



Appendix to the Regulation No. 88 of the Rector of the University of Lodz of 23 January 2025

ANTI-DISCRIMINATION AND ANTI-MOBING PROCEDURE AT THE UNIVERSITY OF LODZ

General provisions

The Anti-Discrimination and Anti-Mobbing Procedure is a part of broader solutions adopted at the University of Lodz to counteract discrimination, mobbing and other undesirable behaviours. It specifies the principles on which preventive and intervention activities are based, aimed at eliminating the effects of identified cases of violence in the work and study environment, discrimination, mobbing and other undesirable behaviours, as well as legal consequences for persons violating the regulations. The internal procedure does not limit the rights of persons belonging to the academic community of the University of Lodz to pursue their rights under the relevant legal provisions.

Its aim is to strengthen positive interpersonal relations between people who make up the academic community of the University of Lodz, especially by recommending solutions to the university authorities that will contribute to the more effective elimination of violence in the workplace and studies.

Obligations of the university and persons belonging to the academic community of the University of Lodz

1. The basic obligations of the university in the field of counteracting discrimination and mobbing among/against persons belonging to the academic community of the University of Lodz include:
 - 1) respecting personal dignity of all persons comprising the academic community;
 - 2) establishing the Commission for Combating Discrimination and Other Undesirable Behaviours and the Anti-Mobbing Commission;
 - 3) actively responding to reported incidents of behaviour that may be discriminatory, harassing or otherwise undesirable;
 - 4) implementing procedures for counteracting discrimination and mobbing.
2. The basic responsibilities of the people who make up the academic community, in particular persons managing organisational units and persons holding managerial positions at the University of Lodz, include:
 - 1) making every effort to eliminate discrimination and mobbing at the university;
 - 2) resolving conflicts without compromising the personal dignity of the parties and the organisational culture of the university;
 - 3) responding to observed manifestations of discrimination and mobbing and other undesirable behaviours in interpersonal relations, at least by reporting them to the relevant authority/entity;
 - 4) applying available resources to ensure the dignity and safety of the academic community.

Definitions

Whenever the procedure refers to:

- 1) academic community – this should be understood as persons employed at the university at all levels and positions, including those based on something other than a employment contract, students, doctoral students, postgraduate

students, graduates and other persons taking an active or passive part in the activities of the University of Lodz;

2) Anti-Discrimination, Anti-Mobbing and Other Undesirable Behaviours

Coordinator – this should be understood as a person appointed by the Rector of the University of Lodz in order to coordinate the process of processing notifications of the occurrence/existence of behaviours bearing the hallmarks of discrimination, mobbing or other undesirable behaviours among the academic community, as well as the implementation of preventive measures in this respect;

3) Commission for Combating Discrimination and Other Undesirable Behaviours

– this should be understood as an advisory collegial body appointed to consider notifications of discrimination and other undesirable behaviours in the academic community, and to implement preventive tasks in this area;

4) Anti-Mobbing Commission – this should be understood as an advisory collegial

body appointed to consider notifications of behaviours bearing the hallmarks of mobbing among/against persons employed at the University of Lodz, including those employed on a basis other than an employment contract, and to implement preventive tasks in this regard;

5) discrimination – this should be understood as a situation in which a person, due to one or several legally protected characteristics (in particular, due to age, disability, race, religion, nationality, political opinion, union membership, ethnic origin, religion, sexual orientation, employment for a definite or indefinite period of time, full-time or part-time employment) is treated less favourably than another person would be treated in a comparable situation (direct discrimination), as well as a situation in which a person, by reason of the abovementioned characteristics, as a result of an apparently neutral provision, criterion or measure, is or would be disadvantaged or placed at an extreme disadvantage (indirect discrimination), unless the provision, criterion or measure is objectively justified by a legitimate aim pursued and the means of achieving that aim are appropriate and necessary;

6) mobbing – this should be understood as actions or behaviours relating to an employee, including individuals employed on a basis other than an employment

contract,

or directed against them, consisting of persistent and long-term harassment or intimidation, causing the employee to underestimate their professional usefulness, causing or aimed at humiliating or ridiculing, isolating them or eliminating them from the team of co-workers;

- 7) harassment – this should be understood as unwanted behaviour that has the purpose or effect of violating the dignity of a person and creating an intimidating, hostile, degrading, humiliating or offensive environment for that person; such conduct may consist of physical, verbal or non-verbal elements;
- 8) sexual harassment – this should be understood as unwanted behaviour of a sexual nature or relating to a person's gender, the purpose or effect of which is to violate the dignity of a person, in particular by creating an intimidating, hostile, degrading, humiliating or degrading atmosphere towards that person; this behaviour may include physical, verbal or non-verbal elements;
- 9) other undesirable behaviours – this should be understood as any manifestation of psychological or physical violence other than discrimination and mobbing against/among persons belonging to the academic community;
- 10) parties – this should be understood as the person against whom the behaviour that is the subject of the notification is/was directed and the person who commits/has committed the reported behaviour, participating in the proceedings before the Commission for Combating Discrimination and Other Undesirable Behaviours or the Anti-Mobbing Commission.

