

POLICY ON PREVENTION OF NON-SEXUAL HARASSMENT, SEXUAL HARASSMENT, GENDER-BASED VIOLENCE, GENDER DISCRIMINATION AND ARBITRARY DISCRIMINATION

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OBJECTIVE

Universidad Adolfo Ibáñez is convinced that diversity is a representative element of today's society and that it is important for the university community to integrate and recognize this diversity, because it adds value and richness to the university environment.

For this reason, the University is committed to promoting a culture of respect and non-discrimination, in which the values of equal opportunities and inclusion are fundamental for the development of each and every member of the university community, in an environment that fosters a better quality of life for all of them.

In this context, the objective of this Policy for the Prevention of non-sexual harassment, sexual harassment, gender violence, gender discrimination and arbitrary discrimination is to establish the main guidelines to promote a culture of mutual respect, recognition and equality within the university community, ensuring that its spaces are safe and free of harassment, violence and discrimination for all its members, regardless of their sex, gender, identity and sexual orientation, through the dissemination of a culture that respects, values and promotes diversity and cultural inclusion, gender, sexual orientation, abilities and disabilities, among others.

It is the duty of the University to adopt all measures that are conducive to prevent, investigate, punish and eradicate harassment, violence and discrimination, and to protect and redress the victims, promoting, in particular, egalitarian gender relations.

SCOPE

This policy applies to all members of the university community including students, academics, collaborators and authorities. It also considers people who work under subcontracting.

PRINCIPLES

This policy is based on the following principles:

- 1) **Diversity.** It is given by the variety of people that make up the university community: students, academics and collaborators and by the differences and diverse characteristics that each one of them has in terms of gender, culture, ethnicity, age, religion, sexual orientation or other attributes.

Consequently, diversity is an expression of the peculiarities that make everyone different from each other and represents a richness to build a better institution of higher education.

- 2) **Inclusion.** It means giving all members of the university community the same possibilities of development while respecting their identity.

The policies, plans and programs implemented by the University shall not inhibit diversity, providing the appropriate conditions for its members to have a favorable environment to fully develop the activities that led them to choose the University: study, learning and daily work, among others.

- 3) **Equity.** It is the principle that consists of giving each person what he or she deserves according to his or her merits or conditions, without favoring the treatment of one person to the detriment of another.

It means that all members of the university community can participate with equal opportunities and access.

- 4) **Equal Treatment.** It implies eliminating all types of arbitrariness, i.e., all unjustifiably unequal treatment, and recognizing and respecting the dignity of all forms of diversity that are present in the university community.

- 5) **No Arbitrary Discrimination.** Under this principle, all members of the university community must be treated with respect, without distinction, exclusion, restriction or preference based on gender, race, color, national or ethnic origin, religion, political or other opinion, age, or any other condition.

Under this principle, non-sexual harassment, sexual harassment, gender-based violence, gender discrimination and arbitrary discrimination will not be tolerated.

- 6) **Autonomy.** The members of the university community enjoy freedom of action and self-determination to direct themselves as individuals.

- 7) **Respect.** Members of the university community shall treat each other with respect and consideration. This provision is the basis for the recognition of diversity and the development of a culture of inclusion.
- 8) **Responsibility.** Each member of the University community is responsible for taking care of himself/herself and others. The University will promote self-care and self-management of each of its members.
- 9) **Safety.** The members of the university community will be able to trust others and be confident that the university spaces will be free of danger or risk.

It is the duty of the University to ensure that its spaces are safe.

- 10) **Education.** In order for actions to prevent non-sexual harassment, sexual harassment, gender-based violence, gender discrimination and arbitrary discrimination to be successful, it is necessary to incorporate education and re-education activities in these areas, which are constantly evolving.
- 11) **Dynamism.** The university community is aware that the actions to prevent situations of non-sexual harassment, sexual harassment, gender violence, gender discrimination and arbitrary discrimination are changing and evolving over time and that, consequently, it is the duty of all to permanently update the activities aimed at achieving this goal.
- 12) **Participation.** The University assumes the commitment to design, modify and update this Prevention Policy in a participatory manner with the participation of students, collaborators, academics and authorities. The referred instance of participation will have an annual periodicity, will ensure gender parity and balanced representation of its different strata, so that it will be integrated by at least 12 people: 4 students, 4 collaborators and 4 academics and the participation will be equal between men and women in each of the strata.

POLICY

Universidad Adolfo Ibáñez is committed to guaranteeing a safe and non-discriminatory university for all members of the university community and to promoting quality education for all its students regardless of race, status, gender, age, religion, sexual orientation or disability.

In this line of work, the University currently has a Policy of Accessibility and Inclusion of Persons with Disabilities, a Protocol of Action against Complaints of non-sexual harassment, sexual harassment, gender violence, gender discrimination and arbitrary discrimination, a Policy of Use of Social Name, a Policy of Preferential Selection of Women in the Academy, as well as, with measures to prevent gender violence, to promote non-sexist education, to recognize the rights of minorities and with the present Policy for the Prevention of non-sexual harassment, sexual harassment, gender violence, gender discrimination and arbitrary discrimination, along with a series of other initiatives that seek to advance decisively in the promotion of gender equality and inclusion in various areas of university life.

