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<p>Document title:</p> <p style="text-align: center;"><b>TRANSLATION OF RECTOR'S DIRECTIVE No. 10/2019</b></p> <p style="text-align: center;"><b>Arrangement Against Sexual Harassment</b></p>		
<p><b>Processed and approved:</b> (issuer of the document) <b>Dr. Martina Mannová</b> <b>Rector</b></p>		<p><b>Date: 1. 4. 2019</b></p>
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## **Art. I**

### **Opening declaration**

- (1) The College of Regional Development and Banking Institute – AMBIS, a.s.. in conformity with the School Ethic Code rejects any form of sexual and gender conditioned harassment. The aim of this Directive is a support to the positive university environment.

## **Art. II**

### **Definition and description of the inadmissible behaving**

- (1) Act No. 198/2009 Coll., on equal treatment and on legal protective means against discrimination and on amendment of some laws (Antidiscrimination Code) defines such phenomenon as a behaving having sexual character with aim or consequence in dignity reduction of a person and in creation of intimidating, unfriendly, abusive, degrading or offensive environment, or environment that can be justifiably perceived as precondition for decision affecting execution of rights and obligations resulting from legal relation (§ 4, article 1 and 2).
- (2) On a base of this definition there can be distinguished three categories of the sexual and gender conditioned harassment:
  - sexual pressure and blackmailing,
  - unpleasant sexual attentiveness,
  - gender stereotype exercising.
- (3) Generally, there is the sexual harassment understood as unacceptable, inappropriate and abusive behaving with the sexual subtext that might be perceived as an insult by an individual. This does not mean physical contact only. That includes different forms of psychical pressure as it can be different treatment based on gender for example, or ridicules and abusive notes on men or women, sexually focused jokes and stories, materials illustrating man and woman as sexual objects, improper comments of lay out, degrading or ashamed notes, attention in a form of bothering emails or unwanted sexual proposals. All such matters may create unpleasant environment for studies or relation between students and tutor or between students themselves. Such events may happen during tuition, as well as during consultations, professional training, outdoor exercises or excursions.

## **Art. III**

### **Procedure for complaint lodging**

- (1) If such behaving shall not be terminated even after notification from irritated party or in case that the irritated party does not wish to communicate with a bothering person, there can be lodged complaint for attention of the rector, general manager, personal director, or head of department. The complaint can be submitted either orally or in written form. The complain shall be solved without any delay by a commission established by the rector for such purpose. There shall be respected the highest level of confidentiality.
- (4) If there is the sexual harassment proved, there shall be:
  - a. such behaving by the employee regarded as substantial breach of obligations and there shall be drawn respective consequences as per

labour law. As the substantial breach of obligations shall be considered even false accusation by the employee.

- b. Such behaving by the student shall be considered as disciplinary violation according to the Article II, para 1, figure b) of the Disciplinary Order for students of the College of Regional Development and Banking Institute – AMBIS, a.s. and there shall be established disciplinary proceeding. The same procedure shall be applied in case of the false accusation.

#### **Art. IV Closing stipulations**

- (1) Within this directive there is for indication of participating persons used gender neutral masculine.
- (2) This inner directive is published at Official desk in a section of regulated documentation.

#### **Art. V Distribution list**

- (1) Copy No. 1 administrator's copy
- (2) Copy No. 2 print on the loan