

SEXUAL HARASSMENT

Sexual harassment is any verbal or physical conduct of a sexual nature which has the purpose or effect of violating the dignity of a person, in particular when it creates an intimidating, degrading or offensive environment.



EXAMPLES OF SEXUAL HARASSMENT



- Any kind of sexual assault or abuse.
- Sexual demands, with or without explicit or implicit promises of preferential treatment or threats if these demands are not satisfied (more serious when the aggressor is hierarchically superior).
- Clandestine observation of people in private places (such as toilets, bathrooms or changing rooms).
- Unwanted physical contact.
- Use of images or graphic representations of a sexist nature in workplaces or in working tools.

GENDER-BASED HARASSMENT

Gender-based harassment is any behaviour adopted on grounds of a person's gender with the purpose or effect of violating his or her dignity and of creating an intimidating, degrading or offensive environment.



EXAMPLES OF GENDER-BASED HARASSMENT



- Defamatory personal remarks.
- Dismissive remarks about somebody's work that are not objective.
- Use of teaching materials and examples with a sexist content that have little or no connection with the subject (unless when these situations are being explicitly denounced).
- Degrading comments on physical appearance, verbal expression, ideology, religion, sexual orientation, gender identity, etc.
- Isolation and rejection, or prohibition to talk to the hierarchy or other staff members.
- Vexatious commands.
- Attitudes that involve extreme and constant control.
- Verbal, gestural or physical violence.
- Contempt for motherhood.

UNITAT D'IGUALTAT



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The Universitat de València has both formal and informal procedures for the resolution of conflicts arising from non-compliance with this Code of Conduct, and will ensure that those who report an offence are not harmed.

The full text of this Code of Conduct and Good Practices can be accessed from the website: www.uv.es/igualtat



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CODE OF CONDUCT AND
BEST PRACTICES
ON **GENDER EQUALITY**

WHY A CODE OF CONDUCT AND BEST PRACTICES?

To offer clear behavioural models with examples of behaviours that are not tolerable in the relationship between women and men at the Universitat de València (hereafter also the UV).

PRINCIPLES UNDERLYING INTERPERSONAL RELATIONSHIPS



THE UV, A SPACE FREE OF MEN'S VIOLENCE AGAINST WOMEN



- Behaviours that constitute sexual or gender-based harassment are not tolerated at the UV.
- The teaching and research staff (hereafter PDI) in their teaching and research activities, the administrative and service staff

(hereafter PAS) in their technical and management activities, and the students in their learning and study activities must not make discriminatory statements about people, and especially about women, with sexist, exclusionary and even intimidating comments.

RESPECTFUL AND SYMMETRICAL TREATMENT BETWEEN MEN AND WOMEN, SAFEGUARDING THEIR DIGNITY AND PRIVACY



- We must avoid asymmetrical forms of address when referring to a female lecturer as "this girl" or "Carmen" and to a male lecturer as "this lecturer" or "Doctor Pérez".
- We must greet everyone formally by shaking hands with both men and women, as some women may not wish to be kissed.
- If university staff (PAS and PDI) address male students with the

polite "usted" form, they must do the same with female students.

- If students address male university staff (PAS and PDI) with the polite "usted" form, they must do the same with their female counterparts.
- Among students, when choosing the composition of working groups, a person must never be excluded on grounds of gender.

WORK-LIFE BALANCE AND SHARED RESPONSIBILITY



- Training courses for the PDI must be scheduled at times that are compatible with a work-life balance based on shared responsibilities.
- Class schedules, enrolment options, choice of groups, internships, etc. must be made as flexible as possible so that

students can enjoy work-life balance with co-responsibility.

- We must encourage the shared responsibility for the family of all the people who are part of the UV university community (students, PAS, PDI) and support the work-life balance of family and private life with the activities conducted at the University.

GENDER PARITY IN UV GOVERNING BODIES, COMMISSIONS, GROUPS AND COMMITTEES

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- We must ensure that recruitment governing bodies have equal numbers of women and men, except in duly justified cases.
- We must encourage parity or balance between women and men in research groups, management teams and scientific committees of research institutes.
- We must promote gender balance in the workplace, especially in executive and managerial positions.
- Student working groups must consist equally of men and women, whenever possible.
- We must encourage that the role of group leader or spokesperson be shared or alternated between women and men.
- We must appoint UV representatives taking account of gender balance.
- Equal participation of women and men in training plans and programmes must be favoured.
- We must promote equal presence of men and women in all kinds of institutional events: conferences, exhibitions, seminars, awards and distinctions.

PRINCIPLES UNDERLYING TEACHING AND RESEARCH



GENDER MAINSTREAMING IN TEACHING



- We must ensure that the PDI is trained in gender perspective and that this training is valued in recruitment processes.
- We must identify general, basic, cross-disciplinary and/or degree-specific skills to mainstream gender perspective.
- Women must be made visible in teaching materials, literature and other learning tools.
- Gender-neutral and non-sexist language must be used in academic papers and documents.

GENDER MAINSTREAMING IN RESEARCH



- We must encourage that women among the PDI take up positions of scientific relevance: supervisor of a doctoral thesis, principal investigator in a research project, etc.
- We must produce knowledge with a gender perspective by hiring, if necessary, experts in this field.

PRINCIPLES UNDERLYING THE INSTITUTIONAL ACTIVITY OF THE UNIVERSITAT DE VALÈNCIA



EQUALITY IN RECRUITMENT, CAREER ADVANCEMENT AND PAY FOR WOMEN AND MEN



- Equality between men and women must be ensured in the calls for applications.
- We must assess impartially the knowledge and skills of women and men in the scales, protocols and subjective criteria for the provision of employment.
- Tasks must be assigned according to the worker's competences, skills and aspirations and not to gender stereotypes.
- The basic principle that individuals with equivalent functions and responsibilities be given equal pay must be guaranteed.

MATERNITY PROTECTION



- We must ensure that motherhood is not an obstacle for women to study or to advance professionally, and that it does not condition the chances of women to get or keep jobs.
- We must contribute to protect the health of pregnant women.

USE OF GENDER-INCLUSIVE AND NON-SEXIST LANGUAGE



- We must use gender-inclusive and non-sexist language in all communications, both formal and informal (oral and written), especially in institutional communications and publicity"
- We must avoid using discriminatory or exclusionary language that may imply unequal or offensive treatment for men or women.
- We must guarantee that the UV website has an inclusive, non-discriminatory and non-sexist visual language, with a balanced presence of women and men in equivalent roles".

Any act of discrimination based on gender must be addressed, as well as any actions that could create an environment –at the university in general and in the workplace in particular– that is offensive, hostile, intimidating, humiliating or abusive.

Anyone in the university community who observes sexual or gender-based harassment must report it to the deans or service directors, and to the Equality Unit by calling 96 162 55 55 or writing to [Espai Violeta \(espai violeta@uv.es\)](mailto:EspaiVioleta@uv.es).