

PREVENTIVE MEASURES AND STEPS AGAINST
SEXUAL HARASSMENT
ON THE GROUNDS OF GENDER OR SEXUAL ORIENTATION AT THE UA



Universitat d'Alacant
Universidad de Alicante

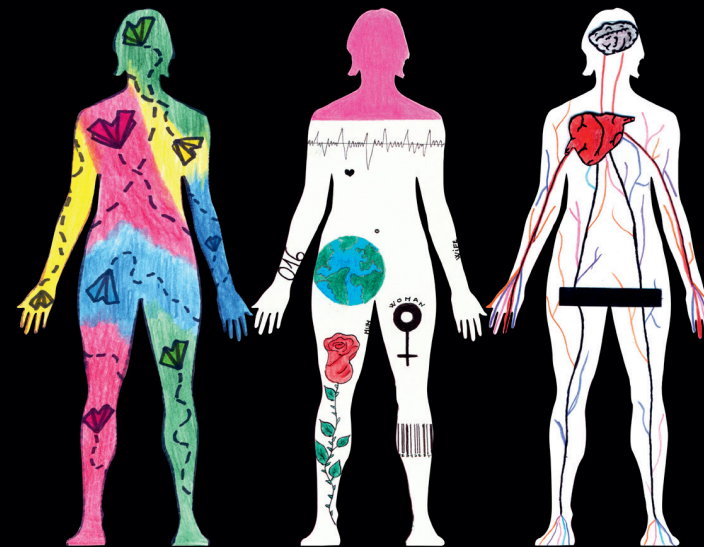


UNIDAD DE IGUALDAD
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OR SEXUAL ORIENTATION
AT THE UNIVERSITY OF ALICANTE



UNITAT D'IGUALTAT
UNIVERSITAT D'ALACANT

PREVENTIVE MEASURES AND STEPS AGAINST SEXUAL HARASSMENT

ON THE GROUNDS OF GENDER OR SEXUAL ORIENTATION AT THE UA

On 29 June 2015 the Governing Council adopted the Protocol on *Preventive measures and steps to follow against Sexual Harassment, on the grounds of sex and sexual orientation* (BOUA of 3 July 2015). In this protocol, the University of Alicante affirms:

- its firm commitment to eradicate gender-based violence in any form or manifestation
- its non-acceptance of any situation of sexual harassment, whether on the grounds of gender or sexual orientation, in its organisational and territorial areas
- its duty to maintain a university environment in which the dignity and fundamental rights of all people engaged in academic, cultural, sports and/or services are guaranteed and respected

1. ITS AIM IS TO...

PREVENT

ACT UPON

situations of sexual harassment, due to gender and sexual orientation

2. THE ACTION PRINCIPLES ARE...

- To instruct the entire university community of their duty to respect people's dignity, right to privacy, as well as equal treatment between women and men
- The private processing of complaints
- Identification of the persons in charge of the procedure
- Compulsory cooperation in the proceedings
- Protection of the people involved in the process
- Compatibility with the triggering of appropriate legal action

3. YOUR GUARANTEES ARE...

- Confidentiality
- Participation
- Respect and protection of affected persons
- Diligence and speed
- Fairness and an adversarial process

4. WHO IS CONCERNED...

- Teaching and research staff, civil servants and employees
- Administration and services staff, civil servants and employees
- Hired research staff
- Research staff attached to the UA
- UA students
- People providing services to the UA
- Self-employed people hired by the UA

5. WHO CAN FILE A REPORT...

- Affected persons or their representatives
- Any member of the university community
- the Equality Unit

6. HOW TO FILE A REPORT...

- In writing, filling out a specific form
- Addressing an email directly to the Equality Unit Director
- Verbally, via an interview with the Equality Unit Director

FURTHER INFORMATION

- *University of Alicante preventive measures and steps against sexual harassment on the grounds of gender and sexual orientation:*

<http://www.boua.ua.es/pdf.asp?pdf=3278.pdf>



- *UA website against Gender Violence, on the website of the University of Alicante Equality Unit:*

<http://web.ua.es/va/unidad-igualdad/violencia-genero/>



If you are a UA student ...

- The *Student Statute* lists the specific rights of victims of gender-based violence (art. 8)
- The *Curriculum Adaptation Rules* includes curricular adaptations to provide support to victims of gender-based violence in the classroom and assessment tests (art. 6.8)
- Since the academic year 2015-2016, Valencia's Regional Government exempts victims of gender-based violence from paying the public rates of university tuition fees.