



University: University of Pécs
Country: Hungary

SDG10: REDUCED INEQUALITIES

10,6 Measures against discrimination

10.6.11. Does your university as a body have anti-harassment policy? **Yes.**

Equal Opportunity Plan, University of Pécs (01/01/2024 - 31/12/2024), Section V.1-3, point

V. Bodies involved in the implementation of the Equal Opportunities Plan and the procedure to be followed to ensure compliance with equal treatment and equal opportunities

1. The implementation of the University of Pécs Equal Opportunities Plan is monitored by the Works Council and the Equal Opportunities Committee.

The rules concerning the composition, operation, duties and competences of the Equal Opportunities Committee are contained in the Rector's and Chancellor's Instruction No. 2/2019 on the Rules for the Establishment of Non-Senate Standing Committees and Ad hoc Working Groups at the University of Pécs.

The Equal Opportunities Committee shall assist in the investigation of complaints regarding violations of equal treatment, harassment, discrimination, and violations of equal opportunities legislation and this Plan, and in the procedure to be applied to ensure equal opportunities.

The Equal Opportunities Committee and the Works Council may initiate an investigation with the Rector of the University of Pécs in the case of a violation of the law affecting a large group of employees without any notification or complaint.

2. In order to ensure equal treatment and equal opportunities, the University of Pécs provides employees with the opportunity to lodge complaints in the following ways. In the event of violation of equal treatment, harassment, unlawful segregation, retaliation, all employees may, without discrimination, turn to the Equal Opportunities Committee, the Works Council or the trade unions represented at the employer, which will submit the complaint to the employer within 8 days of its submission - in the case of a trade union complaint, after seeking the opinion of the Equal Opportunities Committee.

From the date on which the complaint is lodged with the employer until the matter has been resolved, and for a maximum of 8 days, the measure complained of may not be implemented.

If the parties concerned cannot reach an agreement during the above procedure, they may involve a mediator in the procedure, the costs of which must be agreed in an individual agreement.

Employees shall be informed of the outcome of the procedure.

If the procedure is still unsuccessful and the case cannot be resolved, the employee may appeal to the competent territorial tribunal.



3. In addition to the above, the University of Pécs has a University Ombudsman, whose general task is to support the non-discriminatory treatment of university citizens in accordance with the requirement of equal treatment and to facilitate the amicable settlement of their conflicts in the course of university operations, in accordance with Annex 55 of the Organizational and Operational Rules of the UP.

The Ombudsman may be approached by any citizen of the University if he/she perceives any of the following on the part of another citizen, decision-making forum or organisational unit of the University in relation to the operation of the University:

- a) the violation of equal opportunities
- b) discrimination
- c) violation of the right to a fair hearing
- d) violation of human dignity
- e) abuse of power
- f) violation of privacy
- g) harassment
- h) violation of the right to sexual autonomy

University of Pécs Gender Equality Plan (GEP)

Legal overview of sexual harassment in the workplace

The workplace, as a special setting for the cooperation of people, requires all its participants to comply with certain legal and moral rules, since work as an activity typically implies a subordinate-supervisor, controlling relationship between the persons working together, which on one hand places responsibility on the managers of the workplace, and on the other hand results in the vulnerability of the subordinates. Therefore these legal and moral rules determine the individual's freedom of action and, in principle, create impenetrable limits to the field of action. Anyone who is familiar with the concept of good morals can recognize without hesitation that sexual harassment is not lawful and moral, on the basis of the common meaning of the words alone. Accordingly, the law also contains prohibitive and punitive provisions to reduce the likelihood of this act occurring, since it has long been recognised in the developed world that such acts are - by their very nature - violent, discriminatory, dangerous to society and that they have, inter alia, negative psychological and physical effects on the individual and negative economic and social effects on the community. Although not exclusively confined to employment and unfortunately not including all forms of manifestation, the Act C of 2012 on the Criminal Code includes a definition of sexual harassment under the heading of sexual coercion in Section 196 (1), as follows. „Any person who forces another person to perform or tolerate sexual activities is guilty of a felony punishable by imprisonment between one to five years.” and in subsection (2) (b) the Code defines it as an aggravating circumstance of the sexual coercion if the harasser is in a position of authority over the victim. Addressing harassment in the workplace is a priority obligation of the employer, as the principle of equal treatment in the employment relationship must be upheld, as well as the integrity of the workplace collective and, ultimately, the potential liability for damages and other economic interests of the employer. In practice, however, it is extremely difficult to combat this phenomenon in the vast majority of cases, as it is typically carried out invisibly to others, in the presence of the harasser and the victim alone. The university ombudsman's powers and scope of action in this matter also includes the use of classic ombudsman tools, therefore in a case submitted to him, he can, if the



aggrieved party wishes so, help to communicate the problem to the other party, hear out the parties involved, mediate in order to reach an amicable settlement, inform the parties of the legal options available to them, and, if he perceives a systemic problem, propose changes to the university's internal regulations or to the practices of an operative board.

