

ANTI-HARASSMENT POLICY

OF POLTAVA STATE AGRARIAN UNIVERSITY (PSAU)

Purpose of the Policy: to ensure a safe environment for all members of the university community, to provide protection against sexual, physical, psychological, and other forms of harassment, as well as to develop mechanisms for prevention, response, and protection from harassment.

Key Aspects and Implementation Measures:

1. Zero-Tolerance Principles:

Prohibition of any forms of harassment (sexual, physical, emotional, or psychological) within the university and during activities related to its operations.

Recognition of harassment as a violation of ethical norms and the legislation of Ukraine.

2. Clear Definition of Harassment:

Sexual harassment: unwanted actions of a sexual nature that demean a person's dignity or create a hostile environment.

Psychological harassment: bullying, intimidation, verbal abuse, or actions that violate psychological comfort.

Any other forms of pressure or coercion that violate human rights.

3. Creating a Safe Environment:

- Ensuring safety for students, faculty, and university staff.
- Fostering a culture of mutual respect, tolerance, and ethical behavior among all members of the university community.

4. Educational Activities:

- Organizing trainings, seminars, and lectures for students and staff on recognizing and preventing harassment.
- Providing information on rights and protection procedures in cases of harassment.

5. Reporting and Response Mechanisms:

- Implementation of a clear and confidential procedure for submitting complaints about harassment.
- Ensuring access to contact information of responsible persons or structural units that handle such cases.
- Appointment of an ethics and human rights officer.

6. Handling Complaints and Protecting Victims:

- Timely review of complaints with confidentiality and impartiality.
- Guarantee of protection for victims from retaliation, bullying, or other negative consequences for reporting harassment.
- Provision of psychological, legal, and social assistance to victims.

7. Sanctions for Harassment:

- Introduction of a clear system of sanctions that vary depending on the severity of the violation (warnings, disciplinary measures, suspension, dismissal, or expulsion).
- Referral of serious cases to law enforcement agencies in cases of legal violations.

8. Adaptation to Martial Law Conditions:

- Increased attention to preventing harassment under stress, displacement, and social instability.
- Ensuring the safety of internally displaced persons, refugees, students, and employees in vulnerable conditions.

9. Control and Monitoring:

- Regular internal audits to assess the level of safety and compliance with the anti-harassment policy.
- Involvement of independent experts to monitor policy implementation effectiveness.

10. Transparency and Accountability:

- Annual publication of reports on the number of cases, results of complaint reviews, and measures implemented.

- Ensuring anonymity during case analysis and data publication.

11. Legal Compliance:

- Adherence to the current legislation of Ukraine, including the Labor Code, the Law "On Prevention and Combating Domestic Violence," and other human rights acts.
- Cooperation with state authorities engaged in protecting citizens' rights.

12. Support for the University Community:

- Formation of working groups to develop new anti-harassment tools.
- Organization of anonymous platforms for collecting suggestions and feedback regarding the anti-harassment policy.

13. Collaboration with Civil Society Organizations:

- Cooperation with organizations specializing in human rights protection to receive recommendations and training materials.
- Participation in international and national programs aimed at combating harassment.

14. Promotion of Ethical Standards:

- Development of a university code of ethics defining behavioral rules to prevent harassment.
- Implementation of educational programs to foster a culture of mutual respect among students and staff.

Result of Policy Implementation:

The creation of a safe and comfortable environment at PSAU, where every member of the university community can realize their potential without fear of harassment.