

*Annex to Regulation No. 232/2021/2022
of the Rector of Adam Mickiewicz University in Poznań of 6 June 2022
on the Equality and Non-discrimination Policy of Adam Mickiewicz University in Poznań*

***EQUALITY
AND ANTI-DISCRIMINATION POLICY
of Adam Mickiewicz University in Poznań***

PREAMBLE

Acting out of the conviction that there exist inalienable and indivisible HUMAN RIGHTS,

which are common to all and are enshrined in the Universal Declaration of Human Rights, the Charter of Fundamental Rights of the European Union and the Constitution of the Republic of Poland,

and while effectively facilitating the formation of a civil society and an innovative and socially responsible University;

and viewing the University as a fundamental community that sets new directions for the development of thought and culture through the highest quality research and education in an atmosphere of respect and observance of the rights and freedoms of every person;

a University that is committed to the principle of equality between people, and effectively opposing discrimination and violence, including violence motivated by prejudice;

and emphasising that violence, unequal treatment and discrimination based on gender, age, disability, ethnic and national origin, political opinion, race, religion, faith or lack of religion, gender identity or psychosexual orientation, and others – hinder or prevent the fulfilment of individual and social potential, thereby constituting a barrier to full participation in academic life and beyond;

As the entire academic community of Adam Mickiewicz University in
Poznań

we declare
our respect for the regulations
in force in Poland
which uphold human rights and protect
against discrimination and violence,
and seek to attain the highest standards
to ensure equal treatment.

Our primary goal is to ensure quality of education, and to provide a safe
work and educational environment, free of violence and discrimination.

These activities apply to areas such as recruitment, education of
students, training of academic staff, research and academic cooperation,
dissemination and multiplication of academic, cultural and
technological achievements, cooperation with local communities,
university management, marketing and promotional activities,
activities for the benefit of students, management of human potential,
inter-university and international cooperation, and others.

To this end, the Equality and Anti-discrimination Policy has been established as applicable within Adam Mickiewicz University in Poznań, and the following is set out:

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I. STRATEGY

Adam Mickiewicz University in Poznań has, for several years, been taking systematic action towards pursuing a policy of equal treatment, and countering all forms of discrimination. This action is of essential importance from the point of view of the interests of our University, building its brand and its position in the academic community, but, above all, building internal cohesion that enhances the subjectivity of members of academic community.

Thus, the policy of equal treatment and anti-discrimination constitutes one of the main objectives of Adam Mickiewicz University in Poznań, reflected in the AMU 2020-2030 Strategy.

The following details of strategic actions in the form of the equality and anti-discrimination policy are established:

1. Providing institutional support to projects aimed at implementing the policy of equal treatment and countering discrimination in the AMU academic community.

The currently implemented policy relies on the Rector's Regulation on Countering Discriminatory Practices at Adam Mickiewicz University in Poznań, issued on 30 November 2016. Pursuant to this regulation, the Rector appointed an Equal Treatment Representative and Anti-discrimination Committee, which comprises ten persons, including the President, representing all circles of our University.

2. Conducting a promotional and educational campaign to raise awareness among employees, doctoral, graduate and undergraduate students on equal treatment and countering discrimination and to foster openness, social sensitivity, tolerance and mutual acceptance, and in particular to disseminate the provisions of the European Charter for Researchers.

In an academic environment, the best way to counter negative phenomena is to foster appropriate attitudes through education and the promotion of standards of conduct based on a sense of justice, equality and fairness. This is achieved by organising conferences, seminars and workshops on countering discrimination, as well as publishing materials on equal treatment. An important instrument for raising awareness of our social environment involves mandatory non-discrimination training for new employees, doctoral, graduate and undergraduate students at AMU. All information on issues of equal treatment and countering discrimination is published on the University's website.