Counteracting discriminatory behaviours at the University of Lodz and taking intervention measures

Bodies involved in the Anti-Discrimination and Anti-Mobbing Procedure:

Anti-Discrimination, Anti-Mobbing and Other Undesirable Behaviours

Coordinator

1. The Anti-Discrimination, Anti-Mobbing and Other Undesirable Behaviours

Coordinator coordinates the processing of notifications of the occurrence of behaviours bearing the hallmarks of discrimination, mobbing or other undesirable behaviours within the academic community, as well as implements preventive measures in this area.

2. The tasks of the Coordinator include in particular:

- 1) accepting notifications of discrimination, mobbing and other undesirable behaviours, examining formal requirements of the notifications and then qualifying them, within 14 days as of the receipt thereof for further procedure, taking into account the characteristics of the reported behaviour;
- 2) conducting an initial conversation with the notifying person, the purpose of which is to better understand the problem, provide support or consultation, outline possible procedures, including proposing mediation as a form of resolving the dispute, and presenting its framework principles;
- 3) in a situation where the parties agree to mediation, referring the case to mediation by a mediator selected by the parties. The list of mediators is available at the unit responsible for academic support and availability;
- 4) in the event that the parties do not agree to mediation, referring the case in accordance with the subject matter jurisdiction to the Commission for Combating Discrimination and Other Undesirable Behaviours or the Anti-Mobbing Commission;
- 5) submitting reports on their activities and the activities of both Committees to the Rector of the University of Lodz by the end of March each year;
- 6) collecting information on good practices related to counteracting discrimination, mobbing and other undesirable behaviours;
- 7) cooperating with other entities, in particular Ombudsman for Academic Rights, trade unions, the University of Lodz Students' Government Council and the University of Lodz Doctoral Students' Government Council;

- 8) implementing a policy of counteracting and preventing undesirable phenomena at the university, in particular by organising and conducting training in this respect.
3. The Coordinator and their deputy are selected and appointed by the Rector of the University of Lodz for a term of office equal to the term of office of the university authorities.
4. The Coordinator has knowledge and experience in:
 - 1) recognising the hallmarks of discrimination, mobbing, harassment, sexual harassment and other undesirable behaviours;
 - 2) counteracting unequal treatment, discrimination, harassment, sexual harassment, mobbing and other undesirable behaviours;
 - 3) the structures and specifics of the university operation;
 - 4) diagnosing, assessing and monitoring the existing systemic and institutional solutions and legal regulations at the university, aimed at ensuring the principle of equal treatment and respect for dignity.

Ombudsmen for Academic Rights

1. The competences and scope of activities of the Ombudsman for Academic Rights are specified in a separate regulation of the Rector.
2. The tasks of the Ombudsman for Academic Rights in the anti-discrimination and anti-mobbing procedure include, in particular, providing support to injured parties in processing their notifications and forwarding the notifications to the Anti-Discrimination, Anti-Mobbing and Other Undesirable Behaviours Coordinator or informing the Rector of the University of Lodz of the notifications in order to refer the case for disciplinary proceedings.

Commission for Combating Discrimination and Other Undesirable Behaviours;

1. The Commission considers notifications of discrimination and other undesirable behaviours in the academic community and carries out preventive tasks in this area.
2. The Commission's tasks include in particular:
 - 1) considering notifications of discrimination, harassment, sexual harassment and other undesirable behaviours from persons belonging to the academic community of the University of Lodz;
 - 2) conducting an investigation into discriminatory and other undesirable behaviours;
 - 3) conducting consultations, training and awareness-raising activities for people belonging to the academic community of the University of Lodz regarding problems related to discrimination, harassment and other undesirable behaviours,
 - 4) promoting mediation as an effective way to resolve disputes,
 - 5) giving opinions and proposing preventive actions aimed at preventing the occurrence of undesirable behaviours in the academic community of the University of Lodz.
3. The Commission is appointed by the Rector of the University of Lodz for a period corresponding to the term of office of the university authorities.
4. The Commission is chaired by the head of the unit responsible for supporting the academic community and accessibility.
5. The Commission consists of:
 - 1) 2 psychologists,
 - 2) a lawyer,
 - 3) a student government representative,
 - 4) a representative of the doctoral students' government,
 - 5) 1 male or female trade union representative.
6. Members of the Commission should have knowledge of the issues of unequal treatment and discrimination.
7. A member of the Commission cannot be a member of the Anti-Mobbing Commission.
8. The composition of the Commission may be expanded to include experts with detailed knowledge in the field of unequal treatment or discrimination.

