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INSTITUT DE HAUTES
ÉTUDES INTERNATIONALES
ET DU DÉVELOPPEMENT
GRADUATE INSTITUTE
OF INTERNATIONAL AND
DEVELOPMENT STUDIES

Sexual Harassment Policy

The Graduate Institute of International and Development Studies (the “Institute”) is committed to providing a place of work and study for its faculty, students and staff that respects the dignity of all. Sexual harassment will not be tolerated. The Institute seeks to prevent and eliminate sexual harassment through education and by encouraging faculty, students and staff to report concerns or complaints.

Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, and other physical or verbal conduct of a sexual or gender-based nature that violates the dignity of faculty, staff or students, especially at their place of work and study. Included are in particular threats, the promise of advantages, force or pressure applied in order to gain sexual favors.

To provide support for any person who considers themselves a victim of sexual harassment and to facilitate reporting, the Institute has established a support network, Antenne H (the “Network”), composed of staff, faculty, and students that serves as a first point of contact.

Anyone concerned is encouraged to contact the Network to seek support in cases of sexual harassment or express any concern that may relate to such harassment. The support will be granted by one of the members to be chosen in the Network’s list (one-to-one process). All members of the Network have been specifically trained and have signed a confidentiality agreement, which prevents them from discussing cases with third persons, except when this is (i) required by an authority in compliance with a legal basis, (ii) wanted by the person who has contacted the Network or (iii) in the case of particularly egregious cases, which will be communicated to the Director of Human Resources.

The Director of Human Resources may engage in fact finding, determining whether sexual harassment has occurred and take steps to ensure that the behavior is stopped immediately. Corrective measures may be imposed consistent with the applicable laws and Institute regulations, especially the Staff Regulations and the Student Code of Conduct, and may include sanctions comprising but not limited to, written warning, suspension, as well as Student’s exclusion or Staff’s dismissal from the Institute.

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