus. In the context of this project, the Director of the Office of Sustainability was invited to present to the Waste Management class about ACG's waste management efforts and the aims and findings of this project.

Environmental Sustainability Events & Activities

- **Climathon Agia Paraskevi @ ACG:** On November 30 and December 2nd, 2023 The American College of Greece (Center of Excellence in Sustainability; Office of Sustainability – Public Affairs) in collaboration with the General Secretariat of Natural Environment and Water, Hellenic Ministry of Environment and Energy, the Sustainable Development Unit – ATHENA RC, the Municipality of Aghia Paraskevi and under the Auspices of the Green Fund and the support of the Athens University of Economics and Business and the LIFE IP AdaptInGr, organized 2 joint Events on good practices for water management, at The American College of Greece. The two actions together aspired to be a catalyst for positive changes in water management practices and biodiversity conservation, laying the foundations for sustainable cities. The Climathon is an ideathon that seeks to engage and raise awareness among citizens on issues facing the local community and related to climate change. The three winning teams were: 1st prize, 'The Rain Project,' students from the National and Kapodistrian University of Athens; 2nd prize, 'H2All', students from DEREЕ-the American College of Greece; 3rd prize, 'AquaGuard,' students from the Athens University of Economics and Business.
- On May 28, 2023 on the occasion of World Environment Day, The American College of Greece (ACG Center of Excellence in Sustainability and the ACG Office of Sustainability-

Public Affairs) and Healthy Seas organized a beach clean-up event and environmental education activities along the Saronida coast. Volunteer divers from Ghost Diving Greece also removed debris found underwater in the surrounding area. More than 180 ACG students, faculty, staff, parents, alumni, and other volunteers happily joined the initiative.

- On November 7, 2023, in the context of the Co-Create Days with Partner initiative by Pressious Arvanitidis company, ACG's Sustainability Director, accompanied by two Deree students, were invited to present the College's initiatives combatting food waste. During the presentation, they not only highlighted ACG's endeavors but also shared their personal experiences and offered practical suggestions for reducing food waste, both at home and at work.
- On June 8, 2023, in celebration of World Food Safety Day and in the context of the ACG's raising-awareness campaign, "Reduce Your FOODprint!" the Office of Sustainability/Public Affairs in collaboration with the SDG Student Hub Athens University of Economics & Business (AUEB), ACG UNSDGs Student Hub, and the NGO Boroume, organized the "More Taste, Less Waste" Event. During this event, esteemed professionals from different sectors shared their knowledge, experience, and tips with the audience, pointing out ways of contributing to the elimination of food waste. Before the panel discussions, Dr. Athanasios Krystallis, Executive Director, Center of Excellence in Food, Tourism, and Leisure, The American College of Greece, presented the key findings of the Panhellenic study on the perceptions of Greek consumers on food waste and food labeling. The well-known Executive Chef Dimitris Skarmoutsos gave tips on making more sustainable choices when buying food items and also on home consumption.
- In 2023 Alba joined forces with CSR HELLAS to launch the ESG Barometer, an applied research project, that aimed to record the opinions of employees, business leaders and of the general public with respect to the ESG and sustainability-related actions of Greek enterprises. It examined the relationship of ESG perceptions with major factors affecting the successful operation of businesses, such as trust and fairness in the workplace, employee relationships with their managers and employee engagement. This applied research effort represents a practical tool of special added value for the participating businesses: once the research is concluded, each participating company will receive a customized, detailed—and anonymous—report with the perceptions and attitudes of its workforce, plus an opportunity to benchmark with the results of business leaders, other companies and the general public.
- In July 2024, ACG celebrated the World Environment Day with expert talks and open discussions, scientific posters, art workshop and art installations. The event was organized by the ACG Center of Excellence in Sustainability, the ACG Office of Sustainability-Public Affairs, the ACG Arts Collection of the Frances Rich School of Fine and Performing Arts and Stella Evgena.
- In the context of the 13th Panhellenic Student Conference "Education for a Smoke-Free World," held at the Ministry of Education, Religious Affairs and Sports, on Wednesday April 24, 2024, and the 10th Panhellenic Student Competition, on the theme: "Smoke-Free Entertainment," the following students of Gymnasium and Lyceum of Pierce – American College of Greece were awarded for their drawings. The awards are the result of a month-long preventive intervention in Health Education for the students of the A Gymnasium of the East Campus in Spata and selected sections of the A Lyceum in Aghia Paraskevi, under the supervision of Professor Chrysoula Barambouti, Head of the Department of Theology, Music and Fine Arts.
- In January 2024, a group of Pierce students took part in the ImagineEU European Competition, in which students from all over Europe submitted ideas to improve life in their community or country. Our students created a video with ideas and suggestions on the volatile issue of immigration.

