

Proposal for an Action Plan against sexual and gender-based harassment in the Doctorate in Sociology

This proposed Action Plan has been prepared after reviewing the protocols of the best universities in the world, including: Harvard University, Stanford University, University of California-Berkeley, Columbia, Yale University, Princeton University, Massachusetts Institute of Technology (MIT) , Cambridge University, Oxford University, University of Wisconsin-Madison, and New York University (NYU)

Introduction: Sexual Harassment in Universities

Definitions of sexual harassment and gender-based violence

In the LLEI 17/2015, of July 21, effective equality of women and men, the following definitions are identified:

Harassment based on sex: any behavior that, due to a person's sex, is exercised with the aim of violating their dignity or their physical or mental integrity or creating an intimidating, hostile, degrading, humiliating, offensive or annoying environment , or that causes these same effects, according to the provisions of article 5 of Law 5/2008, of April 24, on the right of women to eradicate sexist violence

Sexual harassment: any verbal, non-verbal or physical behavior of a sexual nature, which is exercised with the purpose or effect of violating the dignity of a person, especially if it creates an intimidating, hostile, degrading, humiliating or offensive environment, without prejudice to the provisions of the Penal Code and according to the provisions of article 5 of Law 5/2008.

As an example, we identify as gender-based harassment and/or violence any of these situations:

- Physical aggression
- Psychological violence
- Sexual assault
- Verbal aggression
- Pressure or coercion to maintain affective-sexual relationships
- Receiving kisses or caresses without consent
- Feeling discomfort or fear from comments, looks, emails, notes, phone calls or from being followed or watched
- Rumors about sex life
- Sexist comments about the intellectual capacity of women or their role in society or comments with sexual connotations that degrade or humiliate them.

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- Observing, recording or photographing another person's intimate body parts or sexual activities
- Masturbate, touch the genitals or expose them in the presence of another person without their consent.
- Dishonesty or deception regarding the use of contraceptives or condoms during the course of sexual contact or activity
- Induce disability by deception for the purpose of making another person vulnerable to non-consensual sexual activity
- Threatening to distribute photos, videos or recordings showing another person's private body parts or sexual activity in order to coerce them into sexual activity or to provide them with money or anything of value
- Retaliation against any person for the purpose of interfering with any right or privilege guaranteed under this plan, or because the individual has made a report or complaint, attested, assisted, or participated or refused to participate in any way in an investigation, proceeding or hearing under this policy.
- Invasion of sexual privacy
- Isolating gender violence, exercised against those who support the victims, with the aim of isolating them.

Creating spaces free of violence: everyone's responsibility

The Plan against sexual harassment of the UB Sociology Doctoral Program prohibits any of the behaviors and situations detailed above, whether it occurs by or towards: doctoral students; directors and thesis directors; administration staff of the doctoral program; any other person who is not part of the community of the doctoral program, but who offers services. Likewise, sexual harassment in the Sociology Doctoral Program of the UB does not only include these behaviors produced in the university environment or in relation to activities, professional or work promoted, organized or coordinated within the framework of the Sociology Doctorate. In any case in which any of the aforementioned situations occurs, the mechanisms detailed in the following section will be activated.

All the people who are part of the Sociology Doctoral Program at the UB are responsible for making our community a safe space for everyone. To do this, following the evidence provided by the international scientific community, we must all act as upstanders, that is, showing solidarity and always positioning ourselves in favor of the victims in any potential or actual case of harassment. Silence in any situation such as those detailed above implies being active collaborators and collaborators of the harassers. It is also collaborating with the harassers to exercise Isolating Gender Violence (IGV), that is, defamation, attacks and retaliation against any person or group that supports the victims.

- How to act upon a case?

As indicated in article 11 Llei 5/2008, of April 24, of the right of the women to eradicate sexist violence, "All professional people, especially health professionals, social services and education, they must intervene compulsorily when they are aware of a risk situation or substantiated evidence of sexist violence, in accordance with the specific protocols and in coordination with the services of the Comprehensive Care and Recovery Network"

Therefore, without prejudice to the fact that any person from the university community linked to this doctorate can carry out the actions they consider appropriate, the teaching staff has the obligation to inform the pertinent instances in the case of knowing that any of the situations indicated above such as sexual harassment or gender violence.

- What can you do if you know or have suffered a situation of harassment or gender-based violence?

- Read the Protocol for sexual harassment and harassment based on sex, gender identity and sexual orientation and other sexist conduct in force at the UB:
<https://www.ub.edu/portal/web/igualtat/contra-les-violencies-masclistes>
- Get in touch with the Equality Commission of the Faculty of Economics and Business. More information in this link: Igualtat - Facultat d'Economia i Empresa - Universitat de Barcelona (ub.edu) or through the mail comissioigualtat@ub.edu and for a complaint about inappropriate or humiliating treatment through the mailbox igualtat@ub.edu.
- Get in touch with support networks for victims. Solidarity networks such as "Me too University" will offer you a safe and confidential place to talk among equals. More information here <https://www.worldmetouniversities.net/> or through the mail: worldmtuniversity@gmail.com

What else can we do? Looking to prevention

If you want to eradicate gender-based violence and sexual harassment, we cannot stop at just acting when the case has already happened. Action plans must ensure prevention and the involvement of the entire community.

Already in the Organic Law 1/2004, of December 28, of Comprehensive Protection Measures against Gender Violence, as the first regulation in this regard, in chapter 1, article 4 it is detailed that "Universities will include and promote in all academic fields training, teaching and research in gender equality and non-discrimination in a transversal way".

The Llei 5/2008, of the right of the women to eradicate sexist violence, in Article 17 that refers to the field of university education indicates the competent administrations in matters of universities must ensure that, within the framework of the curricula of the disciplines related to the areas of this law belonging to undergraduate, master's and doctoral university studies, training content is incorporated to comply with the objective and purposes of this law.

On the other hand, according to LLEI 17/2015, of July 21, effective equality of women and men, article 28 details that Catalan universities, higher education centers and research centers and institutions, among other things, must:

- Provide information and advice to prevent any type of discrimination, sexual harassment or harassment based on sex and other forms of sexist violence.
- Create specific modules or courses on the gender and women's perspective in the mandatory curriculum proposal of faculties and studies recognized by Catalan universities.

For this reason:

- At the moment in which a person becomes director of a thesis within the framework of the Doctorate in Sociology, they will receive this Action Plan together with a document with scientific evidence on the prevention of gender violence and sexual abuse.
- Enrolled students will receive this Action Plan and additional documentation on information resources and scientific evidence on the prevention of gender-based violence and sexual abuse by email.
- The doctoral students, the doctoral students and the teaching staff will participate in a course for the knowledge of international scientific evidence on the prevention and overcoming of sexual harassment and gender violence in the university community.
- Agile mechanisms will be established to guarantee the change of thesis direction at any time and without this change having to go through direct agreement with this direction.