

Zero tolerance against sexual and gender-based harassment



For any questions, queries or complaints, please contact:
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General Decalogue

1. Behave respectfully towards all staff and demand the same respect for oneself. Do not encourage intimidating, demeaning or offensive environments for others.
2. Respect plurality. Do not make remarks, gestures, mockery or jokes about the appearance of others, or about their sexual orientation. Do not use nicknames.
3. Avoid jokes or comments of a sexual nature that may be offensive to others.
4. Avoid obscene jokes or comments that violate human dignity.
5. Do not make sexual requests or advances without consent. Consent is only given when it has been freely given by acts that clearly express the person's will.
6. Avoid deliberate and unwanted physical contact and excessive and unnecessary physical nearness. Respect the personal space of others. Always ask to avoid an uncomfortable situation.
7. Let us contribute to making workplaces a diverse, safe and inclusive space for all people, regardless of their sexual orientation and identity.
8. Do not show or distribute personal images or videos without due consent.
9. Do not force others to participate in unwanted recreational activities or deliberately seek to be alone with someone without wilful consent.
10. Do not participate in group dynamics of harassment towards another person that seek social isolation and avoid spreading rumours of any kind that may be offensive, create discomfort or generate rejection.