3. Improving the system for the identification and monitoring of discrimination and unequal treatment.

Reliable knowledge on the incidence of the aforementioned phenomena in the social environment of AMU is obtained through surveys conducted among employees, doctoral, graduate and undergraduate students. The analysis of survey results makes it possible to identify problems and to take measures aimed at the reduction and, in the long run, elimination of this type of pathological conduct, among others, through a system of sanctions imposed on those who violate good academic practice. It is also

vital to develop mechanisms which facilitate the reporting of cases of abuse, discrimination and unequal treatment, while ensuring the safety of whistle-blowers. Just as important is the collection and archiving of information on discrimination, harassment and mobbing, which can be used to develop action programmes to promote tolerance, respect, openness and acceptance of diversity.

4. Providing legal and psychological support to people who have experienced unequal treatment and discriminatory conduct.

It is vital to organise a system of support for people who have fallen victim of discriminatory conduct. If such conduct occurs, the institutional support of AMU is of essential importance, primarily that of the Ombudsman for Academic Rights and Freedoms and the Anti-discrimination Committee, as well as explaining how to make use of the University's disciplinary procedures and, in situations requiring it, facilitating access to legal aid in proceedings before courts of justice. Equally important is psychological support for victims of various forms of violence.

5. Developing cooperation with public authority structures and associations on countering discrimination (seminars, meetings, consultations, work on non-discrimination strategies).

The development of individual and collective awareness requires collaboration with social environment. For this reason, various forms of contact with representatives of public authorities, both central and local, as well as with third sector organisations, should be improved. Only by exchanging experiences with partners, drawing on the resources and achievements of other institutions and sharing one's own achievements can efforts to create an academic community as one of the pillars of civil society be optimised.

6. Offering substantive, institutional support to external stakeholders' activities to promote awareness of ethnic, cultural and religious diversity, as well as respect for the rights of the LGBTI community and other communities, and support for people with disabilities and other special needs.

A modern university should be an active participant in public life, the role of which, in addition to the traditional academic, research and educational functions, also includes a third mission, concerning interaction with the social environment. An important element of this form of activity is the university's participation in activities with social, cultural and ethical dimensions, with Adam Mickiewicz University in Poznań being the leader of such activities, due to its intellectual potential and strong position in the local and regional environment.

7. Developing a mediation system that will foster conflict resolution, build trust and improve AMU's social capital.

It is essential to develop a dispute resolution model in which persons with appropriate qualifications and knowledge assist the parties in communicating and defining their respective positions so that a mutually acceptable agreement can be reached. This serves the purpose of finding solutions that, as well as resolving the conflict in question, can also be used in the future. In order to enhance the organisational cohesion and

social capital of AMU, it is crucial to take systemic measures which aim at reaching an amicable resolution of the conflict, satisfactory to all parties. This type of mechanism is in line with the Law on Higher Education and Science, which sets out the legal framework for mediation to be used.

II. STANDARDS

When defining courses of action as regards equal treatment and anti-discrimination policies, high standards need to be set and expressed in the following:

1. Regulations on equal treatment and anti-discrimination policies should be included in AMU's strategic documents, which calls for:
 - 1) Referring to the fundamental legal foundations determining equality and anti-discrimination policies that apply to the European area of science and higher education, in particular:
 - European Commission Recommendation of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers (OJEU 282 of 25 November 2003),
 - Council Resolution of 11 November 2003 (2003/C 282/01 on the profession and the careers of researchers within the European Research Area),
 - European Parliament resolution of 18 December 2019 on public discrimination and hate speech against LGBTI people, including LGBTI free zones (2019/2933(RSP)),
 - Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation;
 - 1) Carrying out a periodical SWOT analysis of AMU as regards the implementation of equal treatment and anti-discrimination standards;
 - 2) Identifying AMU's strategic objectives as concerns equal treatment and anti-discrimination;
 - 3) Reviewing the provisions stipulated in the University's strategic documents and in other internal documents of AMU.
2. Procedures for the operation of entities competent in matters of equal treatment and anti-discrimination should be improved, which calls for:
 - 1) Determining the authority of entities competent in matters of equal treatment;
 - 2) Determining the position of the entity competent in matters of equal treatment in the organisational structure of AMU;
 - 3) Developing internal documents that will establish the manner of operation of the entities competent in matters of equal treatment, in particular the action plan;
 - 4) Determining the initial competences of members of entities competent in matters of equal treatment.
3. A comprehensive programme for enhancing the anti-discrimination competences of the academic community in the field of education should be created, which calls for:
 - 1) Raising the competences of academic and administrative staff as regards equal treatment and non-discrimination;
 - 2) Raising the anti-discrimination competences of academic and administrative staff;