9. The members of the Commission elect from among themselves a secretary and a deputy chairperson of the Commission.
10. The duties of the chairperson of the Commission include:
 - 1) immediate determination of the composition of the panel examining the notification, including the indication to the sub-team of persons from outside the Commission referred to in paragraph 12 point 3 and 4;
 - 2) organisation of the commission's work, including transfer of documentation of completed proceedings to the unit responsible for supporting the academic community and availability;
 - 3) immediate submission of the Commission's position on the case under consideration to the Rector of the University of Lodz.
11. The Commission deliberates at meetings convened by the chairperson.
12. The chairperson of the Commission may decide to hold a remote meeting of the Commission. When proceeding remotely, the Commission may perform the same activities as in the case of on-site meetings.
13. The notification will be reviewed by a sub-team consisting of:
 - 1) the chairperson of the Commission, the deputy chairperson or another person on the Commission appointed to manage the work of the sub-team,
 - 2) 2 psychologists,
 - 3) a lawyer,
 - 4) an expert appointed from among or outside the members of the Commission or no more than two experts in the area of the reported behaviour – if their participation in the case is deemed necessary,
 - 5) a person representing the group of the reporting person, indicated from among or outside the members of the Commission (a representative of the students' government or doctoral students' government, a representative of a trade union) – appointed at the request of the notifying person.
14. The members of the sub-team should have knowledge of labour law, as well as regulations and procedures regarding the protection of personal data.
15. The work of the sub-team shall be led by the chairperson, the deputy chairperson or a designated member of the Commission.

16. If the hallmarks of mobbing are detected in the reported behaviour, the Commission refers the case to the Anti-Mobbing Commission for consideration.
17. At any stage of considering an individual notification, the Commission may, with the consent of the parties, refer the case to mediation.
18. Members of the Commission act in accordance with the principles of:
- 1) promptness;
 - 2) confidentiality;
 - 3) impartiality;
 - 4) focusing on a comprehensive explanation of the factual situation and resolution of the problem;
 - 5) processing of personal data, specified in the Personal Data Protection Policy applicable at the University of Lodz.
19. Each member of the panel shall make a declaration of confidentiality of information of which they have become aware in connection with their function, a template of which is attached as Appendix 2 to this procedure.
20. The adjudicating panel member is subject to exclusion from participation in the investigation procedure in the case:
- 1) in which they are a party to the procedure or remain with one of the parties in a legal or actual relationship, in which the result of the case can affect their rights or duties, in particular, a member is:
 - a) a person who makes the notification or a person indicated in the notification as a person who commits mobbing;
 - b) a manager of the organisational unit in which the person making the notification is employed;
 - c) a witness in the initiated case;
 - d) one of the parties or both parties are employed at the same/equal organisational unit, in which the adjudicating panel member is employed;
 - 2) concerning their spouse as well as relatives and kinsmen;
 - 3) concerning a person related to them due to adoption, care or deputyship, also after termination of marriage, adoption, care or deputyship.

4) where there is prima facie evidence of circumstances that may give rise to doubts as to their impartiality.

21. The decision on exclusion is made by the chairperson of the Commission within 7 days from the date the Commission learned of the reason for exclusion.

22. In the event of exclusion of a member of the panel considering the notification, the chairperson of the Commission shall appoint another person from among the remaining members.

23. In the event that a member of the Commission is subject to criminal proceedings or prosecution for suspected intentional wrongdoing or proceedings for unequal treatment, discrimination or harassment before any authority, they must immediately inform the chairperson of the Commission and refrain from working in the Commission until the proceedings have been concluded.

24. If a report concerning unequal treatment, discrimination, mobbing or other undesirable behaviour against a member of the Commission is received, the chairperson of the Commission shall suspend that person from the work of the Commission until the case is resolved.

