

New Professors and Researchers Welcome Workshop

Harassment and other forms of violence

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Agenda

- The Faculty of Science's statement on harassment.
- A short definition of harassment.
- Behavioral and attitudinal aspects to pay attention to in this area.
- Reporting channels.



The Faculty of Science's statement on harassment

- Sciences is committed to preventing and combating all behavior that affects the dignity of its members.
- Our goal and our efforts are to maintain a safe and impartial environment for exchange, research, work and study.
- In this way, Science is strongly committed to cultivating a climate of mutual respect and preventing and decisively opposing (direct and indirect) harassment of any kind.

A short definition of harassment

Harassment is the act of engaging in unwelcome conduct with the intent to violate the dignity of another person, resulting in an atmosphere of intimidation, hostility, degradation, humiliation or offense. It encompasses various acts that undermine the dignity of an individual on the basis of discriminatory factors, including making absurd or derogatory generalizations about individuals of certain religions, sexual orientations, ages, or other characteristics.

A short definition of harassment

- Unreasonable interference with work performance.
- The display of offensive objects or pictures.
- Offensive Jokes, Naming Calling, Epithets, Offensive Gestures, or Slurs.
- Insults or put-downs.
- Physical assaults or threats.
- Intimidation.
- Exclusionary tactics.
- Undesirable and inappropriate physical contact.
- Verbal comments about the victim's body and regarding sexuality, considered offensive or implicit/explicit promises involving sexual benefits.
- Implicit/explicit promises of benefits involving sex or unwanted intimacy. .

Behavioral and attitudinal aspects to pay attention to in this area

- Me and the other: 2 realities
- "I was only joking": yes, but we're not kids any more
- Consent: Let's make the implicit explicit
- The best way: to respect the rules of a naturally and fortunately diverse environment The Faculty of Science's statement on harassment.

Reporting channels

- There is a reporting channel for harassment issues.
- All content is treated anonymously.
- Link to Report: <https://denuncias.ciencias.ulisboa.pt/#/>



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Thank you!