Objectives

The Gender Equality Plan (GEP) of the University of Pécs, taking into account the recommendations of the Horizon 2020 research and innovation programme supported by the European Union and based on the results of the analysis of our baseline data, focuses on the following thematic areas and aims to achieve progress through systematic monitoring:

5. Preventing sexual abuse and harassment and eliminating gender bias and stereotypes

Strategic plans : pint 5

5. The prevention of sexual abuse and harassment and the elimination of gender bias and stereotypes are an integral part of the strategic material. As part of the strategic intervention, the University will review and update its existing relevant policy materials. UP will strive for a transparent communication in this area.

Structural guarantees working in each GEP strategic area: point 5

5. In order to prevent sexual abuse and harassment and to eliminate gender bias and stereotypes, the Equal Opportunities Committee adopts decisions on the basis of the Situation Analysis and the recommendations of the Inclusive Excellence Research Group. The Secretariat of the Rector's Cabinet is responsible for coordinating the organisation's communication.

Substantive interventions : point 5

5. Prevention of sexual abuse and harassment and the elimination of gender bias and stereotypes

- Updating the relevant policies
- Organising campaigns on the issue
- Employee and student training and workshops on sexual harassment
- Production and distribution of an informative brochure

Indicators

Prevention of sexual abuse and harassment and elimination of gender bias and stereotypes -

- Indicator B.15: Updating the relevant University policies
- Indicator B.16: Popularity indicators (social media impact) of campaigns on this issue
- Indicator B.17: Number and gender distribution of the employees and students who have participated in sensitivity training
- Indicator B.18: Proportion and gender distribution of employees/students who have contacted the University Ombudsman. Reasons for and resolution of the issue.



University security

University security and a safe environment are in the interest of the entire university community. Its fundamental goal is to serve and promote the educational, scientific, developmental and healing goals of those working, studying and receiving care at the institution in a constantly changing, multi-ethnic and multicultural university community.

The UP Security Department operates as an organisational unit of the Chancellery of the University of Pécs. The department's staff have professional experience in line with the organisational unit's areas of responsibility.

Main tasks:

- Ensuring the personal and property safety of students, employees and university clients
- Protecting university infrastructure and property
- Processing of access requests authorised for university premises and maintaining safe traffic and parking regulations
- Issuing electronic access and entry permits
- Providing professional advice on crime prevention and other security matters, operating security systems for crime prevention purposes
- Receiving and investigating reports of criminal offences, filing police reports
- Liaising and cooperating with authorities
- Operating a site reception service, coordinating the tasks of external property protection service providers
- Investigation of security-related reports from students, employees and customers
- Providing security for events
- Handling lost property

According to the Global Peace Index, Hungary and the city of Pécs are considered extremely safe in both global and regional comparisons. Accordingly, the University of Pécs is committed to providing the highest possible level of services to its staff and students. This means, among other things, that we strive to create a calm, safe and inclusive environment. We make great efforts to maintain this peaceful and supportive community, which has resulted in an extremely safe learning and working environment. As in many areas of life, prevention plays a key role in achieving this goal, which is why the University of Pécs has compiled safety advice to maximise the safety and well-being of those working and studying on campus.

Security Guidelines for students and employees on the website of the University Security Department of the University of Pécs:

Sexual harassment/violence



University of Pécs Security Department

HARASSMENT

Individuals intimidating or arbitrarily interfering in the privacy or daily life of another, or bullying another on a regular or persistent basis.

Types of Harassment:

Physical Harassment:

- Aggressive physical behaviour
- Intimidation
- Punching, kicking, tripping, holding up, pushing
- Any unwanted physical contact that makes the other person uncomfortable



Verbal Harassment:

- Vulgar or obscene verbal abuse
- Mockery
- Threats
- Offensive remarks about appearance, religion, ethnicity
- Abusive name-calling, derogatory nicknames, insults, teasing, bullying
- Homophobic or racist remarks



Sexual Harassment:

Sexual, unwanted, verbal, non-verbal or physical conduct of a sexual nature, the purpose or effect of which is to violate the dignity of another person and to create an intimidating, hostile, humiliating, degrading or offensive environment.

Harassing communications with overt or covert sexual overtones. Promises of favours in exchange for sexual services, which may include verbal comments, physical contact and including sexual violence.