25. The proceedings aimed at clarifying the circumstances related to the notification should be completed within 2 months of the appointment of the panel. In justified cases, it may be extended by 1 month.

26. Information on the extension of the explanatory proceedings together with the justification is communicated to the parties.

At the request of a party, the participation of a foreign language interpreter/International HUB employee or a sign language interpreter and, if necessary, another person providing emotional support for the party is ensured during the proceedings in which they participate.

27. Subject to the applicable legislation, any person in charge of an organisational unit at the university shall, when called upon to do so by the Commission, produce the documents in their possession and provide information on matters relating to the proceedings conducted by the Commission.

28. After considering the case, the Commission issues an opinion indicating whether the actions or omissions taken are discriminatory or otherwise undesirable and forwards it, together with the case documentation, to the knowledge of the

Rector of the University of Lodz. The Commission's opinion may also contain recommendations, e.g. to refer the case to the appropriate disciplinary proceedings representative.

29. The opinion should, unless the case under consideration makes it impossible, contain proposals for remedial action, in particular consisting of:
- 1) transferring an employee to another position or to another organisational unit;
 - 2) changing the class group – in the case of students;
 - 3) intensive periodic psychological support;
 - 4) transferring the case for consideration in accordance with the competence of the appointed bodies within the structure of the University of Lodz to counteract and prevent the occurrence of undesirable behaviours in the academic environment (e.g. the relevant disciplinary ombudsman in accordance with the provisions of the Law on Higher Education and Science).
30. The Commission's opinion is of an advisory nature for the employer. The final decision in the cases being processed is made by the Rector of the University of Lodz.
31. Documentation of an individual case, including minutes of the Commission meetings and the conversations held are not made available to the parties.
32. The opinion of the Commission, together with any recommendations, is communicated to the parties.

Anti-Mobbing Commission

1. The Commission considers notifications submitted by persons employed at the University of Lodz regarding behaviours bearing the hallmarks of mobbing among/against persons employed at the University of Lodz and carries out preventive tasks in this regard.
2. The Commission's tasks include in particular:
 - 1) considering notifications of behaviours bearing the hallmarks of mobbing originating from/concerning persons employed at the University of Lodz;

- 2) conducting an investigation into behaviours bearing the hallmarks of mobbing;
 - 3) conducting consultations, training and awareness-raising activities for people belonging to the academic community of the University of Lodz regarding problems related to mobbing,
 - 4) promoting mediation as an effective way to resolve disputes,
 - 5) giving opinions and proposing preventive actions aimed at preventing the occurrence of mobbing in the academic community of the University of Lodz.
3. The Rector of the University of Lodz appoints members of the Anti-Mobbing Commission, including the chairperson of the Commission for a period corresponding to the term of office of the university authorities.
 4. The Commission consists of:
 - 1) 2 employer representatives,
 - 2) 2 representatives elected by the company trade unions,
 - 3) 2 representatives of working people (including 1 academic teacher and 1 from among non-academic staff),
 - 4) 2 psychologists,
 - 5) 2 lawyers – specialists in labour law.
 5. The composition of the Commission may be expanded to include experts with detailed knowledge in the field of unequal treatment or discrimination.
 6. Members of the Commission should have knowledge of labour law, in particular regarding mobbing, as well as regulations and procedures regarding personal data protection.
 7. A member of the Anti-Mobbing Commission cannot be a member of the Commission for Combating Discrimination and Other Undesirable Behaviours.
 8. The members of the Commission elect from among themselves a secretary and a deputy chairperson of the Commission.
 9. The duties of the chairperson of the Commission include:
 - 1) immediate determination of the composition of the panel examining the notification;
 - 2) organisation of the Commission's work, including transfer of documentation of completed proceedings to the unit responsible for supporting the academic community and availability;

