



MINISTERIO
DE CIENCIA, INNOVACIÓN
Y UNIVERSIDADES



CSIC
CONSEJO SUPERIOR DE INVESTIGACIONES CIENTÍFICAS



Zero tolerance against sexual and gender-based harassment



For any questions,
queries or complaints,
please contact:
protocolo.acosos@csic.es

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On April 29th, 2024 CSIC Presidency has approved a new Protocol against sexual and gender-based harassment, which presents the following novelties:

1. The Commissioner's Unit to promote a healthy and safe work environment (COMSE) is created.
2. The administrative procedure may be continued even after the judicial procedure has been exhausted.
3. The Protocol shall be initiated as soon as a case is reported, and this may be oral or written, although the complaint must subsequently be made in writing.
4. The obligation to report to the Corporate Organisation (ORGC) by middle management (directors, managers) and equality committees possible situations of harassment will be established.
5. The protocol identifies different types of relationship between people and CSIC and establishes how to act in each case: volunteers, students, subcontracted companies and even when no one is a CSIC staff, but something happens in a CSIC center.
6. It also identifies different work environments, including specific prevention and intervention measures in specific locations and situations involving prolonged co-existence (vessels, field work, etc.). It also addresses the possibility of cyber-harassment.
7. It is more effective in monitoring equality plans and harassment protocols with respect to third companies.
8. Follow-up and support for victims has been strengthened. The Protocol recalls the availability of the psychological support service 24 hours a day, 365 days a year.
9. The forms of communication with those affected have been reviewed and improved throughout the process.
10. Finally, it has become more agile.

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Behaviours likely to be considered inappropriate:

- Friendly behaviour in the workplace not mutually accepted by the parties.

Conducts likely to be considered as manifestations of sexual and gender-based harassment:

- Verbal behaviours: nicknames, bynames, social media messages, sexual comments, words or jokes, comments regarding the body or appearance of people, sounds related to sexual activity.
- Nonverbal behaviours: persistent or suggestive looks of a sexual nature, obscene gestures, clandestine observation of people in reserved places.
- Physical contact: a deliberate and unsolicited excessive and unnecessary physical contact.
- Deliberate verbal and non-verbal and physical abuse that violates dignity and privacy such as unwanted kissing, touching, pinching, cornering, sending constant messages, persecuting the person in the places they frequent, showing or touching their genitals.
- Questions and insinuations about a person's private life that affect their integrity and sexual indemnity.
- The use of graphics, cartoons, drawings, photographs or internet images of sexually explicit content.
- Indecent or compromising invitations and requests for sexual favours, through both physical and psychological pressures to obtain sexual intercourse.
- Coercion and /or extortion for sexual intercourse.

- Repeated persecution and offensive against sexual integrity.

- Dissemination of rumors, images or videos committed of a sexual nature, without your consent.

- Registering in a network space where a person may be stigmatized or ridiculed, creating a false profile in their name to ridicule them, for example, by offering sexual services.

- Appear through a fake profile to a person in order to arrange a meeting, cheat or obtain information to be used illicitly for sexual purposes.

- Maintain contact with a person when you have indicated that you do not want it or have tried to avoid it.

Behaviours likely to be considered as manifestations of gender-based harassment:

- Derogatory comments about women or men or values considered feminine or masculine, and, in general, sexist comments based on gender bias.
- Demerit of professional worth for the fact of maternity or paternity.
- Hostile behaviour towards those who exercise rights of reconciliation of personal, family and professional life.
- Impairment, contempt or isolation of those who do not behave according to the roles socially assigned to their sex.
- Perform discriminatory behaviour for being a woman or a man.
- Assign tasks that are meaningless or impossible to

accomplish (unreasonable deadlines) to a person based on their gender.

- Assign a person to a position of responsibility below for his or her professional capacity or status, solely on the basis of sex.
- Evaluate the work of people with contempt, unfairly or in a biased way depending on their sex.

