

ZERO TOLERANCE: PREVENTING HARASSMENT AND DISCRIMINATION IN THE WORKPLACE

THE CRG IS COMMITTED TO ZERO TOLERANCE OF HARASSMENT AND CATEGORICALLY DISAPPROVES OFFENSIVE, DISCRIMINATORY AND/OR ABUSIVE BEHAVIOURS AND ATTITUDES.



TYPES OF HARASSMENT

What is **SEXUAL harassment?**

It is any verbal (or non-verbal) or physical behaviour of a sexual nature which is or may constitute an attack on a person's dignity, particularly when an intimidating, humiliating or offensive environment is created. **A single instance of any such behaviour may be regarded as harassment.**

For example:

Spreading sexual rumours

Demanding sexual favours

Email or mobile sexual texts

Spreading sexual videos

Unwelcome jokes and comments about someone's physical appearance

Exerting pressure on someone to agree to a date

What is **PSYCHOLOGICAL harassment in the workplace (mobbing)?**

It is the situation in which a person or a group of people engage in behaviour involving intense psychological violence targeting another person in the workplace **over a prolonged period of time.**

For example:

Threats of physical violence

Attacking the victim's social relationships

Verbal aggression

Attacking the victim's attitudes

Rumours

Attacking the victim's private life

What is **GENDER-BASED harassment or sexual orientation/gender identity harassment?**

It is any behaviour that targets another person's gender and which is or may constitute an attack on their dignity, creating an intimidating, humiliating or offensive environment. It is about being on the wrong end of uncalled-for behaviour for reasons related to gender, sexual orientation or gender identity. **A single instance of any such behaviour may be regarded as harassment.**

For example:

Sexist humour

Pregnancy- and/or paternity-related discrimination

Ridicule and/or derision of someone's capabilities, skills and intellectual potential on account of their gender

Slandorous remarks about someone's physical appearance, ideology or sexual orientation

Defamatory public remarks based on a person's gender

WHAT CAN I DO IF I THINK I MIGHT BE BEING HARASSED?

Is it harassment? I'm not sure, what should I do?

• **TALK TO SOMEONE YOU TRUST AT THE CRG OR OUTSIDE IT.** Remember that inside the CRG you can contact your community representatives, trusted People person, trusted PI or Coordinator, as well as the Gender Balance Committee members.

• **SEEK ADVICE** from the Reference People at the CRG. Reference contacts are provided in the full version of the protocol.

https://www.crg.eu/sites/default/files/crg/crg_protocol_for_prevention_harassment.pdf

They will support, guide, accompany you and guarantee confidentiality throughout the process.

• **CONSULT THE RELEVANT SUPPORT OFFICES:** at your city council's Violence Against Women Contact Point, a specific association, the Department of Labour Inspection (Inspecció de Treball),

<https://treball.gencat.cat/ca/ambits/inspeccio/>

or the Service for Victims of the Mossos d'Esquadra (Catalan Police Force).

https://mossos.gencat.cat/es/consells_de_seguretat/persones/indices/index.html

• **COLLECT PROOF** of actual situations (texts, videos, phone calls...) in case you ultimately decide to report it or file a formal complaint.

• **IF IT IS AFFECTING YOUR HEALTH,** you can request support, guidance and written evidence or a medical report about your condition from the CRG's Health & Safety Office.

Be advised

Situations involving abuse of power will not be resolved spontaneously, you need to seek support.

Harassment causes isolation and solitude, so do not suffer in silence, ask for help.

If the behaviour is unwanted, if you consider it offensive and it is repeated or persistent over a prolonged period of time, then it is harassment.

It is easier to identify a sexist behaviour against a woman by imagining the same behaviour against a man. Would it be disrespectful, weird or even inconceivable? If so, it is sexist.

Harassment can be top-down – e.g. from supervisor to student; bottom-up – from student to supervisor; it can also take place between peers.

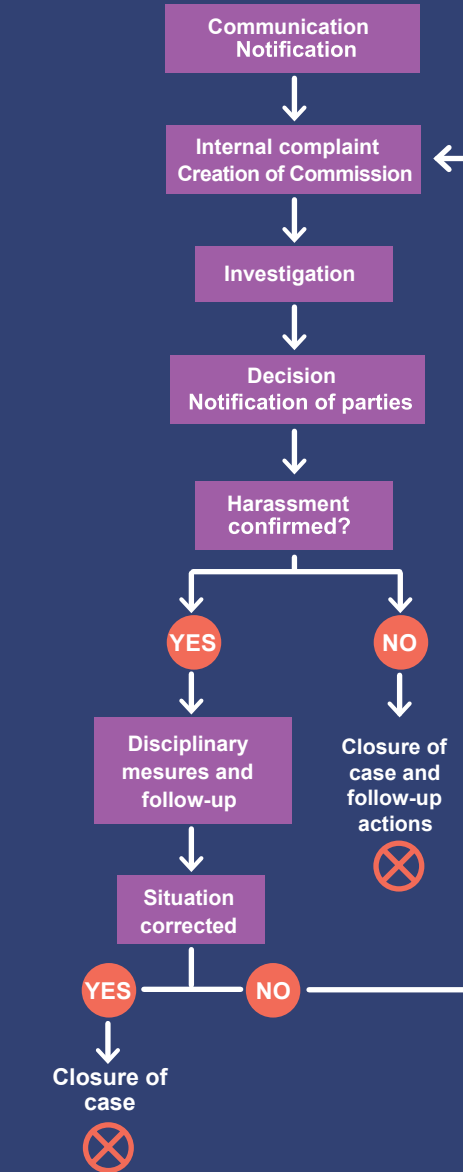
In order to make a proper assessment of the situation, you need to understand which actions do or do not constitute harassment. Please refer to the full text of the protocol for preventing and acting against harassment and seek advice.

Remember that

- The CRG promotes a SAFE WORKING ENVIRONMENT.
- The CRG has a HARASSMENT PROTOCOL in place.
- This protocol establishes deadlines for case INVESTIGATION AND RESOLUTION.
- The procedure guarantees respect and discretion to PROTECT THE PRIVACY AND THE DIGNITY OF THE PERSONS AFFECTED.
- PREVENTIVE MEASURES (awareness-raising and training) will be promoted to guarantee that the protocol is implemented properly.

HOW DO I REPORT MY CASE?

INTERNAL CHANNEL: PROCEDURE



1 Report your case to the Reference Person. They will provide you with support and guidance throughout the process*.

2 File an internal complaint with the support of the Reference Person. An Investigation Commission will be convened.

3 Investigation will be conducted. The Commission will hear all the parties involved.

4 A finding based on the investigation will be issued.

5 Measures will be taken.

*The complainant will be protected by specific principles and guarantees (privacy, confidentiality, secrecy, diligence, fair treatment, non-discrimination and precautionary measures, if need be).

Reference people at the CRG:
- Montse Ruano (Head of People)
- Sonia Alcázar (Health & Safety Manager)
- David Ordaz (Senior People Officer)
- Anna Ribó (Works Council Member)
- Yolanda Zayas (Works Council Member)
- Umberto Di Vicino (Works Council Member)

For full details, check out the FULL VERSION of the CRG Protocol for Preventing & Acting Against Harassment

LINK