Covert Harassment:

- Punishment, humiliation
- Undermining reputation, spreading rumours, generating lies
- Negative body language
- Specifically targeted mockery intended towards preventing friendships



All forms of harassment are the sole responsibility of the perpetrator

Who is at risk to becoming a victim?

Anyone, anywhere, anytime is a potential targeted.

Safeguard:

- Find a trusted individual to share the harassment with.
- Document: record immediately, specific details regarding the nature of the harassment.
- Be aware of civil liberties and individual rights available.
- Avoiding violence: do not allow harassment to escalate into any form of provocation or threat.
- Organised support: join anti-bullying groups.

Help and support: How to request help?

- **UP Security Department:** pte.security@pte.hu
- **Unisec Hotline:** +36 30-400-1800
- **Police:** pecsrk@baranya.police.hu

Security Guidelines:

If you or anyone around you is a victim of sexual violence, call the police and the Security Officer!

Just because someone doesn't say no... doesn't mean they say yes.

What does CONSENT mean?

- Silence or not responding does NOT mean consent.



- If someone says yes under pressure or because they are afraid of how their partner will react to a no, it is not consent.

The following statements and reactions mean NO:

"You're not my type."

"I don't know."

"I'm not sure."

"I'm scared."

"Please stop."

"I don't know if I want to."

- A person who is intoxicated cannot give legal consent.
- Consent is not based on innuendo or assumption.
- It is always okay to say no.

Engaging in any kind of sexual activity with someone without their consent is sexual harassment/assault.

How can we ask for consent?

- Asking for consent can be scary.
- And sexy, of course!
- If you don't ask for your partner's consent, you put yourself at risk of hurting their feelings and possibly doing something illegal. Some ideas for asking . . .

"Do you want to have sex?"

"Is this okay with you?"

"I want to hug you, kiss you/...you. How about you?"

We must always treat people with respect; we must respect their feelings, thoughts, and life goals. Asking for consent, while respecting personal and sexual boundaries, is essential not only for forming a healthy relationship, but also for maintaining it.

Consent is a process that involves verbal, psychological, and emotional agreement. Asking for and giving consent is an essential part of showing your partner that you really want to get to know and understand them, which shows that you value and respect their feelings.

Remember! Consent is an active, affirmative, conscious, direct, uninfluenced, voluntary agreement to engage in or continue a sexual relationship.

Mental prevention:

- Trust your instincts. If you feel uncomfortable in the company of a particular person or in a particular situation, remove yourself from it immediately.
- Learn to behave and communicate assertively. What does this mean? Assert your rights without hurting others, i.e., communicate clearly, unambiguously, and understandably;



be conscious, but not aggressive or hurtful. If you become aggressive, you may also become more vulnerable.

- Don't be predictable; remember that most sexual assaults are premeditated. If you have to travel alone, use different routes so that there is no fixed pattern for following you. If you are insulted or attacked, make a scene!

Be careful:

- Never leave a party or entertainment venue with someone you don't know well.
- Remember that alcohol and drugs negatively affect your judgment and (good) decision-making. They lower your inhibitions and increase your chances of becoming a victim.
- As a woman, avoid parties where the number of men significantly exceeds the number of women.
- Avoid secluded places where you could be an easy target.
- Be careful with invitations, whether you accept invitations to your own home or to someone else's.
- Set sexual boundaries and communicate them.
- Avoid people who ignore your requests.

Be careful when traveling (on foot) (if you are traveling alone, consider the following):

- Do not walk alone at night.
- Travel with a friend or group.
- Be familiar with your surroundings.
- If you have to go alone, always choose well-lit places on your route, avoiding narrow streets, alleys, and bushy areas if possible.
- Walk confidently, straight ahead, at a steady, dynamic pace.
- Keep your hands free. If possible, avoid carrying large, heavy, or multiple packages.
- Wear comfortable clothing that does not hinder your movement.
- Be familiar with the campus and the areas of the city you will be traveling through, as well as well-lit routes.
- Be aware of your surroundings, listen for noises, and notice if someone is following you.

If you feel you are in danger:

- Try to get out of the potential danger if possible.
- Join a group of people nearby and increase your speed.
- If the danger has already occurred and there is no one to help you, shout, scream, do anything you can to attract attention.



- Use any tools you have to defend yourself (umbrella, keys, deodorant, etc.). Resist, fight back—in many cases, the attacker will not expect this, which will unsettle them and allow you to escape!
- Go into an open building (office building, shopping center).
- Once you are in a safe place, call the police.

