

ADAM MICKIEWICZ UNIVERSITY, POZNAŃ

AMU

**Order No 36/2016/2017 of the Rector of Adam Mickiewicz University,
Poznań of 30 November 2016 on preventing discriminatory practices at
Adam Mickiewicz University, Poznań**

On the basis of Article 66 (1) and (2) of the Act of 27 July 2005 on higher education (Journal of Laws of 2012, item 572, as amended) in conjunction with Article 94 (2b) of the Labour Code (Journal of Laws of 1974, no 24, item 141, as amended), bearing in mind the principle of equal treatment, which is fundamental to the legal system, and the standards of pro-equality measures in the academic community, having regard to the obligations arising from the adoption by Adam Mickiewicz University, Poznań of the European Charter for Researchers, it shall be provided as follows:

§ 1

Discriminatory actions shall be understood to include conduct amounting to unequal treatment, in particular on the grounds of sex, age, disability, race, religion, nationality, political views, trade union membership, ethnic origin, confession, sexual orientation as well as employment for a definite or indefinite time, or full-time or part-time employment.

§ 2

The provisions of this Order shall apply to employees, doctoral students, and students of AMU, hereinafter referred to as "eligible persons".

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§ 3

The Rector shall appoint:

- 1) Representative for Equal Treatment, hereinafter referred to as the "Representative";
- 2) Anti-discrimination Committee, hereinafter referred to as the "Committee", which shall be composed of: the Representative as the chairperson and nine employees. At least one person shall be a member of non-academic staff. The Committee shall include a representative of students and doctoral students.

§ 4

1. If discriminatory behaviour is suspected in the community of Adam Mickiewicz University, Poznań, eligible persons shall report this circumstance to the Representative.
2. The Representative shall examine the report and decide whether to refer the matter to the Committee. If the Representative refuses to refer the matter to the Committee, they shall notify the Rector of their decision in writing. The Representative shall take the decision within 14 days. The Rector may either approve the Representative's refusal or order the matter to be further examined.
3. The Committee shall examine the event in a panel of at least four persons appointed by the Chairperson. The panel shall be chaired by the Chairperson of the Committee. In justified cases, the Chairperson may appoint another Committee member to act as chairperson of the panel.
4. If the reported behaviour could involve allegations of discriminatory behaviour against a non-academic staff member, a student, or a doctoral student, the composition of the Committee shall include a non-academic staff member, a student, or a doctoral student, respectively. The Committee shall conduct an investigation within one month of the matter being referred and notify its opinion to the Rector.
5. If, in the light of the collected evidence, there are grounds to do so, the Rector shall refer the matter to the disciplinary proceedings representative in order to initiate proceedings.

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If an employee is not subject to disciplinary proceedings, the Rector shall take a decision on the basis of the opinion of the Committee.

6. Discriminatory behaviour shall be considered as a serious breach of basic employee duties, justifying termination of the employment contract under Article 52 (1)(1) of the Labour Code.

§ 5

In addition to the tasks set out in § 4, the Representative's activities shall include:

- 1) keeping a register of matters and protecting the secrets and personal data covered by the register;
- 2) presenting an annual report on their activities to the Senate. The report shall be the basis for the implementation of programmes and activities aimed at preventing discriminatory behaviour at Adam Mickiewicz University, Poznań;
- 3) carrying out promotional and educational campaigns aimed at preventing discriminatory behaviour;
- 4) monitoring and evaluating anti-discrimination activities.

§ 6

In matters not regulated hereunder, the law and university moral standards shall apply.

§ 7

The Order shall enter into force on 1 December 2016.

Rector

Prof. UAM dr hab. Andrzej Lesicki

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