- 3) Raising the competences of students at all levels and doctoral students as regards equal treatment, countering and responding to discrimination;
- 4) Including anti-discrimination education in AMU teaching programmes.
4. A procedure for identifying, reporting and responding to incidents of discrimination and violence, including violence motivated by prejudice should be designed, which calls for:
 - 1) Establishing a working team responsible for designing a procedure for identifying, reporting and responding to incidents of discrimination and violence;
 - 2) Developing a procedure for identifying, reporting and responding to incidents of discrimination and violence;
 - 3) Designing tools for monitoring instances of unequal treatment, discrimination and violence and disseminating knowledge in this field;
 - 4) Disseminating information on the procedure having been developed and implemented.
5. Compensatory measures to counter discrimination and to support groups particularly vulnerable to discrimination should be implemented, which calls for:
 - 1) Promoting the proper understanding of compensatory action (granting a specific group of persons certain rights in order to redress the balance in their situation with regard to other groups);
 - 2) Carrying out a needs analysis of the academic community as regards compensatory measures;
 - 3) Developing proposals for compensatory measures;
 - 4) Disseminating the idea of inclusive education and the offer of support for undergraduate, graduate and doctoral students, as well as employees with disabilities, in the external environment.
6. Anti-discrimination measures should be monitored and evaluated, which calls for:
 - 1) An analysis of existing documents and procedures;
 - 2) The development and implementation of tools for ongoing monitoring of non-discrimination measures;
 - 3) The development and implementation of an anti-discrimination action plan;
 - 4) The evaluation of anti-discrimination measures;
 - 5) The identification of AMU's strategic objectives as concerns equal treatment and countering discrimination and violence, including violence motivated by prejudice;
 - 6) Monitoring legal developments in the field of equality and non-discrimination policy, especially in Europe, including the judicature at the level of international tribunals, which shapes the way cases are resolved in the Polish legal order, and disseminating knowledge of the above in a generally accessible manner.

III. PRINCIPLES AND PROCEDURE FOR COMBATING UNEQUAL TREATMENT, MOBBING AND DISCRIMINATION

GENERAL PROVISIONS

§ 1

1. Adam Mickiewicz University in Poznań is committed to forming a social, educational, professional and academic environment that is free from discrimination and violence and is based on a culture of integration which promotes equality, values diversity and respects the dignity of all.
2. No form of unequal treatment, discrimination, harassment and victimisation is tolerated at AMU and all members of the University community will be expected to treat each other with respect.
3. The principles for counteracting unequal treatment and discrimination at AMU shall **not inhibit or restrict freedom of expression**. Academic discourse should be conducted in a respectful manner, without violating the dignity of others. AMU attaches great importance to freedom of expression, but also values mutual respect and opposes hatred being expressed towards anyone.
4. Academic discourse should be based on the language of equality (inclusive language), understood as conscious language use which takes into account knowledge about its normative functions. The purpose of using the language of equality is:
 - 1) To end the silence surrounding the presence and contribution of individuals and groups to the achievements and development of societies, make the diversity of society visible, as well as take into account the perspectives of these individuals and groups;
 - 2) To restore or introduce expressions that are absent from current, common usage, as concerns the names of professions and other forms of this kind;
 - 3) To reveal the discriminatory nature of commonly used terms and expressions, including ethnocentric and racist forms, and to stop using them.

§ 2

1. The rules herein apply to all members of the AMU academic community as well as to those who perform work or provide services to AMU on the basis of a civil law contract or as voluntary work, hereinafter referred to as eligible persons.
2. With the consent of the aggrieved party, a third party (from outside the academic community) shall also be allowed to report discriminatory practices to the Ombudsman for Academic Rights and Freedoms.
3. Unequal treatment of, and discrimination against employees, doctoral, graduate and undergraduate students shall be prohibited, in particular on the basis of gender, age, disability, race, religion, nationality, political opinion, ethnic origin, faith, gender and

sexual identity or psychosexual orientation, as well as on the basis of assessment procedures (assessments of doctoral, graduate and undergraduate students).