- 3) immediate submission of the Commission's position on the case under consideration to the Rector of the University of Lodz.
10. The Commission deliberates at meetings convened by the chairperson.
11. The chairperson of the Commission may decide to hold a remote meeting of the Commission. When proceeding remotely, the Commission may perform the same activities as in the case of on-site meetings.
12. The panel examining the notification consists of 5 members of the Commission selected by the chairperson or a deputy, whose task is to examine the circumstances related to the notification as comprehensively as possible.
13. At any stage of considering an individual notification, the Commission may, with the consent of the parties, refer the case to mediation.
14. Members of the Commission act in accordance with the principles of:
 - 1) promptness;
 - 2) confidentiality;
 - 3) impartiality;
 - 4) focusing on a comprehensive explanation of the factual situation and resolution of the problem;
 - 5) processing of personal data, specified in the Personal Data Protection Policy applicable at the University of Lodz.
15. Upon appointment to the panel examining the notification, members of the team submit a declaration using the template attached as Appendix 2 to this procedure.
16. The adjudicating panel member is subject to exclusion from participation in the investigation procedure in the case:
 - 1) in which they are a party to the procedure or remain with one of the parties in a legal or actual relationship, in which the result of the case can affect their rights or duties, in particular, a member is:
 - a) the person submitting the notification or the person indicated in the notification as the person committing behaviour bearing the hallmarks of mobbing or against whom such behaviour is directed;
 - b) a manager of the organisational unit in which the person making the notification is employed;
 - c) a witness in the initiated case;

- d) one of the parties or both parties are employed at the same/equal organisational unit, in which the adjudicating panel member is employed
 - 2) concerning their spouse as well as relatives and kinsmen;
 - 3) concerning a person related to them due to adoption, care or deputyship, also after termination of marriage, adoption, care or deputyship.
 - 4) where there is prima facie evidence of circumstances that may give rise to doubts as to their impartiality.
17. In the event of exclusion of a member of the panel considering the report, the chairperson of the Commission shall appoint another person from among the remaining members of the Anti-Mobbing Commission.
18. In the event that a member of the Commission is subject to criminal proceedings or prosecution for suspected intentional wrongdoing, or proceedings for unequal treatment, discrimination or harassment, before any authority, he or she is obliged to inform the Chairman of the Commission immediately and to refrain from working in the Commission until the proceedings have been concluded.
19. If a notification concerning unequal treatment, discrimination, mobbing or other undesirable behaviour against a member of the Commission is received, the chairperson of the Commission shall suspend that person from the work of the Commission until the case is resolved.
20. Proceedings aimed at clarifying the circumstances related to the notification of behaviours bearing the hallmarks of mobbing received by the Commission should end within 2 months from the appointment of the team.
In justified cases, it may be extended by 1 month.
21. Information on the extension of the explanatory proceedings together with the justification
is communicated to the parties.
22. At the request of a party, the participation of a foreign language interpreter/International HUB employee or a sign language interpreter and, if necessary, another person providing emotional support for the party is ensured during the proceedings in which they participate.
23. Subject to the applicable legislation, any person in charge of an organisational unit of the University of Lodz shall be obliged, when called upon by the Commission, to

produce the documents in their possession and to provide information on matters relating to the proceedings conducted by the Commission.

24. After considering the case, the Commission issues an opinion indicating whether the actions or omissions constitute mobbing or are otherwise undesirable and forwards it, together with the case documentation, to the knowledge of the Rector of the University of Lodz. The Commission's opinion may also contain recommendations, e.g. to refer the case to the appropriate disciplinary proceedings representative.

25. The opinion should, unless the nature of the case prevents it, also include proposals for remedial action, in particular:

- 1) transferring an employee to another position or to another organisational unit;
- 2) intensive periodic psychological support, including that from an occupational psychologist;
- 3) changes in the work organisation system,
- 4) forwarding the case for consideration in accordance with the competence of the bodies set up within the structure of the University of Lodz to counteract and prevent the occurrence of undesirable behaviours in the academic environment (e.g. to the relevant disciplinary proceedings representative or conciliation commission - in accordance with the provisions of law).

26. The Commission's opinion may also include proposals for preventive measures to combat mobbing.

27. The Commission's opinion is of an advisory nature for the employer. The final decision in the cases being processed is made by the Rector of the University of Lodz.

28. Documentation of an individual case, including minutes of the Commission meetings and the conversations held are not made available to the parties.

29. The opinion of the Commission, together with any recommendations, is communicated to the parties.

Accepting notifications

a) from people belonging to the academic community of the University of Lodz, other than employees

