

PROTOCOL TO PREVENT AND ACT AGAINST SITUATIONS OF GENDER-BASED VIOLENCE, SEXUAL HARASSMENT AND HARASSMENT ON GROUNDS OF SEX, SEXUAL ORIENTATION, GENDER IDENTITY OR GENDER EXPRESSION AT THE URV

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PREAMBLE

This protocol defines the processes to be followed for preventing, detecting and tackling gender-based violence at the Universitat Rovira i Virgili. Previously, these issues were covered by the URV's Protocol for preventing and acting against gender violence and violence against LGBTBI people that affects URV students and by the Protocol for preventing and acting in the event of possible harassment of URV and FURV staff in the workplace, which includes all forms of sexual and/or sexual identity, psychological, work-related, racist, religious or other forms of harassment against the academic and non-academic staff. The present protocol addresses the desire to create a single and specific protocol to deal with the issues of sexual harassment and harassment based on sexual orientation, sexual identity or gender.

All the measures envisaged here will be adopted in accordance with current legislation, the URV's Statute and Code of Ethics, and the University Protocol to prevent and duly redress situations of gender-based violence, sexual harassment and harassment based on sex, sexual orientation, gender identity or gender expression. As in previous texts, the text that follows is largely based on Law 5/2008, of 24 April, on the right of women to eradicate gender violence, on Law 11/2014, of 10 October, to guarantee the rights of lesbians, gays, bisexuals, transgender people and intersexuals and to eradicate homophobia, biphobia and transphobia, and on all the other regulations that aim to guarantee the principle of due diligence in the actions of the public administrations.

According to these regulations, universities have the responsibility to take a comprehensive approach to prevent gender-based violence, to intervene if it occurs and to provide redress for those who have suffered it, in line with the principle of due diligence. The measures envisaged to guarantee this comprehensive approach are not limited to sanctions, but rather also emphasise the adoption of community impact measures aimed at feminist, intersectional and egalitarian cultural change at the URV, as well as the accompaniment of the people affected.

The present protocol has four lines of action, whose aims are to:

1. Prevent and raise awareness of gender-based violence, sexual harassment and violence based on sex, sexual orientation, gender identity or gender expression.
2. Identify and detect violence and harassment, guarantee support for people who suffer it and bring redress.
3. Determine responsibility, investigate the violence and bring it to an end.
4. Follow-up, monitor and evaluate cases and the protocol.

The actions included in each of these lines are oriented towards the aforementioned aims and objectives, which in turn will condition the actions' nature, their inter-subjective, collective and group characteristics, and their time and duration.

Provision 1a. Persons and units involved

1a.1 Units involved and their functions

All members of the university community have a duty to apply the principle of non-discrimination on grounds of sex or gender. They also have the duty to act with due diligence and to collaborate in the application of this protocol, its founding principles and its lines of action. The persons and bodies most directly involved in this protocol are listed in **Annex 1**.

1a.2. Definition of the parties involved in cases of gender-based violence

Affected person: refers to the person or persons against whom an act or acts are committed that can be identified as gender-based violence, sexual harassment or harassment based on sex, sexual orientation, gender identity or gender expression.

Offender: refers to the person or persons who allegedly commit the acts or deeds that could be classified as gender-based violence.

Persons involved: refers to both parties.

Provision 2a. Definitions of gender-based violence

In accordance with the guiding protocol and current legislation, this protocol applies to all types of gender-based violence recognised by the law (Subsection 1). It includes, among others, physical, psychological and sexual violence, sexual harassment and other forms of harassment based on sex, gender, sexual orientation, gender identity or gender expression (D 2), whether it is perpetrated on an occasional or repeated basis.

This violence can occur through the actions or omissions of an individual or group and may be symbolic or institutional nature, and they may be expressed by various means, be these verbal, non-verbal, face-to-face or digital (email, public or private social media, instant messaging, online forums, the online campus, or others).

Definition 1. Gender-based violence

- Gender-based violence is any violation of human rights which is caused by violence against women and is a manifestation of discrimination and inequality in the context of a gender-based system of power relations that results in physical, sexual or psychological harm or suffering whether by physical, economic or psychological means, including threats, intimidation or coercion, whether in the public or private sphere (Law 5/2008, of 24 April, on the right of women to eradicate gender-based violence, modified by Law 17/2020, of 22 December).