Campus-wide Sustainability Awareness Culture Survey

ACG conducts an assessment in order to gauge progress on sustainability awareness in the ACG community. The sustainability literacy assessment focuses on knowledge of sustainability topics and challenges.

ACG and the Alliance for the Reduction of Food Waste

In October 2020, [ACG became a member](#) of the newly formed Alliance for the Reduction of Food Waste, where a mix of public authorities, well-known companies, food and service businesses from all areas of the supply chain, social impact organizations, and academic and research institutions, come together in order to build strong synergies and assume collective action against food waste and food loss. The Alliance operates under the auspices of the Ministry of Environment & Energy.

Anti-Corruption

- ✓ Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

The American College of Greece implements zero-tolerance policies in terms of corruption across all its departments (academic and non-academic), daily operations, and its relationships with external collaborators both from the private and public sectors.

Conflict of Interest Policy

The Board of Trustees, executive employees, managers and supervisors at The American College of Greece share a responsibility to ensure they conduct themselves in an unbiased manner that serves the College. Thus, the College and its employees have a duty to guard against conflicts of interest, which may compromise the integrity and objectivity of the College community. All decisions and actions of the Board and the administration, therefore, must be made with the sole purpose of advancing the best interests of the institution. By adopting this Conflict of Interest Policy, the College: 1) demonstrates its commitment to the ethical principles that guide College decision-making, and 2) establishes procedures to safeguard the integrity and objectivity of the College's Board of Trustees and employees.

ACG Foreign Corrupt Practices Act Policy

College Community Members (including staff, faculty and students) are required to act with honesty and integrity and comply with applicable laws at all times when transacting College business. This policy specifically prohibits College Community Members from engaging in bribery of a public official in connection with College business or other College activities, in order to obtain or retain business or otherwise secure an improper advantage. College Community Members must comply with applicable anti-bribery laws of the foreign countries with which they carry out international activities, including the provisions of the U.S. Foreign Corrupt Practices Act ("FCPA"), as well as with applicable anti-bribery laws of their local country.

Curriculum, Outreach Programs, and Continuing Education

Campus as a Living Laboratory

ACG is using its infrastructure and operations as a living laboratory for applied student learning for sustainability. Specifically, the following projects are key examples of the above:

- **Student installation art projects:** Within the Francis Rich School of performing arts several student installation art projects are routinely taking place utilizing the infra-structure of the buildings and relating artistic meaning to the campus. In

addition, the artworks on display (both internal and externally) form part of the syllabus within the FR School of fine and performing Arts.