1. Notifications submitted by members of the academic community of the University of Lodz regarding the occurrence of discriminatory and other undesirable behaviours, the template of which is provided in Appendix 1 to this procedure, may be submitted by e-mail to the following address: razem@uni.lodz.pl
2. The notifying person may request an interview or file a report about the possibility of discrimination, harassment or other undesirable behaviour directly to the Coordinator for Combating Discrimination and Other Undesirable Behaviours or through the Ombudsman for Academic Rights.
3. A notification may concern behaviour directed against the notifying person as well as against another person of whose harm one has become aware.
4. The notification must contain at least data allowing the identification of the notifying person, the person against whom the behaviour that is the subject of the notification is/was directed and the person suspected of committing such behaviour, as well as cite the factual basis for the notification.
5. When considering a notification, the Coordinator may:
 - 1) in the event of significant formal deficiencies in the notification, call upon the notifying person to supplement them within 7 days from the day on which the person could have familiarised themselves with such request, and in the event of failure to supplement the deficiencies leave the notification without consideration within this period;
 - 2) with the consent of both parties, refer the case to a mediator selected by the parties
or a mediator, or without the need to obtain such consent, if it is found that the notification concerns behaviour bearing the hallmarks of mobbing, refer the case to the Anti-Mobbing Commission;
 - 3) in the event of failure to consent to mediation or failure to reach an agreement as a result of mediation, refer the case to the Commission for Combating Discrimination and Other Undesirable Behaviours;

- 4) state that the notification clearly does not concern conduct that may constitute discrimination, mobbing or other undesirable behaviour and leave the case without consideration (while informing the notifying person of this fact);
 - 5) state that the report concerns a case that should be examined under disciplinary proceedings and refer the case to the unit responsible for disciplinary matters at the University of Lodz.
6. There is no right of appeal against a negative decision by the Coordinator.

b) from employees, including those working on a basis other than an employment contract

1. Notifications from employees regarding the possibility of occurrence of discriminatory and other undesirable behaviours and notifications regarding the possibility of occurrence of behaviours bearing the hallmarks of mobbing, the template of which is provided in Appendix No. 1 to this procedure, may be submitted by e-mail to the following address: razem@uni.lodz.pl
2. The notifying person may also submit a notification of the possible occurrence of discrimination, behaviours bearing the hallmarks of mobbing or other undesirable behaviours directly to the Coordinator for Combating Discrimination and Other Undesirable Behaviours or through the Ombudsman for Academic Rights.
3. The notification may concern behaviour directed against the notifying person, as well as against another person about whom information has been received.
4. The notification must contain at least data allowing the identification of the notifying person, the person against whom the behaviour that is the subject of the notification is/was directed and the person suspected of committing such behaviour, as well as cite the factual basis for the notification.
5. When considering a notification, the Coordinator may:
 - 1) in the event of significant formal deficiencies in the notification, call upon the notifying person to supplement them within 7 days from the day on which the person could have familiarised themselves with such request, and in the event of

failure to supplement the deficiencies leave the notification without consideration within this period;

- 2) with the consent of both parties, refer the case to a mediator selected by the parties or mediator;
- 3) in the event of failure to consent to mediation or failure to reach an agreement as a result of mediation, after seeking the opinion of the notifying person, refer the case to the Commission for Combating Discrimination and Other Undesirable Behaviours or to the Anti-Mobbing Commission,
- 4) state that the notification clearly does not concern conduct that may constitute discrimination, mobbing or other undesirable behaviour and leave the case without consideration (while informing the notifying person of this fact);
- 5) state that the report concerns a case that should be examined under disciplinary proceedings and refer the case to the unit responsible for disciplinary matters at the University of Lodz.

Employer's obligations

1. The Rector, after receiving the opinion of the relevant Committee, may decide on:
 - 1) application of a disciplinary penalty in accordance with the provisions of the Labour Code;
 - 2) instructing the disciplinary proceedings representative (for employees who are academic teachers or for students and doctoral students, respectively) to conduct explanatory proceedings and, if there are grounds, to initiate disciplinary proceedings;
 - 3) termination of the employment relationship or termination of the contract in the case of civil law contracts.
2. Within one month of receiving the position of the relevant Commission, the Rector shall inform in writing the Commission, the Coordinator, the notifying person, the person concerned by the notification and the person holding a managerial position/head of the relevant organisational unit who is the direct superior of the

notifying person and the person concerned by the notification about the decision or any further steps taken in the case. The Rector's decision is final.

3. The Rector supervises preventive and educational activities aimed at counteracting discrimination, mobbing and other undesirable behaviours in the University of Lodz environment, in accordance with the procedures and policies adopted at the University of Lodz that provide systemic support.

Dissemination of knowledge about equality and anti-discrimination and anti-mobbing policies

1. On the day of starting work, the employed person is informed by their immediate superior, and subsequently during employment as part of mandatory periodic training, about materials and training on counteracting unequal treatment, discrimination, harassment and sexual harassment, as well as mobbing and other undesirable behaviours.
2. Persons beginning their studies are required to get familiar with the regulations regarding unequal treatment, discrimination, harassment, sexual harassment and mobbing.