



FORTH

FOUNDATION FOR RESEARCH AND TECHNOLOGY - HELLAS



Complaint Resolution Procedure sub-Committee

GENDER EQUALITY SUB-COMMITTEE#3

14 SEPTEMBER 2021

Υποεπιτροπή Επίλυσης Προβλημάτων

Complaint Resolution Procedure sub-Committee

Μέλη-Members

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Facts & Actions

- ❖ Any kind of gender-based harassment (verbal, psychological, physical) or discrimination is unacceptable
 - ✓ violates the personal freedom
 - ✓ offends the personal dignity
 - ✓ should be confronted with **zero tolerance** from the research community.
- ❖ The fields of research and higher education are not immune to sexual and gender-based harassment/discrimination. Actions are needed to:
 - ✓ provide information on harassment cases
 - ✓ offer attention and support to victims and witnesses of misconduct
 - ✓ take measures against any kind of discrimination



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Mission: Safe environment where all individuals can achieve their highest potential.

Our purpose

- ❖ Standardize procedures based on which all complaints that concern gender-based discrimination or intersecting inequalities will be resolved
 - ✓ procedures will consist of well-defined steps that will be available to everyone on the Committee's webpage
 - ✓ All procedures will be established in collaboration with the legal and the human resources officers of FORTH

- ❖ Gain the trust of all FORTH personnel, especially juniors so that everyone feels comfortable to talk and express his / her complaint
 - ✓ Will be done in collaboration with the rest of the sub-committees, e.g. via educational seminars

Until then: You can contact the members of the Complaint Resolution sub-Committee to address gender-related issues.

Procedure and Mechanisms

The policy concerning complaint submission and complaint resolution

Complaint Submission: Informal and formal processes

- ❖ Sources on the complaint process (information and advise).
- ❖ Complaint Form: details need to be included in it, in writing, etc.
- ❖ The support services that can be offered to a complainant.
- ❖ How a complainant's confidentiality is protected, including until what point (if any) a complaint can be made anonymously.
- ❖ The rights of the accused person(s).

Due by the end of 2021

Complaint Examination

The investigation process, including timeframes.

- ❖ How and at what stages of the complaints process the complainant and accused will receive information about the investigation.
- ❖ Independency from the governing board of FORTH



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