- **Course HHU/HSS 2211 Private Stories, Public Stories: Personal Narratives in Historical Perspectives:** Using an interdisciplinary approach (that combines history with sociology and communication) and a variety of different texts (theoretical, oral, visual), this course aims to sensitize students to the functions and significance of orality as a means of articulating as well as shaping history and social experience, both private and public. Major emphasis is placed on experiential learning of the subject, as much of the course will involve on-site instruction and service work.
- **On-campus meteorological station:** The Aghia Paraskevi weather station is part of the National Observatory of Athens network and is operated by the department of Science and mathematics through its Environmental Studies Program. Data is public and forms the background for local climate measurements by students and faculty for their projects and academic learning. Within the context of several courses within the Environmental Studies major air quality is also measured around campus for GhG and various other substances. Also, students have access to the real-time data provided by the Airly sensor/platform, installed on-premises, and measures outdoor air quality on campus.
- **Student energy audits:** ES students in the context of their course on Energy consumption visit the ACG offices and conduct energy audits. They interview employees relating to energy efficiency practices. They perform measurements with the institutions' equipment.
- Students in the context of their academic curriculum projects and research have access to **ACG's energy consumption data** provided by the Technical Services with the support of the Center of Excellence for Sustainability, Office of Public Affairs. Also, with the guidance of professors and based on the course's requirements students conduct projects that address issues related to the institution and provide solutions when necessary. The Office of Public Affairs, through the Center of Excellence for Sustainability, submits recommendations to the related departments.
- **"Supply Chain Management" MBA course,** where students worked on real sustainability concepts that had to do with on-site research of the Downtown campus conducted by faculty and students within the Environmental Studies major.
- **Professional Communication Course Projects:** Students in the context of the course evaluate the college's operations and the options offered to its members, resulting in a report on how to improve its offerings and provide programs that promote sustainable modes of transportation administered by the institution, such as carpooling.
- **Sustainability Training by the ACG Senior Manager for Sustainability:** The Office of Sustainability, Public Affairs, offers input and training to students, faculty, and staff on sustainability best practices and how to engage on and off campus.
- **Course Projects on Diversity & Affordability:** Students from disciplines like Sociology and Psychology, including those of the Professional Communication course, undertake class projects on issues that focus on diversity and affordability by working on ACG's community partnerships and community contribution initiatives launched and organized by the Center of Excellence for Sustainability.
- **ACG Sustainability Leaders:** The [ACG Sustainability Leaders \(SLs\)](#) student organization is a team of student volunteers who participate in diverse activities and events aimed at motivating, inspiring and raising awareness towards a culture of Sustainability both on and off the ACG campus. The mission of the SLs is to raise awareness and engagement of fellow students with sustainability best practices and empower them to become knowledgeable, sensitized and responsible citizens of the world.
- **ACG Community Garden:** An on-campus herbs garden, operating under the Center of Excellence for Sustainability, was created in 2018. Students of the

Environmental Sciences and Marketing programs collaborated for the purposes of a project resulting in the creation of the 'SPES Herbs Kit'; a branded kit with a variety of herbs, cultivated, harvested, packaged, branded, and promoted by Deree students. The garden is part of the campus as a living laboratory experience and is operated by the Office of Sustainability, Public Affairs.

- **Reuse@ACG Community Exchange Platform:** The platform launched in November 2020 in the context of the "ACG Waste Reduction & Recycling Campaign: Reduce, Reuse, Recycle!". The platform was designed and developed by Information Technology students of the Project Based Learning (PBL) workgroup, under the guidance and support of an IT Professor. This platform is used also for the college's wide campaigns in regards to collection of items aiming at supporting various charitable causes.
- **Outdoor programs:** The Office of Athletics – Outdoor Recreation's social responsibility actions range from hiking the high mountains, when participants always return from the hikes with bags full of trash, to diving to the bottom of the sea, when we remove everything that does not belong to the sea world. All their activities and programs adhere to the Leave No Trace guidelines.
- **Sustainability-focused student employment opportunities:** The Office of Sustainability, Public Affairs and the Center of Excellence in Sustainability, employ student assistants under the Work Study Program in sustainability-related positions. Students gain hands-on working experience and are introduced to the world of sustainability.
- **Sustainability Graduation Pledge:**



Introduced in 2019, graduating students are asked to consider social and environmental responsibility. [This pledge](#) highlights the commitment of our new graduates to use the knowledge, values, and experiences acquired while studying at The American College of Greece, acting as engaged and responsible citizens and professionals, in order to help create a sustainable world.

Sustainability-related and Sustainability-focused Education

As an institution focusing on liberal education, sustainability is infused across the curriculum and a large percentage of our students graduate with an understanding of the concept of [sustainability](#).

At the institutional level, the following learning outcomes are focused on sustainability:

- Explain different dimensions of sustainability and how it relates to one's discipline.
- Discuss ways of responsible civic engagement.
- Discuss issues of identity and inclusion.
- Engage in activities that serve the needs of the local and global community.