- Gender-based violence is also violence derived from the patriarchal system directed at other groups, such as LGTBIQ+ people, and at alternative gender expressions (Law 11/2014, of 10 October 2014, on guaranteeing the rights of lesbians, gays, bisexuals, transgender people and intersexuals and eradicating homophobia, biphobia and transphobia, and Law 5/2008, of 24 April, on the right of women to eradicate gender-based violence, modified by Law 17/2020, of 22 December).

Subsection 2. Types of gender based violence

Sexual harassment is any unwanted verbal, non verbal or physical behaviour of a sexual nature that is aimed at or has the effect of attacking a person's dignity or creating an intimidating, hostile, degrading, humiliating, offensive or upsetting environment. It is a form of violence that is exercised from a perception of power with respect to the person being assaulted and that can occur in any area of relations between people. There may or may not be hierarchical superiority (vertical harassment and horizontal harassment, respectively). A single act can in itself constitute a case of harassment.

Harassment based on sex, gender, sexual orientation, gender identity or gender expression is unwanted behaviour related to the sex or gender of women, or to the sexual orientation, identity or gender expression of an individual. Such behaviour is intended 1) to attack the dignity, integrity and working conditions of women on the sole basis that they are women, or those of any person on the sole basis of their sexual orientation or gender expression and 2) to create an intimidating, hostile, degrading, humiliating, offensive or upsetting environment. Such behaviour may also hinder the affected individual's ability to carry out their role and negatively affect their chances of promotion, their access to managerial positions, their remuneration and their professional recognition. A single act can in itself constitute a case of harassment.

Other types of gender

based violence are 1) behaviours that, actively or by omission, devalue women or LGTBIQ+ persons or that infringe their dignity, whether through threats, humiliation, harassment, verbal coercion, insults, isolation, expressions of contempt, demands for obedience or submission, or any other limitation of their freedom; 2) reprisals against individual and collective discourses and expressions by women who are demanding respect for their rights; 3) public expressions and speeches that directly or indirectly encourage, promote or incite hostility, discrimination or gender

based violence; 4) institutional violence, understood as any actions and omissions by the authorities, public employees or agents of any public body or institution that are intended to delay, hinder or prevent access to public policies and the exercise of rights.¹

Provision 3a. Scope of application and action of the Protocol*Provision 3a.1. Individuals to whom this protocol applies*

The protocol applies to any member of the university community (section 1), to any person using or providing services provided by the University (section 2) and to the staff of any external contracting companies that collaborate with the URV.

Definition 1. Who is considered a member of the university community?

- All members of the URV's temporary or permanent academic and non-academic staff.
- Persons who are or have been (at the time of the events) registered for studies taught at the University, including bachelor's, master's and doctoral degree courses, lifelong learning courses, university extension programmes, summer courses and all other types of courses.
- Staff and/or students from other universities participating in a mobility, internship or exchange programme at the URV.

Definition 2. Which other groups can request accompaniment and/or support?²

- People who have a business relationship with the University
- Professionals in the field of curricular or extracurricular internships.
- Staff from other suppliers who provide services to the universities (catering, cleaning, maintenance, security, reprographics, etc.)

¹ Such violence can arise from a single serious act or practice, from the repetition of minor acts or practices that generate a cumulative effect, from the omission to act when a real or imminent danger is known to exist, or from revictimising practices or omissions.

² In these cases, the University must adopt the appropriate measures in coordination with the employer of these people or the people who are committing the assault, given that these individuals cannot be subject to disciplinary proceedings by the URV.

- Users of the facilities or services provided by the University
- People who participate in an activity organised by the university (attendees at conferences, lectures open to the public, participants in cultural or sporting activities).

Provision 3a.2. Where this protocol applies

The measures in this protocol will be initiated whenever any events that justify them occur within the organisation of the URV or within the sphere of its provision of services; that is to say, when the conduct occurs within any work centre, study centre or other physical or virtual space (cafeteria, changing rooms, toilets, sports facilities, virtual campus, etc.) of the URV. The measures in this protocol will also be initiated outside these same spaces if the conduct takes place within the framework of an activity or service organised or authorised by the URV (conferences, sports competitions, etc.) or when the conduct, whether carried out in person or online, is linked to a relationship derived from academic or work activity, even if it occurs in the private sphere.

Provision 3a.3. When this protocol applies

The measures in this protocol will be initiated when the acts and conduct have been committed while at least one of the parties has a link with the University and no more than three years have elapsed since the offence was committed or since the moment when the offending conduct ceases (in the case of continuous misconduct), regardless of whether the relationship between one of the parties and the University has ended at the time of activation of this protocol.

