

PLURIVERSITY POLICY BEFORE ABUSE AND HARASSMENT



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PRESENTATION

This policy details the fundamentals and procedures applicable to all those who make up the educational community of the UAR in cases where they know of or are victims of mistreatment, sexual harassment or cyberbullying.

For the fulfillment of its mission, vision and its strategic objectives, the UAR will promote all actions that allow it to become a space whose exclusive and excluding centre is human dignity, particularly in its expression of mutual respect for coexistence.

On this basis, all the levels of the UAR must proceed in such a way as to ensure an environment free of harassment, violence and arbitrary discrimination, whether derived from work reasons, sexual or gender identity, class, ethnic, national, religious or of any kind.

Due to the foregoing, this policy is understood to have been read, understood and accepted by all those who are participants in one or more activities of the UAR, whether they are face-to-face or not.



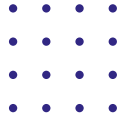
OF THE COMPLAINT AND INITIAL PROCEDURE

- 01** Any person who participates in one or more activities of the UAR and who is affected by the violation of their rights, materialised in mistreatment (in any of its forms) or sexual harassment, may file a complaint with the higher authority of the corresponding institutional area.

- 02** The complaint must be made in writing, through analogical or electronic means, including the personal data of the complainant and the appropriate evidence.

- 03** The authority will collect the background information it deems relevant to the case and present the situation to the superior collegiate body of the UAR, within a period not exceeding 5 business days, counted from the moment of receiving the complaint. Until said presentation, the situation will be treated within the framework of confidentiality that it requires.

- 04** The higher collegiate body of the university, in knowledge and considering the complaint made and its background, will establish: (i) the institutional measures that safeguard those who are involved in said complaint; (ii) inform the competent authority of the Municipality of Recoleta so that the corresponding protocol is activated; (iii) communicate the activated procedure to the complainant.



OF THE APPLICABLE PROTOCOL

- 05** For all purposes of this policy, the UAR will recognise as an action and resolution protocol the provisions of the **Protocol for Complaint of Abuse, Labor Harassment and Sexual Harassment** document of the Department of Health of the Municipality of Recoleta, dated October 2018 and its eventual modifications.

- 06** Although the aforementioned protocol refers to official conduct, it must be understood as applicable to other spheres, such as institutional relations with students and other people who are linked to university activities.

- 07** Se puede acceder al texto íntegro del precedentemente mencionado Protocolo aquí:
<https://drive.google.com/file/d/1XPsbFuYRSOLorPIRXTuEL60FlROcIDDR/view>



POLICY UPDATE

- 08** The Universidad Abierta de Recoleta reserves the right to modify this policy at any time for clarification and/or updating.

- 09** Once these eventual changes are approved, they will be duly informed on the institutional website, in addition to the consequent modification of this document.

RECOLETA, CHILE, December 2021

Pluriversity UAR

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