- Discuss the impact of science and technology on the individual, society, and the physical environment.
- Evaluate perspectives on cultural diversity.

Sustainability-focused Programs:

- Environmental Studies (undergraduate): Deree– The American College of Greece is the first independent educational institution in Greece to introduce an Environmental Studies program. Launched in fall 2010, the program aims to develop students’ understanding of the root causes and multiple dimensions of environmental problems (ecological, social, economic and political) as well as options for effectively addressing these problems in an increasingly complex world.
- Biomedical Sciences (undergraduate): This wide-ranging, interdisciplinary and career-focused program, is designed to satisfy all pre-med requirements of US medical schools. The BMS is an undergraduate degree that helps students acquire a strong foundation in the life sciences, especially in the biomedical and healthcare fields. The use of integrative approaches to health and wellness will guide students to understand key aspects of health care and help them find solutions to some of the most crucial health issues of our time.
- MSc in Supply Chain Management (graduate program at Alba Graduate Business School, ACG): This program prepares young graduates and early-career professionals for a successful career into the world of Supply Chain Business and Logistics. Students learn how to apply high standards of integrity, ethics and social responsibility, and how to deploy the latest advances in technology and process design to create a sustainable supply chain, among other learning outcomes.
- Alba Executive Development:
 - Mini MBA in Energy Management: This innovative, integrative Executive Education Program blends cutting-edge knowledge and practical insights in the booming field of Energy, with research-based knowledge in business and in management. Courses such as Renewable Energy Sources, Energy Efficiency & Sustainability, Electricity & E-mobility, etc., are offered.
 - SEV Learning Series (SEV-Alba Learning Alliance): Through a series of executive seminars, sponsored by SEV and addressed exclusively to SEV corporate members, participants have the opportunity to attend learning sessions that address contemporary trends, priorities and challenges and that blend academic excellence with business relevance. Examples of current and past seminar topics include: Women in Leadership, Women in Mentoring, Positivity & Resilience in Organizations, Building a culture of Trust in the Workplace, etc.
 - A.D.A (Alba Digital Academy): Alba's Digital Academy, operated within the Alba Executive Development, with a mission to design, develop and deliver state of the art learning initiatives in order to facilitate the development of the necessary skills, competencies and capabilities in the era of digital disruption and transformation. This initiative lies at the core of Alba’s mission to educate leaders of tomorrow and agents of transformation.

Sustainability-focused Minors/Concentrations:

- Tourism & Sustainability minor
- Environmental Management minor
- Environmental Studies minor
- Sustainable Economics and Finance minor

Sustainability Course offerings:

A total of 115 undergraduate sustainability-focused and sustainability-inclusive courses are offered at ACG out of 426 and 37 such graduate courses out of 105, resulting in a percentage of 28.06%.

Out of the 27 academic departments, 21 of them offer sustainability-related courses, resulting in a percentage of 77.78%.

Examples of such courses include the following:

- BI 3215 - Environmental Health: The course discusses environmental health issues and possible approaches to control them.
- HNS 2285 - LE Greening the Campus: An introduction to sustainability and the science of selected environmental issues. Through field work, the students not only gain practical knowledge of sustainability but also strengthen the campus culture in support of environmental issues. The operation of a university has clear environmental impacts, and, in this way, it is a living laboratory for environmental science work. This course takes advantage of this and provide students the opportunity to learn about environmental issues, ways to improve our relation with nature and the environment and promote sustainability through actual field work in their own college community. The course focuses on selected environmental topics / aspects and will be related with ongoing sustainability activities on campus.
- AF 4045 - Corporate Governance and Accountability: This course explores the concept and role of corporate governance and offers a comparison of global governance systems. It examines the distribution of power within firms, risk management, audit, global corporate governance. It also explores sustainability and ethics as issues pertaining to good corporate governance.
- MG 4128 - Corporate Social Responsibility: This course provides a 'total systems' approach to integrating factors related to the workplace, human rights, the community, the environment and the marketplace into core business strategies. It involves examination of the economic, environmental and social dimensions necessary for sustainable businesses.
- PS 4224 - Industrial/Organizational Psychology: A systematic analysis of the science of people at work. Topics include, but not exclusively, jobs requirement, selection and assessment, and the overall interface between the organization and its people. Personnel selection, evaluation and training methods are assessed, whilst the roles of Job Satisfaction, Motivation at work and Productivity in changing economic times are explored. Working conditions & job design factors are evaluated in the context of the psychological work contract and the Long Work Hours Culture. Organizational behavior and stress management issues are also covered.
- SO 2004 - Social Inequality: This course examines the causes and consequences of social inequality, including theoretical background, social classes, and social mobility, illustrated through various substantive cases.
- Sustainability Business Ethics & CSR (Alba Graduate Business School – The American College of Greece): Understanding the ethical basis of human behaviour is of fundamental importance for building commitment to organizational goals and for imparting integrity and a sense of the common good in organizational members. The course examines a broad array of matters relating to ethics. The course focuses also on sustainability, corporate social responsibility and corporate accountability with further emphasis placed on business strategies that aim to create long term value and a positive environmental, social and economic impact. Actionable knowledge is achieved by applying theory in real life situations through critical analysis and debating on prominent cases and in class discussions on current trends and developments on sustainable business activities.

Research

Faculty members from both Deree and Alba actively engage in research projects.

For indicative numbers please see below:

- Number of employees engaged in sustainability research: 22
- Percentage of employees that conduct research that are engaged in sustainability research: 18.64
- Total number of academic departments that include at least one employee who conducts research: 27
- Number of academic departments that include at least one employee who conducts sustainability research: 12
- Percentage of departments that conduct research that are engaged in sustainability research: 44.44

Starting in December 2020, the new by-laws of The American College of Greece Research Center (ACGRC), established in 2008, have been approved by the Greek Government. Following from that, ACGRC will act as a formal host for the College's research activities supported by external funds, thus, supporting ACG faculty to submit proposals to the EU and other grants. The creation of the ACGRC represents a major step in promoting our faculty's research activities and results from the College's efforts under the ACG150 strategic plan to leverage education for economic and social impact.

The Corporate Sustainability and Responsibility School (CSR School)



The Corporate Sustainability and Responsibility (CSR) School – a specialized sustainability training program for professionals returned for the fifth year, as a partnership between CSR HELLAS, University of Crete and Alba Graduate Business School, with the support of the Office of Sustainability- Public Affairs of The American College of Greece.

During the 10 webinars, 50 participants attended lectures by 21 distinguished expert speakers, discussed relevant case studies, learned about best practices and exchanged views and thoughts around the incorporation of relevant theory into the CSR initiatives of their own organization.



AHEAD - The Alba Hub for Entrepreneurship and Development

AHEAD is the hub that brings together all activities dedicated to entrepreneurship at Alba Graduate Business School. We strive to live up to Alba's vision of "Business Unusual" through the highest possible quality of innovative training, outreach and scholarship in entrepreneurship.

The Alba Hub for Entrepreneurship and Development (AHEAD) was established in 2009 with the mission to advance innovative venture development by the creation, communication and celebration of entrepreneurial knowledge and activity.

Entrepreneurship at AHEAD includes all forms of venturing, such as:

- Start ups and New Venture Creation
- Family Businesses
- Social Enterprises
- Intrapreneurship and Corporate Venturing

AHEAD's work is based upon the following pillars: Innovation – Ethics – Tradition – Sustainability – Inclusion.

As part of its community outreach pillar, AHEAD supports enterprises with up to 9 employees by offering the “AHEAD Scholarships for Micro-Enterprises” with the objective to help these businesses grow. AHEAD also manages the “Next Generation Family Business Scholarship” that aims to support succession in Greek family business. Other scholarships are also offered to entrepreneurs via the co-operation with key partners.

