

The University of Siena: Code of Conduct against sexual harassment in the workplace and work environment

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Art. 1 - Aims

1. In order to prevent, at the University of Siena, the occurrence of harassment of a sexual nature in the work and study places and in order to guaranteeing the protection of the dignity and personal freedom of every man/woman in the study and work environment, a Code of conduct against sexual harassment in the workplace and work environment, hereinafter referred to as the Code of Conduct. hereinafter referred to as the Code of Conduct.

Article 2 - Definition

1. For the purposes of this Regulation, sexual harassment constitutes any unwanted conduct, including verbal conduct, of a sexual nature (a) which is offensive to the dignity and/or freedom of a person (b) which has the effect of creating in the recipient a situation of uncomfortable, hostile, offensive, degrading, humiliating and/or characterised by intimidation and/or retaliation.

Art. 3 - University Trustee(s)

1. The figure of the University Trust Adviser(s) (hereinafter referred to as "Trust Adviser(s)") is established. hereafter referred to as Councillor(s)).

2. The Trustee(s) is/are appointed by the Rector, on the designation of the Academic Senate, after consultation with the Academic Governance Committee. Academic Senate, after consultation with the Equal Opportunities Committee, from among persons external to the the University, of unquestionable independence and impartiality, having proven expertise, also in the legal field.

3. The Councillor(s) shall hold office for three years and her/his mandate is not renewable.

4. The Counsellor(s) shall provide assistance and advice to anyone, belonging to the university community, who considers him/herself a victim of a sexual harassment by another member of the university community University community, occurring at a place of study or work in the University.

5. The counsellor(s) shall act with respect for the alleged victim and the person accused of harassment.

6. In the course of the investigation, the counsellor(s) shall have free access to the files and information it deems appropriate to acquire, while respecting utmost confidentiality towards the persons involved.

7. In compliance with the principles of the law on the protection of confidentiality, by 31 January of each year, the Board member(s) shall submit to the Academic Senate and to the Equal Opportunities Committee a detailed report on the activity previous year, together with any reports and proposals.

8. The Councillor(s) is/are assured the necessary means for the fulfilment of her/their. The Board member(s) is/are ensured the means necessary for the performance of his/her/their institutional tasks and is/are granted an allowance set by the Board of Directors Administration.

Article 4 - Informal complaint

1. In the event that a person in a relationship with the University of Siena for study or work reasons, believes he/she is the victim of sexual harassment, he/she can sexual harassment, he/she may, by means of an informal complaint, request the intervention of the Counsellor(s).

2. In order to help overcome the situation of discomfort reported and to restore a peaceful learning and/or working environment, the counsellor(s) invites the person responsible for the harassment to take note of the damaging character of his or her behaviour and to refrain from further harassment in the future. harassment in the future. For this activity, the counsellor(s) may seek the advice of psychologists.

Article 5 - Formal complaint

1. In the event that the informally reported sexual harassment continues despite intervention by the counsellor(s), or if the person member of the university community, victim of the harassment, does not wish to act with an informal complaint, he/she may lodge a formal complaint, within the terms of paragraph 2, also with the assistance of the counsellor(s). Counsellor(s), without prejudice, however, to the right to take the matter to the judicial authority.

2. The formal complaint shall be submitted to the Rector who shall ensure that appropriate steps are taken to initiate disciplinary proceedings depending on the disciplinary proceedings depending on the reference legislation of the persons involved.

3. In compliance with the inspiring principles of the legislation for the realisation of equality between men and women in the workplace and if the Administration, in the course of the during the disciplinary procedure, considers the facts reported to be well-founded, the person who has been the victim of sexual harassment may ask to remain at his or her workplace or to be transferred to another location where she can quietly carry out his or her duties.

4. Similarly, if the Administration, in the course of the disciplinary procedure finds that the allegations are unfounded, it may take, at the request of one or both parties, temporary transfer measures. both parties, temporary transfer measures in order to restore serenity in the workplace without delay. In such a case, both parties shall have the right to state their reasons and not to be transferred to locations that cause discomfort.

5. In the course of the investigation, the utmost confidentiality shall be ensured towards towards the persons involved.

6. Sexual harassment by teaching staff of students is considered more serious. Sexual harassment of male and female students by teaching staff is considered more serious.

Article 6 - Information, guidance and mentoring programmes

1. The University, by the means it deems most appropriate, shall provide members of the university community with the University, by the means it deems most appropriate, provides the members of the university community with information concerning the University, by the means it deems most appropriate, provides members of the university community with information on sexual harassment prevention tools and the procedures that can be activated if such harassment takes place.

2. The orientation and tutoring activities for students provide specific information programmes on the protection of personal dignity and sexual harassment sexual harassment in places of study.