4. Unequal treatment and discrimination against employees with regard to the establishment and termination of employment relationship, assessment procedure (employee assessment), conditions of employment, promotion and access to training to improve professional qualifications, in particular on the basis of gender, age, disability, race, religion, nationality, political opinion, union membership, ethnic origin, faith, gender and sexual identity or psychosexual orientation, employment for a fixed or indefinite period of time, as well as full-time or part-time employment shall be prohibited (prohibition of unequal treatment of employees).
5. Obedience to discriminatory practices, unequal treatment, harassment or sexual harassment by a member of the University community may not result in any negative consequences against him or her.

DEFINITIONS

§ 3

The terms below shall be understood as follows:

1. Direct discrimination – a situation where because of one or more characteristics an individual is treated less favourably than another person in a comparable situation is, has been or would be treated.
2. Indirect discrimination – a situation where an apparently neutral provision, criterion or action applied to an individual or group of individuals results in disadvantageous disproportions in the situation/position of that individual or group in relation to individuals without a particular characteristic, unless the provision, criterion or action is objectively justified in view of the legitimate objective pursued and the means of achieving that objective are appropriate and necessary.
3. Discrimination by association – the use of discriminatory practices against a person who is not directly burdened with a legally protected characteristic, but is considered to be a representative of the discriminated group or is associated with it.
4. Discrimination by assumption – the use of discriminatory practices resulting from erroneous attribution of a legally protected characteristic to a person (such as sexual orientation, disability, religion, political opinion, or nationality).
5. Unequal treatment – unjustified, different treatment of persons in a similar factual and legal situation.
6. Harassment – unwelcome conduct related to one or more aspects of one's identity that has the purpose or result of violating this individual's dignity, and creating an environment which is intimidating, hostile, degrading, humiliating or offensive for that individual.
7. Sexual harassment – any unwelcome conduct of a sexual nature towards an individual or related to gender which has the purpose or result of violating the dignity of that individual, in particular by creating an environment which is intimidating, hostile, degrading, humiliating or offensive for that individual; such conduct may consist of

physical, verbal or non-verbal elements. The phrase “unwelcome conduct” emphasises lack of consent to the conduct in question.

8. Mobbing – acts or conduct concerning an employee, or directed against an employee and consisting of persistent and prolonged harassment or intimidation of this employee, resulting in the employee’s low opinion of his or her professional suitability, causing, or intended to cause humiliation or ridicule of the employee, isolating or eliminating him or her from the workforce.
9. Hate speech – any form of expression (verbal, written, graphic or other representations) that scorns, humiliates, defames, or accuses groups, persons or other entities, as well as threatens them or arouses a sense of threat in them because of an actual or presumed characteristic. Hate speech disseminates, incites, supports or justifies various forms of hatred based on intolerance, prejudice, discrimination or hostility towards persons or groups determined on the basis of actual or presumed characteristics. Hate speech is the public expression of beliefs that deprecate, denigrate, or dehumanise a group of people on the basis of a certain characteristic.
10. Bias-motivated violence – acts of physical, verbal, psychological and sexual violence, cyberbullying (online violence), harassment, blackmail and other forms of violence, motivated by prejudice and hatred against persons or property, due to their actual or presumed membership of, or association with an identity group.
11. Prejudice – an adversely biased attitude and approach towards other social groups, whether realised or not, formed during the process of socialisation in a given group.