Provision 4a. Prevention and awareness raising

By virtue of the principle of due diligence, all members of the university community have the obligation and responsibility to establish and engage in their work tasks and their academic and work relationships whilst ensuring respect for the dignity of all. In addition, those who occupy positions of responsibility will ensure that no situation of harassment or violence occurs in these areas. Likewise, the URV guarantees effective access to rights and to the prevention of and reparation for violence against women and men and is committed to:

- Promoting cultural change through community prevention measures and by raising awareness of the violence outlined in the Equality Plan.
- Ensuring that its services, departments, faculties and schools participate in the adoption of actions to prevent and raise awareness of violence.
- Guaranteeing continuous specialised and appropriate feminist and intersectional training for both the academic and non-academic staff involved in designing and implementing the measures and actions established herein.
- Ensuring that new curricula include specific training on violence in accordance with the current regulatory framework.

- Promoting the organisation of specific courses on this theme as well as other activities and events aimed at raising awareness and prevention, and taking action aimed at the entire university community and especially at those in positions of responsibility.
- Allocating the necessary resources to ensure the application of measures of accompaniment and reparation for each specific case and guaranteeing full reparation for the people affected.
- Providing the Equality Unit with adequate human and material resources to carry out the functions of prevention, awareness-raising, detection, care and reparation, and also providing, within the scope of its competences, support services for women in the university community who have suffered or are suffering from gender-based violence.
- Ensuring that, in the context of publicly attended events, activities or festivities that are organised, promoted or financed by the University or that bear its name, there are visible information points marked with purple and multicoloured circles where people can increase their awareness of and obtain advice about this type of behaviour.

Provision 5a. Contacting the Equality Unit and activation of the protocol (see diagram in Annex 2)

Any member of the university community may contact the Equality Unit in person, by telephone or online to make an enquiry, complaint or request or to report an incident or conduct that may involve gender violence. All communications received by the Equality Unit will be treated with full confidentiality.

In the event that the reported incident leads to the activation of the protocol, the Equality Unit will first gather information in order to issue a preliminary report containing an assessment of the incident and, if necessary, will adopt community or support measures within a period of two working days. These measures will be adopted either individually or in agreement with the service, department or centre involved.³ The person affected or reporting the incident will sign the request for intervention (**annex 3**), which will include a confidentiality agreement and which will be attached to the report (**annex 4**).

Provision 6a. Measures to provide accompaniment and community support

Measures to provide accompaniment and community support are intended to meet the needs of the people affected at the initial moment, to prevent revictimization as a result of applying the

³ Working days are all days that are not public holidays or official holidays according to the URV-Estudis de Grau academic calendar. The month of August may be considered a working month depending on the availability of the people involved.

Protocol again, and to prevent the incident/s from happening again. These measures will be adopted by the Equality Unit, which will define them in a monitoring plan that will be included in the private and confidential file of each case.

These measures may not affect any of the rights of nor be prejudicial to the persons concerned. In the event that an investigation is initiated, these measures must be considered provisional until the investigation is concluded, or they are expressly annulled, or until other sanctioning or disciplinary actions are initiated by the persons competent to do so.

In this phase, among the initial measures that may be adopted by the Equality Unit are generic and/or collective measures aimed at promoting equality and/or eradicating gender-based violence, sexual harassment and harassment based on sex, sexual orientation, gender identity or gender expression. These may be adopted to prevent the person affected from being identified or because the incident affects more than one person.

Examples of measures to provide accompaniment
Among others, individual measures to provide accompaniment may consist of:
- Referring the affected individual to other services provided by the URV or by the public network where psychological support or legal advice is provided, or to other specialised entities.
- Possible timetable adaptations, justifications for absences or restrictions on access to data, files or spaces for academic or non-academic staff, changes to classroom group, reassignment of tutors, etc., if this affects students.
- Community impact measures, such as seminars, training or workshops for all the people who make up a service, unit, department or classroom group, provided that they do not harm the person or persons concerned.

Provision 7a. The investigating committee, the investigation procedure and the determination of responsibility

In the event that the affected person wishes to begin the process of clarifying responsibility and the Equality Unit considers in its preliminary report that there may be a case of gender-based violence, sexual harassment or harassment based on sex, sexual orientation, gender identity or gender expression, the Equality Unit will propose to the rector that an investigation procedure be started, and this will be stated in the Equality Unit's preliminary report.

