



RULEBOOK ON PREVENTION AND PROTECTION AGAINST SEXUAL HARASSMENT

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The history



A team of professors from the Faculty of Law initiated the work on the Rulebook

The draft Rulebook was prepared at the end of 2020

It served as a model for the adoption of the Rulebook on a university level

The draft law was circulated among different faculties in June 2021

The Rulebook was finally adopted on 7 July 2021

The aim of the Rulebook

Its aim is to strengthen the protection of human dignity and personal integrity

It applies to all persons who are employed at the University, to all students, persons who are in a contractual relationship with the University, as well as to all attendees of courses organized by the University

It demonstrates the commitment to the prohibition of discrimination and any form of abuse and sexual harassment.



The main principles

Urgency

Confidentiality

The right to privacy

Disciplinary sanctions

Prohibition of victimization (no harm to a person that encouraged or initiated the protection procedure, or was a witness to sexual harassment)



The definition of sexual harassment

1) any unwanted verbal, nonverbal or physical sexual act, which has the purpose or as a consequence, violation of personal dignity of the student or employee

2) disparagement of sex, gender or sexual orientation

3) incitement to accept sexual behavior promising rewards, threats or blackmail;

4) making remarks regarding sex, gender or sexual orientation, contrary to the will of the other person, as well as sexually intoned body language

5) sending suggestions for intimacy to the employee or student against his/her will, as well as denial of rights or threat of harm honor and reputation of the employee or student for not accepting such a proposal

6) encouraging and inducing behavior mentioned from 1 to 5

Prevention

- Continuous training of employees and students
- Familiarity with the content of the Rulebook at the moment of concluding an employment contract or upon the enrollment in the study program
- Adequate teaching curriculum and textbooks that promote equality and prohibition of discrimination



Institutional support – The Commissioner

- Exists at each institution
- Its role is the prevention of sexual harassment of employees and students, as well as to combat any form of discrimination
- The Commissioner is subject to compulsory and continuous training
- It organizes the implementation of appropriate training
- Contact information on the Commissioner is available on the website of institutions



Procedure

Commissioner conducts the advisory procedure, which can be initiated within six months of

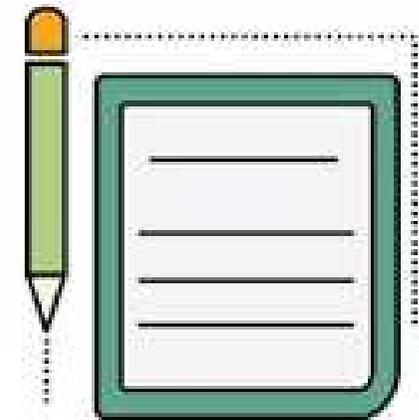
the day the sexual harassment was committed

Commissioner organizes a joint interview

Commissioner qualifies situation

Commissioner refers to the mediation procedure

The party can initiate the disciplinary procedure



PROCEDURE

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Thank you
