

University of Chemistry and Technology, Prague	
Title	DIRECTIVE No. A/S/961/8/2018
Subject	Prevention of sexual and gender harassment at UCT Prague
Applicability	All school
Effective from	November 5, 2018
Effective to	Not specified
Revision	Once a year
Cancelled	Internal document "Sexual harassment" as at November 21, 2012
Prepared by	Prof. Dr. RNDr. Pavel Matejka, Vice-Rector for External Relations and Communication
Issued by	Prof. Ing. Karel Melzoch, CSc., Rector of UCT Prague

Article 1 **Introductory provisions**

1. The University of Chemistry and Technology, Prague (hereinafter "UCT Prague") hereby declares that in compliance with general principles of protection of human rights it does not tolerate sexual and gender harassment in any form, both in the environment of UCT Prague as well as the related environments. UCT Prague fully supports positive university environment and respect for individuals.
2. This directive informs the employees and students of UCT Prague on how to proceed in case of sexual and gender harassment.

Article 2 **The terms sexual harassment and gender harassment**

1. Sexual harassment means conduct of sexual nature which has a purpose or effect violating the dignity of a person and creating an intimidating, hostile, degrading, humiliating or offensive environment, or which may legitimately be perceived as a precondition for a decision affecting the exercise of rights and obligations following from legal relationships (Section 4 paragraphs 1 and 2 of the Act No. 198/2009 Coll., on equal treatment and on the legal means of protection against discrimination and on amendment to some laws).
2. Gender harassment means the act of harassing against a person because of his or her gender.
3. Sexual and gender harassment can be divided in sexual pressure and sexual extortion, unwanted sexual attention and application of gender stereotypes.

Article 3
Dealing with cases of sexual and gender harassment

1. Employees or students of UCT Prague have the possibility to request help from the Dean of the faculty or the Rector, or they can turn to the authorised employee of the Counselling and Career Centre of UCT Prague. The proceedings shall be carried out in such way that does not impact the privacy of the complaining person and witnesses, If any.
2. Employees or students have the right to file a written complaint with the Ethics Committee. The deadlines for processing and the actual proceedings of the Ethics Committee are governed by the internal document "Rules of Procedure of the Ethics Committee of UCT Prague".

Prof. Ing. Karel Melzoch, CSc.
Rector