Once this report has been received, the Rector shall decide within a maximum of 5 working days whether or not to begin the investigation procedure and shall decide on any accompanying

measures, if necessary. If an investigation is started, the Rector will convene the Investigation Committee. If the person affected and/or the offending person is a URV employee, the initiation of the investigation must be communicated anonymously and with full confidentiality to the union representatives.

Provision 8a. Composition of the Investigation Committee

The Investigation Committee (hereinafter IC) will be made up of:

- The director of the Equality Unit, who will chair the committee.
- A technical person from the URV's Legal Department, who will act as committee secretary.
- An equality officer from the URV's Equality Unit, who may be speak about cases before the committee.
- An expert external to the URV who will be responsible for evaluating the case.

Provision 9a. Initiation of the investigation phase

The external expert will evaluate the case and will carry out the accompaniment that until now had been carried out by the Equality Unit. The expert will be the only person to have access to all the personal data of the people concerned. The expert's tasks will be: to interview all the people involved, to centralise the information and to act as an intermediary between the person affected and the IC. Finally, whilst respecting the right to anonymity and confidentiality of the persons involved, the expert will draw up a fully confidential report that will be sent to the IC so that the latter can decide how to continue the procedure within a maximum of 30 working days.

The IC may also assess the suitability of previous support measures or adopt provisional measures for this phase, if these are necessary to protect the person concerned and their rights.

The IC will ensure that the person concerned and the persons whose testimony has been requested do not suffer reprisals or harm during the investigation procedure, that they can be accompanied by people who they are close to or by a trade union representative, in the case of female workers, and that they have adequate support.

Provision 10a. End of the investigation

On the basis of the preliminary report drawn up by the Equality Unit, the expert's report, and the documentation contained in the file, the investigating committee may submit a proposal to the rector in which they recommend:

- Terminating the proceedings due to lack of evidence of conduct that requires disciplinary sanctions or when the provisions of this protocol are not applicable.
- Initiating disciplinary proceedings and then suspending them immediately if it is likely that the reported incident constitutes a criminal offence. The suspension of proceedings does not obviate the obligation to adopt the provisional and/or reparative measures of accompaniment for the affected person.
- Referring to the competent body in accordance with the regulations in force (harmonious working relations committee, workplace harassment monitoring committee, etc.).
- Requesting the initiation of disciplinary proceedings, without it being necessary to carry out any other action, if the preliminary report and the documentation contained in the file contain sufficient evidence that the reported incident is an infringement.
- Preparing and sending a report to the institution or entity to which the offending person belongs in the event that they do not belong to the URV.

Within 5 working days of receiving the IC's report, the rector must issue a resolution on the measures to be adopted, taking into account the committee's proposals and forwarding it to all parties involved, the IC and the Equality Unit.

Provision 11a. Provisional measures

Provisional measures, which may affect the offender(s), are measures that are considered necessary to guarantee sufficient protection for the person affected, to prevent the continuation of the situation of harassment, discrimination or violence, and to protect the integrity and rights that are being exercised and the fulfilment of the decision that may be taken regarding the incident.

These measures will be adopted by the Rector ex officio, at the proposal of the Equality Unit, the Investigation Committee, the department or unit involved, or at the request of a party, by means of a reasoned agreement. They may be adopted at any stage of the procedure and in no case may measures be taken that could cause damage to the persons involved that is difficult or impossible to redress or that imply a violation of rights protected by law. These measures may be modified during the course of the proceedings, either ex officio or at the request of one of the parties, in the event of circumstances that have arisen or that could not be taken into account at the time of their adoption.

Examples of provisional measures

For students: changes to their classroom groups, changes to exam dates, suspension of registration, reassignment of tutors, etc

For academic and non-academic staff: restrictions on access to data, prohibition of communications, change of shift, change of work place, etc.

Provision 12a. Comprehensive reparation measures

In the face of any violent, discriminatory or harassing conduct, if the person affected is a member of the university community, the necessary comprehensive reparation measures may be adopted and, if necessary, the incident will be referred to the public network for care and redress, with the intention of helping the recovery of the person affected and preventing any repetition of the incident. These measures are applied after the incident that gave rise to the activation of the protocol or when the protocol has ended, and are adopted at the request of the IC by the rector.

Examples of measures for comprehensive redress

Among others, the following are measures for comprehensive redress:

Symbolic measures of redress such as recognising the behaviour committed, encouraging the rejection of harassment in class, making institutional declarations, paying tribute to or commemorating the victims.