VentureGarden Program – “Helping People Grow Ideas”

The [VentureGarden](#) educational and mentoring program for aspiring entrepreneurs is offered for free, in co-operation with the Alba Graduate Business School-ACG, The Hellenic Initiative and Anatolia School of Business in Thessaloniki. [The program](#), established in 2014, is based upon an intensive training period followed by several months of mentoring. More than 100 entrepreneurs go through the program each year. Several of the entrepreneurial ideas that have grown by the participants through this program are sustainability related. For example, Foodity - an application of surplus food in premium hotels and restaurants offered at a very low cost and Elektronio – a start-up solution for sustainable mobility which designs and manufactures personal mobility vehicles based on the electric bicycling.

Thought Leadership

➤ **Participation in Committees and Councils:**

- **American-Hellenic Chamber of Commerce (AMCHAM) Corporate Responsibility (CR Committee):** The Senior Manager for Sustainability, Office of Public Affairs, has been a member of this Committee since February 2020.
- **AASHE Advisory Council:** The ACG Senior Manager for Sustainability, Office of Public Affairs, has been appointed to [AASHE’s \(Association for the Advancement of Sustainability in Higher Education\) Advisory Council](#) for a two-year, renewable, term, starting in January 2021.
- **AASHE Board of Directors:** Ms. Rania Assariotaki, Senior Manager for Sustainability, Office of Public Affairs, has been elected for the second time to the Association for the Advancement of Sustainability in Higher Education (AASHE) global Board of Directors. She is the only representative from a European educational institution to have been elected to the Board.
- The purpose of the Board is to advise, govern, oversee policy and direction, and assist with the general promotion of AASHE.
- The ACG Director for Sustainability represents ACG in various networks and fora: National Alliance for the Reduction of Food Waste, UNSDSN Greece, CSR Hellas, UN Global Network Greece etc. In 2024, was elected as an alternate member of the UN Global Compact Network Greece.

➤ **Publications/Articles/Studies:**

- In January 2023, the ACG Director for Sustainability contributed for the second time to the annual position paper issued by AMCHAM through her membership in the CR Committee. The paper includes current key issues that Greek society and businesses face as mapped by AMCHAM and provides guidelines to the Greek Government on how to address them.
- In March 2024, the ACG Director for Sustainability submitted an article in the third edition of the online magazine Energizing Greece with the title “The role of HEIs in promoting sustainability: Educating the leaders of tomorrow”
- In May 2024, the ACG Director for Sustainability submitted an article in the 2024 issue of the Capital Link Forum Journal. The article focuses on the 360o approach of ACG to sustainability.
- In May 2023, the ACG Director for Sustainability submitted an article in the 2023 issue of the Capital Link Forum Journal with the title: “Financing,

Investments and Sustainable Development: The Role of Educational Institutions"

- Dr. Annie Triantafyllou Together with Panagiotis Palaios and George Zombanakis published a research paper entitled "Assessing the Impact of Uncertainty and Energy Variables on LNG Freight Rates: A Dynamic Quantile Connectedness Analysis" in the journal "Maritime Policy and Management" , (ABS **) DOI: 10.1080/03088839.2024.2342784. Given the increasing importance of Liquefied Natural Gas (LNG) in energy markets, this paper contributes to the literature by applying quantile connectedness methodology to explore the impact of geopolitical and economic uncertainty on the volatility of LNG freight rates. Among others, we find that the marginal variation in LNG freight rates after a shock is attributable to uncertainty, as the energy variables appear to absorb the marginal effects."
- Professor Giannis Vikas published a research paper entitled "Sustainability Reporting Priorities through an Examination of the Indicators of the Global Reporting Initiative: A Case Study of Organizations from Greece" (2023) co-authored with Abeliotis C. and Apostolopoulos K., at "The International Journal of Sustainability Policy and Practice". The study presents a comprehensive content analysis of sustainability reporting in Greece through an examination of published and registered reports of Greek organizations according to the Global Reporting Initiative standards and reveals the priorities of the organizations in the field of corporate social responsibility.
- Dr. Paraskevi Papadopoulou, Biomedical Sciences, coauthored with the GBD 2021 Demographics Collaborators the study "Global age-sex-specific mortality, life expectancy, and population estimates in 204 countries and territories and 811 subnational locations, 1950-2021, and the impact of the COVID-19 pandemic: a comprehensive demographic analysis for the Global Burden of Disease Study 2021. *Lancet*. 2024 Mar 8;S0140-6736(24)00476-8.
- Stergios Pardalis, Anthropology, published in the 'Global Journal of Archaeology and Anthropology' an insightful perspective on the critical challenges facing marine mammal conservation, in February 2024. Many species of marine mammals are threatened, and their populations decline worldwide due to the increase of anthropogenic activities such as fishing, shipping, pollution and climate change. Our understanding of marine mammal behavior/ecology remains poor and under-documented since studies of the species are extremely challenging in practice and theory. Applied anthropology can help provide effective strategies based on cultural compatibility. Marine biology has already validated that biodiversity is beneficial to the ecosystem and so should anthropology promote the significance of mutualism in society.
- Vlachos, Pavlos & Avramidis, Panagiotis & Lounsbury, Michael & Koritos, Christos. (2023). From ESG to Es (Times) G: Governance Trumps Social and Environmental Performance in Financial Markets. *SSRN Electronic Journal*. 10.2139/ssrn.4404735.
- **Conferences/Symposia:**
 - In April 2023, the ACG Sustainability Director, presented the ACG approach to sustainability and the elimination of food waste at the 11th Corporate Social Responsibility (CSR) in Action Conference. The conference was a very important meeting point for CSR, creating zones of information and dialogue between the main relevant actors. During the sessions, a multitude of actions with a positive social and/or environmental impact were presented, analyzing the depth and variety of actions in the context of ESG and, more broadly, of CSR.