Behaviours likely to be considered as manifestations of sex-based harassment:

- Having discriminatory behaviours based on their sexual orientation.
- Address the person in offensive ways because of their sexual orientation.
- Deride the person in relation to their sexual orientation.
- Use humour in a derogatory way, undervaluing any sexual orientation.
- Belittling work done on the basis of sexual orientation.
- Ignore contributions, comments or actions (exclude, not taking seriously) based on sexual orientation.
- Unequal treatment based on sexual orientation.
- Evaluate people's work with contempt, unfairly or in a biased manner based on their sexual orientation.
- Assigning a person tasks or jobs below their ability or competencies, depending on their sexual orientation.
- Serophobic discrimination: any measure that results in an arbitrary distinction between persons by reason of their state of health or their HIV status, confirmed or suspected and resulting from an act or omission.

Behaviours likely to be considered as manifestations of harassment by gender identity and expression:

- Unequal treatment based on gender identity and/or expression.
- Ignore or exclude contributions, comments or actions based on your gender identity or expression.
- Belittling a person's capabilities, abilities, and intellectual potential in relation to their gender identity or expression.
- Refuse to name a person, for example a transgender, as required or deliberately use articles or pronouns not corresponding to the gender with which you identify after asking.
- Make comments or questions about the body and/or genitals of a person, for example transgender.
- Talking about people, for example transgender, in the workplace in a derogatory way just because they are transgender.
- Focus the conversation and/or discussion with a person, for example transgender, on the gender issue without the person in question having started and invited the conversation.
- Make jokes about people, for example transgender, whether or not they are present in the conversation that threaten people's dignity.

DEFINITIONS IN THE PROTOCOL

Sexual harassment

- Sexual harassment is any behaviour, verbal or physical, of a sexual nature, unwanted, which has the purpose or effect of violating a person's dignity, particularly when an intimidating, degrading or offensive environment is created.

Environmental sexual harassment

- In this type of sexual harassment, the harasser creates a hostile, degrading, humiliating or offensive environment for the victim, as a result of unwanted behaviour of a sexual nature. They can be performed between colleagues or third parties.

Gender-based harassment

- Generally speaking, any conduct based on the sex of a person with the purpose or effect of violating his or her dignity and of creating an intimidating, degrading or offensive environment shall be regarded as such. Making a right or expectation of right conditional on the acceptance of a situation constituting sexual harassment or gender-based harassment shall also be deemed to constitute discrimination on the basis of sex.

Sexual orientation harassment

- Any behaviour or other action against a person on the basis of his or her sexual orientation that may be considered offensive, humiliating, violent, intimidating, with the purpose or effect of violating his or her dignity and creating a discriminatory environment.

Identity harassment and gender expression

- Any behaviour or conduct that, for reasons of gender expression or identity, is carried out with the purpose or effect of violating dignity and creating an intimidating, hostile, degrading, offensive or segregated environment.

Sexual harassment offence

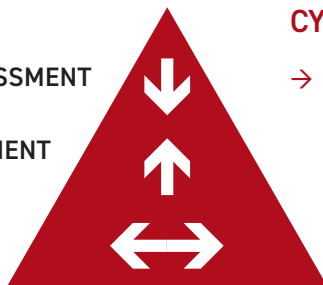
- Sexual harassment is committed by any person who solicits favours of a sexual nature, for himself or herself or for a third party, within the framework of an employment, teaching or service provision relationship, whether continuous or habitual, and by such behaviour causes the victim to be placed in an objectively and seriously intimidating, hostile or humiliating situation.

¿HOW IS IT EXERCISED?

DOWNWARD VERTICAL HARASSMENT
(Superior person-subordinate)

UPWARD VERTICAL HARASSMENT
(Subordinate person-superior)

HORIZONTAL HARASSMENT
(Among equals)



CYBERHARASSMENT

- All harassments could serve and be magnified through the use of technologies and social networks.

WHAT CAN I DO?

- Activate the Protocol by addressing to

protocolo.acosos@csic.es

WHO CAN I CONTACT?

- As a reference point for the protection of the victim you can get in touch with the Unit of the Commissioner to promote a healthy and secure working environment: comse@csic.es.
- For more information and advice, you can get in touch with the Equality Delegate Commission: comisiondelegadadeigualdad@csic.es.
- You can also get in touch with the Equality Committee of your center, in case you have it. (Available list in **INTRANET**).
- You can also get in touch with the Trade Union Representatives.
- You can address to protocolo.acosos@csic.es

PHASES OF THE PROCEDURE

