

THE POLICY
OF TECHNICAL UNIVERSITY OF MOLDOVA
in the field of preventing and combating discrimination and sexual harassment

PURPOSE

The Public Institution Technical University of Moldova is determined to provide an environment of work and learning without discrimination, intimidation and harassment, based on equal respect for the dignity of the human being, and to ensure to all employees and students, regardless of gender, the necessary conditions for a climate in which trust, empathy, understanding, and, professionalism, dedication to satisfying the general interest of the university community. The document describes the TUM policy of banning sexual harassment or other types of harassment.

DOMAIN

Policy in the field of preventing and combating discrimination and sexual harassment applies all TUM employees and students.

Policy refers to harassment, discrimination and retaliation when:

- the behavior takes place in the premises related to the university;
- the behavior takes place in the context of a university activity or its affiliated activity;
- the behavior occurs while the member of the university community represents or claims to represent the university;
- the behavior adversely affects the participation of community members university in or outside university processes in private life;
- the university has good reason to believe that this behavior creates a risk for the health or safety of a member or members of the university community in the living, learning or working environment of the university.

STATEMENTS ON HARASSMENT AND DISCRIMINATION

1. TUM is committed to ensuring a work environment free of discrimination, intimidation and harassment.

2. Harassment and discrimination on the basis of sex, race, ethnicity, nationality, age, disability, religion, sexual orientation, the sexual identity or expression of the employee or on the basis of any other features protected by law will not be tolerated and is prohibited by this policy.
3. Harassment is a form of offensive discrimination that affects the involvement of employees and students, undermines the integrity of the university's relationship with its employees and students, and affects negative results of the work.
4. Excellence in teaching, learning, and research can only be achieved when all members of the university community are free to work, live and learn in an environment that does not permit harassment or discrimination and does not tolerate retaliation.
5. The university will conduct and support education actions and initiatives to promote equity, diversity, inclusion, anti-racism, will promote living, learning and respectful and inclusive work for all members of the university community.
6. Members of the university community are encouraged to report harassment.
7. The university will investigate all complaints or incidents of harassment in a fair, respectful and timely manner and in accordance with its policies and regulations in force.
8. The information provided on a complaint or incident will only be disclosed to the extent necessary to protect employees or students, to investigate the complaint or incident, to take corrective action.
9. Complaints or allegations of harassment or discrimination should be reported immediately to a person with authority.
10. Constitutes a violation of this policy if a person takes retaliatory measures against any person for having participated in a process under this policy. An accusation of retaliation will be treated as a complaint under this policy.

RESPONSIBILITIES

- The rector, vice-rectors, subdivision heads are responsible for ensuring compliance with the policy.
- All employees and students at the university are responsible for supporting and enforcing this policy against harassment.
- It is the responsibility of all members of the university community to strive to create an environment free from harassment and discrimination in their areas of responsibility and

in their interactions with others. This responsibility includes pursuing an awareness of what constitutes harassment and discrimination, knowledge of the procedures that are in place to deal with allegations of harassment and discrimination and cooperation in processing complaints and reports made under this policy.

- It is the responsibility of all members of the university community to strive to create an environment free from harassment and discrimination in their areas of responsibility and in their interactions with others. This responsibility includes pursuing an awareness of what constitutes harassment and discrimination, knowledge of the procedures that are in place to deal with allegations of harassment and discrimination and cooperation in processing complaints and reports made under this policy.
- It is the responsibility of any person who believes that he or she has been the subject of sexual or other harassment to advise the alleged stalker to cease unwanted activity and promptly report his or her concerns according to the procedure described in the Regulation on preventing and combating sexual harassment, as well as moral harassment at TUM.