For students, measures of redress such as implementing or consolidating support measures for classes or assessments, making administrative changes (such as changing class or group, modifying registration or transferring a file to another university by means of a university agreement), or the University paying the cost of registration if the student has had to repeat subjects.

For academic and non-academic staff, measures of redress such as the right to a reduction or rearrangement of working time, geographical mobility or other workplace adaptations, the acceptance and remuneration of absences if it is due to a case of gender-based or sexual violence, and the implementation of any other measures considered necessary for adequate recovery and redress.

Provision 13a. Initiation of the disciplinary procedure

In the event that the Rector agrees to initiate disciplinary proceedings, they will be governed by the provisions of the current regulations on disciplinary rules applicable to the group to which the offending person or persons belong.

Agreement to initiate disciplinary procedures

This agreement to initiate disciplinary proceedings shall rule on the accompanying measures and provisional measures that have been agreed during any of the previous phases. The actions previously carried out shall be included in the proceedings file so that they may be considered by the investigator.

Provision 14a. Monitoring the measures adopted

The Equality Unit and the service or unit involved, if necessary, will monitor the measures of accompaniment of the person concerned while these measures are in force and/or until the person concerned expresses their will to end the accompaniment.

The provisional measures adopted during the procedure will be monitored by the IC, which will be responsible for collecting all the necessary information to be able to do so. The IC may request information from any member of the university community that it deems necessary so that it can assess the fulfilment of the measures. The member must supply this information. The IC will agree on the terms and timetable within which the monitoring will be carried out.

In the event that disciplinary measures have been agreed during the disciplinary procedure, the URV's legal advisors must inform the IC of these disciplinary proceedings and the measures adopted to monitor them.

Provision 15a. Monitoring and evaluation of the application of the protocol

The Equality Unit will draw up an annual report on the monitoring and evaluation of its protocol which, with the prior agreement of the Committee for the Monitoring and Evaluation of the Application of the Protocol, will be presented to the URV Senate and made available to the university community. This document will be used to generate knowledge and make proposals for improving the University's interventions and regulations, as well as to detect the needs of the people affected or of the professionals that should be covered. It will also be oriented towards assessing the applicability and effectiveness of this protocol and the measures deriving from it.

Final Provision 1a. Committee for the Monitoring and Evaluation of the Application of the Protocol

The application of the protocol and of compliance with it by the university community and the university's governing bodies, services and units will be monitored and evaluated by the Committee for the Monitoring and Evaluation of the Application of the Protocol, which will be created following the approval of the present protocol.

This committee must be made up of representatives from both the university management and the trades unions. Its functions will be to evaluate the application of the Protocol, to interpret, if necessary, the provisions of this text and to promote proposals for improving the text in order to promote and ensure compliance with it. This committee must meet at least once a year, prior to the presentation to the Senate of the report on the monitoring and evaluation of the application of the Protocol by the Equality Unit.

Provision final 2a. Protocol against workplace bullying

The approval of this protocol will mean that, in situations of gender-based violence, sexual harassment and harassment based on sex, sexual orientation, gender identity or gender expression at the URV, the measures envisaged here will be applied and the Protocol against workplace bullying approved by the Governing Council in 2019 will no longer be applied, unless the facts assessed indicate the existence of an additional case of workplace bullying.

ANNEX

ANNEX 1.

Òrgans* responsables de l'aplicació del protocol:

A continuació es mencionen els òrgans que intervenen en el protocol però amb la base de dues idees:

Treball coordinat i en xarxa

Objectiu: vetllar per la persona afectada i impulsar un canvi cultural i institucional

-Rector/a

Receptor de l'informe preliminar de la Unitat d'Igualtat

Òrgan competent per resoldre iniciar la fase d'investigació i convocar la Comissió d'Investigació

Òrgan competent per incoar i resoldre els procediments administratius que corresponguin a fi d'investigar i de depurar possibles responsabilitats disciplinàries

-Unitat d'Igualtat

Rep les denúncies i les sol·licituds d'intervenció, i du a terme la primera recopilació de proves que acompanyen la denúncia.

Elaboració de Informe preliminar de valoració dels fets que eleva al Rector/a.

Pot proposar mesures provisionals.

Fa el seguiment de les mesures i de les resolucions. I d'aplicació del protocol

Assessora, informa i entrevista la persona o persones denunciants.

Assessora i informa qualsevol membre de la comunitat universitària que sol·liciti informació sobre el protocol.

Pot demanar la col·laboració d'altres òrgans de la universitat, com servei jurídic, recursos humans , prevenció de riscos laborals... que tenen el deure de col·laborar.

