

ZERO TOLERANCE

AGAINST SEXUAL AND GENDER-BASED HARRASSMENT

Let's make ICMAB a pleasant, inclusive, and discrimination-free workplace.





CSIC's
harassment
leaflet

Sexual harassment is any unwanted verbal or physical behaviour of sexual nature; that has the purpose or effect of attacking the dignity of a person, particularly when it creates an intimidating, degrading, or offensive environment.

Gender-based harassment is any behaviour targeting a person's gender expression, with the intention or result of undermining their dignity, thus creating an intimidating, degrading, or offensive environment.

Harassment based on sexual orientation is any behaviour directed at a person because of their sexual orientation that may be considered offensive, humiliating, violent, or intimidating, with the purpose or effect of attacking their dignity and creating a discriminatory environment.

Examples of behaviours that may constitute sexual harassment or gender-based harassment:

- Sexual requests and insinuation.
- Deliberate and excessive unsolicited physical contact.
- Sexual comments, jokes, or remarks about a person's body or appearance. Obscene gestures. Insults or derogatory comments based on gender prejudices.
- Spreading rumours, compromising sexual images or videos without consent.
- Asking questions about a person's sexual life or preferences.
- Verbal or physical abuse that attacks a person's dignity and privacy.
- Hostile behaviour toward those exercising their rights to balance personal, family, and professional lives.
- Workplace discrimination against a person, contempt or negative evaluation of tasks based on gender or sexual orientation.
- Discriminatory behaviour or contempt and isolation of those who do not conform to socially assigned gender or sex roles.



CSIC's
Decalogue
against
harassment



Read more

Where to go if you experience or witness any form of harassment?

Through **ICMAB** or directly to the **CSIC**.

- + Guarantee of **confidentiality**.
- + **Anonymity** is guaranteed if desired.
- + **No obligation** for the person contacting.
- + Maximum **protection** for the victim or witness.

At ICMAB:

- **Find support and advice** from one of these four:
 - **Roberta Ceravola** [rceravola@icmab.es], Safety Coordinator at ICMAB.
 - **Maribel Contreras** [mcontreras@icmab.es], ICMAB Staff Representative.
 - **Lourdes Fàbrega** [lourdes@icmab.es], ICMAB's Vice-Director.
 - **David Amabilino** [director-icmab@icmab.es], ICMAB's Director.
- **Fill out the online form** [option to maintain anonymity].
- **Report anonymously** through the physical mailbox in the hallway to Administration.



ICMAB
online form

At CSIC:

- Consult or file a report within the CSIC through the following email address: protocolo.acosos@csic.es o comse@csic.es.
- If you need psychological support, contact the CSIC psychological care service.
 - By phone:** Spanish: 911599888 [24/7].
English: 911599385 [15-22 CEST, Monday to Friday].
 - By e-mail:** pae_csic@aspyprevencion.com.



forHealth**HUB**

Use the CSIC HealthHUB for psychological support and assessment.
(in Spanish)

Access code: BIEM_CSIC

Download it!



Android



iOS

In case of a report:

- Possible immediate protective measures for the victim (organizational, administrative or financial) that cannot harm them in any way.
- Discretion to protect the privacy and dignity of individuals, ensuring equal treatment between men and women.
- A maximum of 27 days for the procedure.

Other means of assistance 24 hours a day, 365 days a year (in Catalan and Spanish)

Contra les violències masclistes, t'escoltem.

900900120

Truca, parla, explica.

In case of emergency call 112.

E-mail: 900900120@gencat.cat.

#016 PARA TODAS

Atenció a totes les formes de
violència contra les dones

☎ 016

✉ 016-online @igualdad.gob.es

💬 violenciagenero.igualdad.gob.es

📞 WhatsApp 600 000 016

#TODAS



016 ATENCIÓN A VÍCTIMAS
DE VIOLENCIA CONTRA LAS MUJERES

REMEMBER!

If you have any questions, you can contact the Gender Equality and Diversity Committee (CIGiD) through the email contact_equality@icmab.es or through any of our members.



Web of the CIGiD