§ 4

1. Discrimination and unequal treatment is manifested in particular by:
 - 1) Actions whereby another person is encouraged or ordered to discriminate, treat unequally or harass;
 - 2) Unwelcome conduct which has the purpose of, or results in violating the dignity of members of the academic community and creating an intimidating, hostile, degrading, humiliating or offensive environment for them (harassment);
 - 3) Unfavourable treatment of a member of academic community who has exercised their rights hereunder, or who has complained to an external body about unequal treatment, discrimination or harassment, or who has witnessed such conduct (prohibition of reprisal and retaliation);
 - 4) Incitement, justification of, and/or instigation to violence or hatred in the form of verbal or non-verbal communication that includes hostility towards certain individuals or groups of individuals determined on the basis of certain characteristics, in particular gender, age, race, disability, ethnic or social origin, language, religion, faith, political or other opinion, sexual orientation, membership of a national minority or trade union.
2. Pursuant to the principles stipulated in the European Charter for Researchers, funders and/or employers of researchers shall not discriminate against researchers in any way on the basis of gender, age, disability, race, religion, nationality, political opinion, trade union membership, ethnic origin, faith, sexual orientation, or on the basis of fixed-term or permanent as well as full-time or part-time employment.

3. Examples of harassment or sexual harassment may include:
 - 1) Abuse of a relationship of dependence, or exploitation of a position of duress, or granting an advantage (for example, an assessment, promotion or raise, other benefit, continuation of employment, waiver of any penalty or as any other basis for a favourable decision) on the condition of obtaining sexual advantage, and unfavourable treatment if it is refused;
 - 2) Disclosing or threatening to disclose to others a sexual relationship, sexual orientation or disability without the consent of the person concerned;
 - 3) Intentional and persistent use of an inappropriate name or pronoun to refer to a transgender person or referring to such person's gender identity when the transgender person's data has been so amended in AMU information systems visible to other users;
 - 4) Harassment, arousing a reasonable sense of threat, humiliation or significant invasion of the privacy of a University community member, including monitoring his or her use of the internet or other forms of communication without his or her consent, as well as impersonating the University community member, using his or her image or other personal data without his or her consent (stalking).
4. Examples of mobbing may include:
 - 1) Actions interfering with the ability to communicate: restricting contact through humiliating gestures or glances, allusions, constant criticism of a person's work or private life, responding to the employee's speaking by shouting, as well as interrupting and limiting the employee's ability to speak;
 - 2) Actions interfering with social relations, in particular workplace isolation or avoidance;
 - 3) Actions aimed at disturbing the social perception of an individual: attempting to ridicule, spreading rumours, forcing to perform work that violates personal dignity;
 - 4) Actions affecting a person's life and work situation: assigning tasks beneath that person's qualifications, overburdening with new duties, assigning tasks that exceed the employee's abilities and competences in order to discredit him or her.

PARTICIPANTS IN THE PROCESS

§ 5

1. The Rector appoints the following for the Rector's term of office:
 - 1) the Ombudsman for Academic Rights and Freedoms, hereinafter referred to as the Ombudsman;
 - 2) Anti-discrimination Committee, hereinafter referred to as the Committee.
2. The Committee referred to in section 1, item 2 above is appointed by the Rector after consultation with the Senate.
3. At the Ombudsman's request, the Rector may appoint consultants for persons or communities that are at risk of unequal treatment and discrimination.

4. At the Ombudsman's request, the Rector may appoint teams of consultants.
5. The Committee consists of the Ombudsman as President and nine AMU employees, including at least one representative of non-academic staff. The Committee also includes a representative of undergraduate, graduate and doctoral students.