Responsable del pla de seguiment de les mesures d'acompanyament de la persona afectada

Elabora anualment l'informe de seguiment i avaluació presentat al Claustre

Proposa, gestiona i executa les accions de formació, sensibilització i comunicació dirigides a tota la comunitat universitària

- Comissió d'investigació (procediment d'investigació)

La Comissió d'Investigació (CI) Ha d'estar integrada per persones expertes o que hagin rebut una formació especialitzada:

El director o la directora de la unitat d'igualtat

Un tècnic o una tècnica d'aquesta unitat

Servei jurídic

Persona externa experta a la URV que actuarà com a ponent/perit

En el nomenament s'ha de preveure la seva substitució en els casos en què calgui evitar possibles conflictes d'interès o altres situacions que els impedeixin la seva participació

Funcions:

Investiga els casos en què hi hagi indicis de conducta violenta o d'assetjament i n'elabora els expedients informatius.

Resol la fase d'investigació

Eleva al rector/a l'informe i la proposta d'incoació d'expedient disciplinari, si es cau.

Seguiment de les mesures adoptades

- Gabinet jurídic

Assessora el conjunt d'òrgans de la universitat en l'aplicació del protocol i les persones que instrueixen expedients disciplinaris. El seu personal ha de disposar de formació especialitzada contínua en la legislació específica que dona cobertura al protocol i amb perspectiva de gènere.

Vetlla per la diligència deguda dels procediments, respecte als principis d'actuació, als terminis previstos o a les garanties d'informació, autonomia en la presa de decisions i protecció de les persones afectades.

Es coordina amb la unitat d'igualtat per detectar possibles conductes de violència masclista, assetjament sexual i assetjament per raó de sexe, orientació sexual, identitat de gènere o expressió de gènere que puguin estar presents en denúncies per assetjament laboral, i viceversa.

- Expert/a extern/a la URV.

Formarà part de la Comissió d'investigació

Encarregada del peritatge

Elaboració del informe a sotmetre a la CI

Els requisits mínims per poder actuar com a pèrit dins del protocol són els següents:

- psicòleg o psicòloga col·legiat

- Formar part del Torn d'Intervenció Professional Forense (TIP Forense).

-No tenir vinculació laboral amb la URV i/o FURV.

-Tenir formació específica psicologia forense en l'àmbit de les violències masclistes actualitzada amb caràcter anual.

- Òrgan instructor (procediment sancionador)

Persona designada pel rector o rectora en l'acord d'incoació de l'expedient disciplinari.

Altres òrgans que participen en la prevenció i reparació:

-Consells d'Igualtat de centres/escoles

Difusió del protocol al centre/escola

Sol·licitud de millores i detecció de necessitats de prevenció

Seguiment de l'aplicació del protocol en el centre (prevenció)

-Comissió d'igualtat estatutària

Rep informació de l'aplicació del protocol

Decideix la estratègia i accions per la seu desenvolupament, a proposta de la Unitat d'Igualtat

-Direcció departaments, centres i/o escoles, caps de serveis

Executen, si escau, les mesures provisionals i preventives que s'hagin establert.

Garanteixen al personal i a l'estudiantat la informació dels seus drets, així com del contingut d'aquest protocol i de tota la normativa i del règim disciplinari que s'hi troba relacionada.

Designen una persona de referència per a la promoció de les polítiques d'igualtat i d'abordatge de les violències dins el seu servei, unitat o centre.(Responsables d'Igualtat)

-Servei RRHH

Garanteix que s'informi el personal sobre els seus drets i la normativa que l'empara, així com sobre la responsabilitat disciplinària en què pot incórrer, i del procediment per formular consultes, sol·licituds d'intervenció i denúncies.

Vetlla per la implantació de programes formatius específics sobre prevenció, detecció i actuació davant les conductes descrites en aquest protocol dins dels plans de formació per al PTGAS i el PDI.

Executa les mesures provisionals i/o les mesures correctores necessàries, per tal de garantir la protecció de les persones implicades i/o evitar l'aparició de nous casos d'assetjament, i vetlla per la seva implementació efectiva, conjuntament amb la unitat d'igualtat.

-Oficina de Prevenció de Riscos Laborals Mancomunada de la URV i FURV (OPRLM)

Pot ser requerida a col·laborar en el procés d'investigació, facilitant la documentació i els informes que requereixi el cas.