The University recognizes that diversity is a value to be reinforced and encouraged, and that equal treatment and opportunities must be guaranteed within the university community.

ACTION PLAN

In order to comply with the statements made in this policy, action plans will be developed annually to prevent and eradicate situations of non-sexual harassment, sexual harassment, gender violence, gender discrimination and arbitrary discrimination.

The action plans will consider:

- 1) Diagnosis.** The action plans will consider annual diagnostic activities to identify the activities, processes or institutional interactions, regular or sporadic, that generate or increase the risk of harassment, violence and discrimination.

Diagnostic activities may include surveys, research, studies and monitoring of institutional indicators.

- 2) Information, dissemination and awareness.** The action plans will consider permanent actions of information, dissemination and awareness of the university community to ensure that policies, plans, protocols and regulations are known. Communication will be done through various media, such as: social networks, campaigns, institutional website and that of faculties and schools, web courses, undergraduate app, among others.

The information, dissemination and awareness strategy shall be focused on prevention and the promotion of respect for diversity. It shall be cross-cutting and aligned on all university campuses.

The periodicity of the dissemination activities incorporated in the action plans will be at least every six months and will consider induction strategies for students, academics, collaborators and authorities.

- 3) Promotion of safe spaces.** Action plans will incorporate activities to promote safe spaces within the University.

These activities may consider the existence of facilitators within the units, faculties and schools that have a distinctive seal.

Similarly, the activities will include the Learning Center of the Teaching Department for academics, the Personnel Department for collaborators and the Student Federations and Centers for students and the Sports Departments.

- 4) Special treatment for events.** The action plans will consider differentiated prevention strategies for those events in which there is a greater security risk for students, academics or collaborators.

These strategies will promote positive and healthy actions and propose ways to celebrate healthily.

In relevant events, the presence of "angels" with training in psychological first aid and in the Protocol for investigation and sanctioning of complaints of non-sexual harassment, sexual harassment, gender violence, gender discrimination and arbitrary discrimination of the Universidad Adolfo Ibáñez will be considered.

When defining the strategies referred to in this issue, special consideration will be given to the periods of reception of new students and university events involving students.

- 5) Training and education.** The action plans should incorporate training actions for all members of the university community, separately and as a whole, ideally appealing to the best national and international comparative experiences.

Members of the university community who are part of the units that implement this policy and those that receive complaints of non-sexual harassment, sexual harassment, gender-based violence, gender discrimination and arbitrary discrimination, as well as those who are part of investigative commissions or bodies that are responsible for deciding sanctions for violations of the Protocol for Action in response to complaints of non-sexual harassment, sexual harassment, gender-based violence, gender discrimination and arbitrary discrimination will receive specialized training in these matters, particularly in human rights and gender perspective, including tools for detection and timely response.

The training will be developed through tutorials, workshops, lectures, among others.

- 6) Monitoring and evaluation.** The action plans must incorporate permanent actions for monitoring and evaluating the impact of their implementation and the possibility of generating corrective measures during their term. They shall also consider the follow-up of indicators.

INSTITUTIONAL

- a) Ethics and Compliance Committee

The Ethics and Compliance Committee will be in charge of monitoring the development of this Policy for the Prevention of Non-Sexual Harassment, Sexual Harassment, Gender Violence, Gender Discrimination and Arbitrary Discrimination.

- b) Commission for the prevention of non-sexual harassment, sexual harassment, gender violence, gender discrimination and arbitrary discrimination.

Integrated by representatives of the university community appointed by the Rector, it will be responsible for setting goals and distributing tasks, respecting the autonomy of each of the units in charge of the implementation of the activities.

- c) Observatory

It will be responsible for following up, monitoring and evaluating the action plans that are implemented and the different activities that are developed within the framework of the policy.

It will prepare a public report once a year, with the results of the implementation of the policy and recommendations for improvement, which will be presented at the Working Group for the updating of the Protocol of action against complaints of non-sexual harassment, sexual harassment, gender violence, gender discrimination and arbitrary discrimination.

For its operation, it shall be assisted by an Executive Secretary.

d) Student Federations and Centers

Student Federations and Student Centers will be responsible for disseminating the policy among students and collaborating with the action plans to be implemented through them.

e) Undergraduate Departments

The Undergraduate Departments, under the Academic Vice Rector's Office, will be in charge of disseminating the policy among students and collaborating with the action plans to be implemented by the Student Affairs Departments (DAE).

f) Communications and Marketing Management

The Communications and Marketing Department will be responsible for the institutional dissemination of the policy.

g) Teaching Department

The Teaching Office, which reports to the Academic Vice Rector's Office, will be in charge of disseminating the policy among academics and collaborating with the action plans to be implemented by the Learning Center.

h) People Management

The Human Resources Department, which reports to the Office of the Provost for Management, will be responsible for disseminating the policy among University collaborators and collaborating in the action plans to be implemented.