



POLICY ON SEXUAL HARASSMENT

Zagreb, September 1st 2021

INTRODUCTION

The Institute for Anthropological Research (hereinafter, the Institute) is committed to providing a safe environment for all individuals engaged in the Institutes' activities, free from discrimination on any ground and from harassment including sexual harassment. Sexual harassment is considered a form of professional misconduct and, in all its forms, is unacceptable. It violates individual dignity and creates an intimidating, hostile, degrading, humiliating or offensive environment. The Institute will operate a zero tolerance policy for any form of sexual harassment in the Institute's activities, treat all incidents seriously and promptly investigate all allegations of sexual harassment. Individual in this text means employee of the Institute, project team member, external associate, volunteer, intern and student working/collaborating/volunteering in the Institute's activities. The Institute's activities in this text mean daily work, project work, study work, volunteering, field work, in the Institute's premises, offices, laboratories, field schools, study programs, projects, conferences, etc. Any individual found to have sexually harassed another will face disciplinary action, up to and including dismissal from employment. All complaints of sexual harassment will be taken seriously and treated with respect.

The Institute expects that all relationships among individuals engaged in the Institute's activities will be professional.

DEFINITIONS

According to the *Gender Equality Act of the Republic of Croatia* (Official Gazette 82/2008, 69/2017), *sexual harassment is any unwanted verbal, non-verbal or physical behaviour of a sexual nature, which aims at or constitutes a violation of personal dignity, especially if it creates an unpleasant, hostile, degrading or abusive environment.*¹ According to the *Protocol on the Procedure in Case of Sexual Violence* (Official Gazette 70/2018), sexual harassment is one of the most common forms of sexual violence. According to the Protocol, the most common forms of sexual violence are the following:

¹ Original in Croatian: svako neželjeno verbalno, neverbalno ili fizičko ponašanje spolne naravi, koje ima za cilj ili predstavlja povredu osobnog dostojanstva, a posebice ako stvara neugodno, neprijateljsko, ponižavajuće ili uvredljivo okruženje.