Pot ser requerida a col·laborar a l'establiment de mesures preventives o correctores i el seu seguiment.

Es coordina amb la unitat d'igualtat per sensibilitzar i formar el conjunt del personal sobre les conductes recollides en el protocol i els mecanismes de denúncia i d'acompanyament. Té en compte dins de la seva actuació, els riscos de violència masculista, assetjament sexual, assetjament per raó de sexe o gènere, així com assetjament per raó de l'orientació sexual, la identitat o l'expressió de gènere dels diferents llocs de treball ocupats.

-Oficina de l'Estudiant (OFES) i l'Oficina de Compromís Social (OICS)

Difusió del protocol i donar a conèixer la unitat d'igualtat.

Coordinació amb la unitat d'igualtat per implantar accions formatives i de sensibilització sobre prevenció, detecció i actuació davant les conductes descrites en aquest protocol dins dels plans de voluntariat, programes esportius, activitats per a delegats i delegades de curs

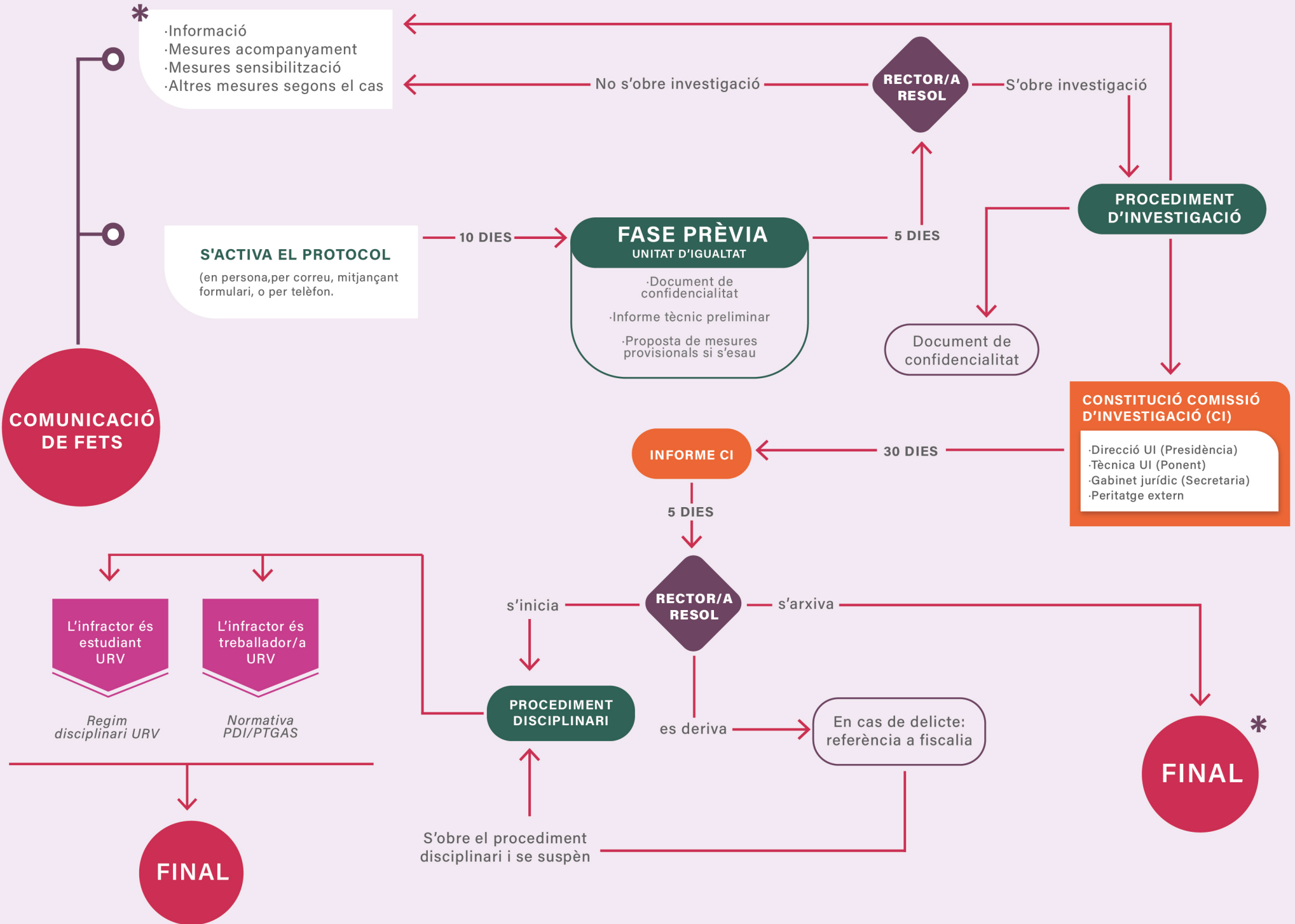
i pel consell d'estudiants de la universitat, i en d'altres activitats o programes en què sigui rellevant fer-ho, com ara lligues de debat.

