



GUIDE AGAINST HARASSMENT

Sexual harassment is undesirable conduct with sexual connotations, expressed physically, verbally and non-verbally, with the aim or the effect of violating the victim's dignity and creating an intimidatory, hostile, degrading, humiliating or offensive situation.

Less favourable treatment of a person following their rejection of sexual advances or their refusal to submit to harassment is also considered as a form of discrimination.

THE FOLLOWING ARE CLASSED AS SEXUAL HARASSMENT:

- 1** explicit or implicit requests for sex or sexual attention that are unwanted and found to be inappropriate and offensive by the person on the receiving end
- 2** implicit or explicit promises of benefits and privileges or promotions in exchange for sexual favours, and reprisals, discrimination and threats for withholding such favours
- 3** undesirable and inappropriate physical contact
- 4** verbal comments about the victim's body and regarding sexuality, considered offensive
- 5** verbal or written denigratory and offensive expressions aimed at the victim because they belong to a specific gender or adopt a specific sexual orientation
- 6** display of pornographic material in the workplace

All undesirable behaviour is to be considered as harassment. When it has sexual connotations, it is sexual harassment.



If someone who works or studies at the politecnico thinks they have been the victim of sexual harassment, how can they ask for help?

They may talk to their Counsellor, who guarantees complete confidentiality of the complaint and who does not, in any case, replace judicial protection in the proper sense. It should also be noted that complaining to the counsellor does not affect the terms of judicial protection.

The Trust Counsellor, in application of the Code of Conduct for the Protection of the Dignity of Workers and Students of the Politecnico, may act only upon the express request of the victim, to obtain the termination of the conduct and to suggest the measures to be taken to protect the victim.

The Trust Counsellor may not take any action without the specific prior consent of the person concerned, and the report may be withdrawn at any time.

COMPLETE CONFIDENTIALITY AND THE ARRANGEMENT OF PROTECTIVE MEASURES WITH THE VICTIM ARE GUARANTEED AT ALL TIMES.



If someone who works or studies at the politecnico witnesses or discovers an episode of harassment, what should they do?

They may contact their Trust Counsellor for advice.

They may invite the victim to contact their Trust Counsellor.

They may accompany them (if they wish) to see their Trust Counsellor.

If the person who discovers the harassment is a civil servant (e.g., a teacher), it is advisable to contact the Trust Counsellor as soon as possible, to assess whether it is compulsory to report it.



If someone who works or studies at the politecnico perpetrates sexual harassment, what will be the consequences?

They have committed a crime.

They have committed a disciplinary offence.

PRACTICAL SUGGESTIONS

Learn to recognise harassment;

be aware that harassment is an offence;

keep a diary of the facts;

do not cut yourself off;

contact your Trust Counsellor or other figures to ask for protection;

keep proof of the facts.

The Trust Counsellor receives by e-mail appointment:
consigliera.fiducia@polito.it

PROTECTION OUTSIDE THE POLITECNICO

EQUALITY COUNSELLOR

ANTI-VIOLENCE CENTRES

JUDICIAL BODIES

(both in criminal and labour law proceedings)



**POLITECNICO
DI TORINO**