Be careful in your neighborhood:

- Do not let anyone in whom you do not know well into your home.
- Only open the door when you are sure who is there.
- Keep the door locked when you are at home and when you leave.
- Do not stay/live in isolated places
- Never let others know that you are alone
- Use well-lit entrances
- If you notice anything unusual, go to a safe place/room and call the police.

Important things to do after sexual assault:

- Call the police immediately, and an ambulance if necessary
- Call a friend or family member you trust
- Feelings of shame, guilt, fear, and shock are natural in such situations. It is important to talk to a professional about it
- Do not wash, comb your hair, clean yourself, or change your clothes, if possible, so that the people treating you at the hospital can collect evidence. Do not change anything at the scene.
- Go to the nearest hospital as soon as possible (the police will arrange this). You will need to be examined and treated, and it will be necessary to determine whether you have any injuries and, later, to check for possible pregnancy. The police/doctor will collect evidence from tissue, hair, saliva, semen, or any clothing left behind by the attacker.

While you are in the hospital:

- Based on your decision, you can file a report; sexual assault is a crime that can be prosecuted on the basis of a private complaint.
- At your request, the hospital will provide a psychiatrist/psychologist or refer you to a crisis center where you can receive further support to process the events.

Cyberbullying / abuse





University of Pécs
Security Department

CYBERBULLYING-ONLINE HARRASSMENT

- internet
- mobile applications
- SMS

An extension of offline, relational violence, i.e. a way of constantly controlling. The goal is the same: to exercise power over the victim, to isolate, silence, compromise. The perpetrator is solely responsible for the act.

Who is at risk of becoming a victim?

Anyone, anywhere, anytime is a potential targeted.

Where can it be encountered?

- Social media: Facebook, Instagram, TikTok, etc.
- Messaging platforms: Messenger, WhatsApp, etc.
- Online chat rooms and games
- E-mail, SMS

Features:

- Continuity: harassment can continue at any time of the day, even at night.
- Permanence: digital traces are or may be preserved.
- Latency: bullying often takes place in private communications, unnoticed by friends, parents, teachers (outsiders).

Safeguard:

- Find a trusted individual to share the harassment with.
- Document: record immediately, specific details regarding the nature of the harassment.
- Be aware of civil liberties and individual rights available.
- Avoiding violence: do not allow harassment to escalate into any form of provocation or threat.
- Organized support: join anti-bullying groups.
- Don't give passwords to others (including best friends, couples).
- Use two-factor identification wherever possible.
- Log out of all important applications once you are done.
- Use privacy settings on social media platforms.
- If possible, use a device that cannot be accessed by others.
- Use browser incognito mode where possible.
- Use a password manager to create and store strong passwords (e.g. www.lastpass.com).

Help and support: How to request help?

- **UP Security Department:** pte.security@pte.hu
- **Unisec Hotline:** +36 30-400-1800
- **Police:** pecsrk@baranya.police.hu

Security guidelines (cyberbullying – online harassment)

In cyberbullying, the bully uses online communication, such as text messages/chats and social media posts, to threaten, harass, defame, or abuse their victim. This is a crime that does not require physical force or personal contact. Anyone with internet access and connections can be a harasser. Users register with different intentions. While many take advantage of the benefits of online networks, many users misuse the information posted. These intentions may include identity theft, covert information gathering, or harassment. In connection with this, users may provide false information about themselves and not reveal their true identity, as this is not mandatory.

Data protection

- Never give out private information such as your phone number or address. An extra precaution is to create an email address that does not contain your name.
- Be cautious about your personal safety when meeting someone you met online. Do this in a public place and do not accept a ride from them. Tell a friend or family member where you are going, who you are meeting, and approximately when you will return.

Digital footprint



- Be aware of your digital footprint: if you use social media, be aware that most of your information is public and easily searchable by default. This means that your photos, videos, and comments are accessible to others.
- If enough information about you is available, you can easily be investigated—some employers view this as a negative and reject job applicants.
- If you have any doubts or concerns about your online presence, delete all private, personal information. Think twice about what photos you upload of yourself, as they can also be misused!
- Avoid inaccurate statements that could cause problems for you or others, and change your privacy settings so that only your friends can see your private information.
- Do not hesitate to ask for help if you have any concerns about your online presence.

Information protection

- You are not obliged to disclose anything; you decide what information you want to share.
- Information such as your address, phone number, schedule, email address, username, birthday, etc. can all be used to identify you.
- Successful identification can lead to the violation of personal data, identity theft, and may provide an opportunity for the secret online tracking of the person concerned or even the commission of actual violence.
- The information displayed may affect or offend others. Cyberbullying is punishable by law!