

Oles Honchar Dnipro National University

ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY

Oles Honchar Dnipro National University (DNU) is open to people, methods and ideas and the university commitment to social justice is at the very centre of everything that we stand for.

Discrimination has no place at DNU. Our staff have the right to work and our students the right to study in an environment that is free from bullying and harassment and gives them the dignity and respect to which they are entitled.

DNU promotes equality and diversity in its policies and procedures, and in the way that we communicate and engage with each other, our students and external stakeholders.

Everybody will be treated equitably and with courtesy and respect regardless of who you are.

In its anti-discrimination activities, DNU follows strictly the Constitution of Ukraine, national legislation (in particular, **Law of Ukraine “On Principles of Prevention and Combating Discrimination in Ukraine”**, edition 5207-VI of 30.05.2014), and international regulations ratified by Ukraine.

Thus, Article 24 of the **Constitution of Ukraine** states: *“Citizens have equal constitutional rights and freedoms and are equal before the law. There shall be no privileges or restrictions based on race, skin colour, political, religious or other beliefs, gender, ethnic or social origin, property status, place of residence, language or other characteristics.”*

Analogous guarantees of equality and prohibition of discrimination are contained in a number of international legal instruments that have been ratified by Ukraine at various times and have become an integral part of national legislation. Such acts, inter alia, include:

1. The Universal Declaration of Human Rights (Articles 1, 2 and 7);
2. The International Covenant on Civil and Political Rights (Articles 2, 3 and 26);
3. International Covenant on Economic, Social and Cultural Rights (Articles 2 and 3);
4. International Convention on the Elimination of All Forms of Racial Discrimination;
5. The United Nations Convention on the Elimination of All Forms of Discrimination against Women;
6. Convention on the Rights of Persons with Disabilities;
7. The Convention for the Protection of Human Rights and Fundamental Freedoms (European Convention on Human Rights) (Article 14), as well as Protocol No. 12 thereto;
8. European Social Charter (Revised) (Articles 4 and E);
9. Framework Convention for the Protection of National Minorities (Article 4), etc.

Human signs on which discrimination may be based (protected characteristic)

Oles Honchar Dnipro National University has a legal responsibility to ensure relevant anti-discrimination legislation. Discrimination on any of the following grounds (including but not limited) is unlawful and strictly prohibited:

- race, ethnic or national origin
- age
- sex
- disability
- political opinion
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy and maternity
- socio-economic background
- marriage and civil partnerships
- dependency or caring for dependants

Forms of discrimination

The following are the kinds of discrimination for which DNU operates a policy of zero tolerance. Any act of discrimination or harassment will result in a thorough investigation, which may lead to disciplinary action for our staff or students. Concerning our external stakeholders, there will be a requirement for compliance.

- *Direct discrimination* – treating someone with an above-listed characteristic or different circumstances less favourably than others.
- *Indirect discrimination* – putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic or different circumstances at an unfair disadvantage.
- *Harassment* – unwanted behaviour linked to a protected characteristic or different circumstances that violates someone's dignity or creates an intimidating, hostile, degrading or offensive environment for them.
- *Victimisation* – treating someone unfairly or badly because they have, or are thought to have, made a complaint about discrimination or harassment or helped someone else make a claim of discrimination.

You can report discrimination in any form by contacting the trust box of Oles Honchar Dnipro National University: Rector's trust line: +38056 374 9801; e-mail: rector@dnu.dp.ua