- I-Center (mobilitat i acollida)

Difusió del protocol i a donar a conèixer la unitat d'igualtat

Es coordina amb la unitat d'igualtat per implantar accions formatives i de sensibilització sobre prevenció, detecció i actuació davant les conductes descrites en aquest protocol dins dels plans i programes dirigits a estudiants internacionals que venen d'intercanvi a la universitat.

*Totes les persones d'aquest òrgans que intervinguin en l'aplicació del protocol, han d'estar formades en perspectiva de gènere i no revictimització (art.17.3. Llei 5/2008) i han de garantir la confidencialitat de les dades





SOL·LICITUD D'INTERVENCIÓ

Protocol per prevenir i actuar contra les situacions de violència masclista, assetjament sexual i per raó de sexe, orientació sexual, identitat o expressió de gènere a la URV

Adreçada a la Unitat d'Igualtat de la URV

1. DADES DE LA PERSONA DENUNCIANT

- Nom i cognom(s):
- NIF/NIE:
- Correu electrònic:
- Telèfon de contacte:
- Estudis URV (centre, ensenyament i curs) o Departament/Servei URV:

2. DADES DE LA PRESUMPTA VÍCTIMA (en cas que sigui diferent que la persona denunciant)

- Nom i cognom(s):
- NIF/NIE:
- Correu electrònic:
- Telèfon de contacte:
- Estudis URV (centre, ensenyament i curs) o Departament/Servei URV:

3. DESCRIPCIÓ DELS FETS

Breu descripció dels fets que es denuncien

4. DADES DE LA PERSONA DENUNCIADA

- Nom i cognom(s) de la persona denunciada:
- Col·lectiu al que pertany la persona denunciada:
Estudiant - PDI (professorat) - PTGAS (personal administratiu)
- Centre/Departament/Ensenyament/Servei:
- Correu electrònic de la persona denunciada (si es coneix):
- Telèfon de la persona denunciada (si es coneix):

5. DOCUMENTACIÓ (opcional)

No cal presentar cap documentació addicional. En cas de tenir-ne, es pot adjuntar en Annex.

SIGNATURA PERSONA DENUNCIANT

SIGNATURA PERSONA de la UI

A Tarragona, de 20

La persona denunciant ha estat informada i ha entès el procediment d'activació de la intervenció, així com dels drets que li corresponen. La persona denunciant queda subjecta al principi de confidencialitat del present document i de les accions que es derivin de la intervenció.

L'original signat és per al ponent i aquest/a lliurarà una còpia a la persona denunciant.



Acord de confidencialitat - Protocol per prevenir i actuar contra les situacions de violència masclista, assetjament sexual i per raó de sexe, orientació sexual, identitat o expressió de gènere a la URV

En/Na/N'....., amb DNI núm.
....., amb domicili a, carrer
.....,

DECLARO:

El meu compromís a mantenir la confidencialitat de totes les informacions relatives al present procediment de comunicació de fets susceptibles de poder iniciar el Protocol per prevenir i actuar contra les situacions de violència masclista, assetjament sexual i per raó de sexe, orientació sexual, identitat o expressió de gènere a la URV, i a no divulgar, comunicar, transmetre, ni posar a disposició de cap altra persona aquestes informacions.

Així mateix, sol·licito que se'm trameti a l'e-mail següent:

o al número de telèfon següent:

tota la informació, documentació i/o requeriments per completar, aportar o aclarir les informacions inicialment comunicades, així com per rebre comunicacions sobre aquest procediment per part de la Unitat d'Igualtat.

ENTENC:

— Que l'incompliment de qualsevol norma, disposició, procediment o obligació derivada de la normativa sobre protecció de dades de caràcter personal i confidencialitat, tant si es intencionadament com per negligència, podria implicar, si n'es el cas, les sancions disciplinaries corresponents i les possibles reclamacions econòmiques que pertoquin segons la normativa vigent.

Tarragona, ___ de _____ de 20__

(Signatura de la persona que informa)