- On March 27, 2024, the Director for Sustainability presented at the 12th Corporate Social Responsibility (CSR) in Action Conference organized by Boussias Events, ACG's community contribution initiatives and social impact.
- In 2024, the Director for Sustainability was invited and participated for the second time in the judging committee of the 8th "Nikos Analytis" Student Contest on CSR, which brings together teams of students to study, analyze, argue, and come up with concrete proposals regarding one or more of the SDGs.
- On November 21st, ACG participated in the Seventh Sustainability Summit for SE Europe and the Mediterranean organized by The Economist in two panel discussions. The ACG Sustainability Director together with a Deree student and ACG Sustainability Leader participated in a panel discussion "The Youth's Thoughts and Actions on Achieving Sustainability"; they presented how an educational institution in our case ACG prepares the "leaders of tomorrow" to address the challenges that the world faces and our 360o approach to sustainability. Also, the Executive Director of the Center of Excellence in Sustainability during the panel discussion "Collaborative Solutions for Water Management and Global Cooperation" emphasized the urgency for integrated water resource management during climate crises, advocating for innovative solutions like nature-based approaches.
- On December 7, 2023 The ACG Director of Sustainability, participated as a speaker in the panel discussion on "The integration of the ESG journey in business transformation" during the first ESG and Compliance Conference by KPMG Greece. During the discussions, the ACG Sustainability Director highlighted that ESG is an integral part of the College's culture and the role of higher educational institutions in creating value and influencing future leaders.
- Stella Apostolaki, Environmental Studies, delivered 5 speeches at 2023's key conferences: IEES Conference in Chania, Greece, discussing 'The water reuse potential of nature-based solutions in response to water scarcity risks imposed by climate change' in October; European Week on Sustainable Development addressed 'Social Impacts of Climate Change: Cases of climate migration and energy poverty' in October; Economist Seventh Sustainability Summit participated in a panel on 'Climate crisis and water sufficiency: a difficult equation' in November; Hellenic Ministry of Environment and Energy's 'Energy Security and Green Growth Conference' in November. e. ARIS-TEIA International Environmental Crisis School Policy Conference in the panel discussion 'Thirst for Change: Solutions for a Water-Secure Future' in December.
- Raneem Ghuneim is a third-year student majoring in Economics and president of the Eco-nomics society. In the context of her course "Econometrics II" her project was accepted for presentation in the 22nd HFAA Conference, which was held in December 2023 in Athens, Greece. This project, is entitled, "Impact of ESG Score on Firm Profitability: An Analysis of the US Energy Industry".