INITIATION OF THE PROCESS

§ 6

1. Each and every member of the University community (complainant) may submit a complaint in writing, or by e-mail to the Ombudsman for a case to be reviewed. The complaint should identify the person whose conduct is referred to, describe the incident and present the allegations and evidence. Complaints should concern situations that occurred on University property or were functionally related to University business.
2. In cases falling within the scope of consultants as defined in § 5(2) above, a complaint may be submitted directly to a consultant, who notifies the Ombudsman and agrees how to proceed with the Ombudsman. A complaint submitted directly to the Ombudsman may be referred for an opinion by a consultant assigned by the Ombudsman, if appointed, as part of the investigation.
3. Upon receipt of a complaint, the Ombudsman shall meet separately with the complainant (if he or she so wishes), the aggrieved person (if other than the complainant) and the person whose conduct is being questioned for an explanation. If necessary, the Ombudsman will hold a hearing with the participation of a consultant. A request for the participation of a consultant may also be made by the aggrieved person.
4. Persons taking part in the process are obliged to maintain confidentiality with regard to the case under investigation.
5. An investigation conducted by the Ombudsman shall conclude with:
 - 1) the complaint being referred to the Committee,
 - 2) the complaint being sent for mediation,
 - 3) the Ombudsman's decision not to proceed with the case.
6. The Ombudsman is obliged to notify the Rector and the complainant of the completion of the investigation, and the Ombudsman's decision referred to in section 5, item 3 above shall be forwarded to the Rector together with a justification.
7. If a complaint is referred to the Committee, the Ombudsman shall notify the complainant, the person whose conduct is being questioned and the person aggrieved of the action to be taken.

COMMITTEE PROCESS

§ 7

1. When a case is referred to the Committee, the Ombudsman shall appoint an adjudication panel from among the members of the Committee to deal with the case, with the Ombudsman as President of the panel. If justified, the Ombudsman may appoint another person from the Committee to act as President of the panel.
2. After examining the case, the Committee shall initiate the process and set the date for a hearing or refer the case for mediation. The provisions of §8 shall apply accordingly.
3. Once the process has been initiated, the Rector, at the request of the adjudicating panel, may take reasonable and appropriate measures to protect the safety of members of the University community and to safeguard the proper course of the formal complaint process or to deter reprisals or retaliation. At the request of the adjudicating panel, opinions on the case may be given by designated members of the University community, in particular heads of units or experts in psychology, psychiatry or law.
4. The adjudicating panel shall hear:
 - 1) the complainant (if he or she so wishes);
 - 2) the aggrieved person (if other than the complainant);
 - 3) the person whose conduct is the subject of the process;
 - 4) witnesses.
5. The adjudicating panel may carry out other actions than those referred to in section 4 above which are essential for the determination of the case.
6. The person being heard shall be allowed to speak freely within the limits set by the purpose of the activity in question, and may be later questioned to supplement, clarify or verify his or her statements and evidence. Leading questions are prohibited.
7. Minutes of the hearing shall be drawn up and signed by the President of the panel and the Minutes Officer.
8. The aggrieved person and the person whose conduct is the subject of the investigation shall have the right to:
 - 1) give explanations;
 - 2) refuse to give explanations;
 - 3) refuse to answer individual questions;
 - 4) be assisted by a selected consultant, if justified by the nature of the case;
 - 5) be heard in the presence of a consultant of his or her choice;
 - 6) to make requests for evidence.
9. The unjustified non-appearance of the person subject to the investigation shall not stop the process taking place.
10. The adjudication panel shall disregard a request for evidence if the evidence:
 - 1) is intended to prove facts that are undisputed or irrelevant to the case or that have been proven as claimed by the complainant;
 - 2) is impossible to collect;

- 3) is being requested with the sole aim of prolonging the process.
11. The Committee shall make decisions at its meeting by a simple majority. The Committee may also perform its tasks by means of electronic communication providing, in particular:
 - 1) real-time transmission between process participants;
 - 2) real-time multilateral communication giving the participants in the process the opportunity to express themselves.
 12. The adjudicating panel shall issue an opinion on:
 - 1) finding a violation of the principle of equal treatment and discrimination and referring the case to the Rector with a request to initiate disciplinary proceedings (in the case of academic staff);
 - 2) finding a violation of the principle of equal treatment and discrimination, together with a possible recommendation to terminate the employment contract due to the employee's gross breach of fundamental employment obligations, terminate the employment contract by notice, or impose a disciplinary penalty (in the case of non-academic staff);
 - 3) finding the absence of grounds to justify the claim that the principle of equal treatment and non-discrimination has been violated.
 13. Meetings of the Committee shall be held in camera.

