



UNIVERSITY
OF WARSAW



RÓWNO WAŻNI

**Do you recognise
discrimination
at the university?**

If so, then react!




What is discrimination?

It is an unfair treatment on the grounds of sex, sexual orientation, nationality or ethnic origin, skin colour, age, religion, creed, belief or disability.

Polish law prohibits

-  indirect and direct discrimination
-  harassment
-  sexual harassment
-  encouraging to unequal treatment

The prohibition of discrimination at the university refers to the relationship between:

-  the employed person and the student
-  students
-  employed persons

BE

tolerant



NO TOLERANCE FOR DISCRIMINATION!

The authorities of the faculties and the university are obliged to prevent discrimination and in justified cases ensure that the person who discriminates, including harassing or abusing other students or persons employed at the University of Warsaw faces appropriate consequences.

Whether the university is a place of tolerance and equality, where everyone is treated with respect and can count on support is up to all of us. Therefore, do not agree on unfair treatment and do react when you or some other person from your surrounding are discriminated against. Stand in defence of the discriminated person. Report the violation irrespective of whether it concerns you directly or not. Do not be indifferent.

More information about the discrimination, how to counteract and where to get the support in: **the Anti-discrimination guide for persons employed and studying at the University of Warsaw** as of the end of 2017 available at: www.rownowazni.uw.edu.pl.

„Any person who is studying or working at the University of Warsaw has the right to be treated with respect. At our University everyone should feel safe no matter who he or she is or where he or she came from.”

prof. Marcin Pałys,
rector of the
University of Warsaw

RESPECT

differences

REACT

to discrimination
in your surrounding

Have an idea how to combat discrimination? Want to talk about what has happened to you or someone in your surrounding? Want to report? Looking for support? We guarantee confidentiality.

Contact us:

The Rector's Committee for Preventing Discrimination

Those who work and study at the University of Warsaw and who have experienced or witnessed a breach of the equal treatment may turn to the Committee.

Members of the Committee provide counselling, conduct clarifying interviews with persons infringing the principle of equal treatment and, if necessary, initiate disciplinary proceedings against the persons who have committed the act of discrimination.

www.uw.edu.pl/universytet/wladze-i-administracja/komisje-i-zespoly/komisja-rektorska-ds-przeciwdzialania-dyskryminacji

CONTACT:

Anna Grędzińska, equal opportunity chef specialist at the University of Warsaw

ph. (22) 55 27 185

antydiskryminacja@uw.edu.pl

MEMBERS OF THE COMMITTEE:

dr hab. Michał Bilewicz, prof. UW
Faculty of Psychology

dr hab. Bożenna Chołuj, prof. UW
Faculty of Modern Languages

prof. dr hab. Małgorzata Fuszara
Faculty of Applied Social Sciences
and Resocialisation

prof. dr hab. Zbigniew Lasocik
Faculty of Applied Social Sciences
and Resocialisation

dr Hanna Machińska
Faculty of Law and Administration

dr hab. Ryszard Szarfenberg, prof. UW
Faculty of Political Science
and International Studies

dr hab. Magdalena Środa, prof. UW
Faculty of Philosophy and Sociology

The Legal Clinic of the University of Warsaw

Provides legal counselling to those who have experienced discrimination and unequal treatment and directs them to the appropriate institutions.

CONTACT:

Section on Counteracting Discrimination

ph. (22) 55 24 318

Phone or personal contact
Mon. to Fri. 8:00 -15:00

Krakowskie Przedmieście 26/28

Collegium Iuridicum I,
Faculty of Law and Administration,
ground floor, room 105

The Ombudsman - academic spokesperson on students and staff matters

The Ombudsman supports students, doctoral students, faculty and administrative staff in solving conflicts and ensures that all members of the academic society are treated fairly and honestly.

CONTACT:

Anna Cybulko, ombudsman

ph. (22) 55 27 214

The office is open Mon. to Thu. 8:30–15:30

Ombudsman available
on Mon. and Thu. 11:00–14:00

The University of Warsaw Library
Dobra 56/66, mezzanine, room 160C

ombudsman@uw.edu.pl

www.ombudsman.uw.edu.pl

