

Resolution No. 8/20 of Rector of Poznan University of Medical Sciences of January 28, 2020 on prevention of discriminatory practices at Poznan University of Medical Sciences

According to art. 23 sec. 1 and 2 to the Act of July 20, 2018 – Law on Higher Education and Science (Journal of Laws of 2018, item 1668, as amended) in relation to art. 94 item 2b to Labor Code (Journal of Laws of 2019, item 1040, as amended), considering the principle of equality which is of fundamental importance to the legal system and developed standards of pro-equality activity in the academic environment, it is resolved as follows:

§ 1

The term of discriminatory practice is understood as any behavior which comes down to unequal treatment, especially because of gender, age, disability, race, religion, nationality, political views, union membership, ethnic background, faith, sexual orientation, and also because of having a fixed-term or permanent contract of employment, or working full-time or half-time.

§ 2

1. The provisions of the resolution concern the employees, Ph.D. candidates and students at PUMS hereinafter referred to as the “authorized persons”.
2. The Rector appoints:
 - 1) the Proxy for Prevention of Discrimination at PUMS, hereinafter referred to as the “Proxy”;
 - 2) the membership of the Committee on Prevention of Discrimination, hereinafter referred to as the “Committee”, which consists of:
 - the Proxy as the chairperson and four committee members, including:
 - two PUMS employees, at least one of them should be a non-academic employee,
 - one representative of the students and one representative of the Ph.D. candidates

§ 3

1. If an alleged discriminatory incident occurs in the community of Poznan University of Medical Sciences, the authorized persons report the case to the Proxy.
2. The Proxy investigates the case and within 14 days from the date it was reported makes a decision whether it should be referred to the Committee. In case the Proxy declines to refer the case to the Committee, the Rector is notified in writing of the Proxy’s decision. The Rector can approve the denial or order the Proxy to further investigate the case.
3. The Committee with at least three members appointed by the Chairperson investigates the case. The Chairperson of the Committee acts as the chairperson of the panel. In justified cases the Chairperson can appoint another person from the Committee to perform the duties of the chairperson of the panel.
4. If the reported behavior might be classified as a discriminatory behavior towards a non-academic employee, student, or Ph.D. candidate, the adjudicating panel of the Committee should consist of a non-academic employee, student, or Ph.D. candidate respectively. The Committee conducts explanatory proceedings within a month from the date the case was referred and notifies the Rector of the decision.
5. If justified in light of collected documents, the Rector refers the case to the disciplinary spokesperson to be examined. If the employee is not liable to a disciplinary procedure, the Rector makes a decision based on the Committee’s standpoint.

6. A discriminatory behavior is viewed as a gross violation of basic employee duties which justifies termination of an employment contract according to art. 42 § 1 item 1 of Labor Code.

§ 4

The duties of the Proxy, apart from the tasks stated in § 4, are:

- 1) management of the registry of cases and protection of secrets and personal data included in the registry;
- 2) presentation of an annual report of activity to the University Senate. The report forms the basis for the implementation of university programs and measures to prevent discriminatory practices at Poznan University of Medical Sciences;
- 3) management of the promotional and educational campaign to prevent discriminatory practices;
- 4) monitoring and evaluation of anti-discriminatory activity.

§ 5

Implementation of the resolution is entrusted to the Vice-Rector of Organizational Affairs and International Relations.

§ 6

The resolution comes into force on the day of its signature.

Rector

Professor Andrzej Tykarski, M.D., Ph.D.