MEDIATION

§ 8

1. The Ombudsman, as part of the investigation and with the consent of the aggrieved person and the person whose conduct is the subject of the process, may refer the case for mediation.
2. Mediation shall be conducted by an academic with experience in mediation, or by an external mediator designated by the Ombudsman in consultation with the Rector. The aggrieved person and the person whose conduct is the subject of the process shall both consent to the designated mediator.
3. The mediation process shall take place with the participation of the aggrieved person and the person whose conduct is the subject of the process, the Ombudsman and other persons designated by the participants in the process, in particular consultants. Persons entitled to participate in the mediation shall be determined by the Ombudsman in consultation with the aggrieved person and the person whose conduct is the subject of the process.
4. Mediation shall end with the conclusion of a settlement. The mediator shall be obliged to prepare a report on the mediation and submit it to the Rector. If no settlement can be reached, the Ombudsman shall refer the case to the Committee.

SCOPE OF ACTIVITY OF THE OMBUDSMAN,
THE COMMITTEE AND CONSULTANTS

§ 9

1. The Ombudsman for Academic Rights and Freedoms shall be appointed and dismissed by the Rector for the term of office, after consultation with the Senate. The Ombudsman shall report directly to the Rector. The Ombudsman shall conduct the process independently, maintaining confidentiality, impartiality and neutrality.
2. In addition to the tasks set out above, the Ombudsman's scope of activity shall include:
 - 1) Keeping a register of cases, and protecting confidentiality and personal data held in the register;
 - 2) Presenting an annual report on the Ombudsman's activities to the Senate. The report shall be the basis for the implementation of programmes and activities at Adam Mickiewicz University in Poznań aimed at countering discriminatory practices at the University;
 - 3) Conducting promotional and educational activities aimed at countering discriminatory practices;
 - 4) Conducting monitoring and evaluation of anti-discriminatory activities;
 - 5) Promoting desirable attitudes and conduct, conforming to the principles of social co-existence, among employees of the University and other members of academic community;
 - 6) Disseminating knowledge about discrimination, mobbing and sexual harassment on AMU property and taking preventive measures;
 - 7) Providing substantive assistance to persons affected by an incident of discrimination, mobbing or sexual harassment on AMU property;
 - 8) Improving internal procedures in place for the prevention of discrimination, mobbing and sexual harassment on AMU property and reporting the need to change their content;
 - 9) Conducting anonymous surveys among undergraduate, graduate and doctoral students as well as employees, on their sense of safety and incidences of discrimination, mobbing or sexual harassment on AMU property, and presenting the conclusions of the survey conducted;
 - 10) Providing assistance to participants in the process, with their consent, in communicating with each other;
 - 11) Preparing proposals and conclusions for the Rector on solving problems arising in connection with a threat or incidents of discrimination, mobbing or harassment.
3. The tasks of consultants shall include in particular:
 - 1) Providing substantive assistance to persons affected by an incident of discrimination, mobbing or sexual harassment on AMU property;
 - 2) Submitting proposals to improve internal procedures in place to prevent discrimination, mobbing and sexual harassment on AMU property;

- 3) Participating in the mediation process.
4. Consultants shall carry out their tasks as agreed with the Ombudsman.
5. The scope of the Committee's activities, in addition to other tasks set out in this Regulation, shall include in particular:
 - 1) Cooperation with the Ombudsman;
 - 2) Expressing opinions in pending disciplinary proceedings concerning infringements in the area of equal treatment;
 - 3) Initiating solutions to promote equal treatment for the whole academic community;
 - 4) Taking action to disseminate knowledge on compliance with the principles of equal treatment, in particular in the form of meetings or training sessions for the academic community. The scope of training shall encompass issues of discrimination, harassment, and mobbing in light of applicable legislation;
 - 5) Initiating actions in favour of individuals and groups exposed to or experiencing discrimination;
 - 6) Preparing draft procedures and practices on equal treatment and countering discrimination;
 - 7) Giving an opinion on other procedures and practices within the scope of the Committee's tasks;
 - 8) Supporting students and doctoral community as well as the management and administration of AMU in implementing the applicable anti-discrimination procedures.

§ 10

In matters not covered by this Regulation, good academic practice shall be followed.