

ANTI-HARASSMENT POLICY

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1. FORUS' COMMITMENT

With this policy, Forus declares its commitment to creating and nurturing an organisational culture based on accountability where there is zero tolerance to the occurrence of conduct constituting any type of bullying or harassment, including sexual harassment, gender-based harassment, sexual abuse or sexual exploitation, across the entire Forus organisation, where rights are recognized, promoted and protected and where violations are actively prevented.

By adopting this policy, Forus wishes to underline its commitment to the prevention of, and action against bullying or harassment of any kind, and commits to share this policy with all people working for Forus, whether Forus staff or employees from third parties, including people who do not have an employment relationship but provide services or collaborate with Forus, such as interns, service providers or volunteers.

In this respect, Forus aims to implement reporting mechanisms that are safe and trusted, ensure a victim-centred approach and a fair process for swift and credible investigations and sanctions.

Forus also undertakes to inform the organisations to which it sends its own staff of the existence of this policy, indicating the need for strict compliance with it. Thus, the obligation to observe the provisions of this policy shall be stated in the contracts signed with other organisations.

If the alleged harasser is outside the authority of Forus management and Forus is therefore unable to implement the procedure in its entirety, Forus will contact the competent authority in order to solve the problem and, if necessary, sanction the person responsible, warning them that, if they fail to do so, the relationship between Forus and the other organization may be terminated.

The policy shall apply to situations of harassment that occur during, in connection with or as a result of work: in the workplace, including in public and private spaces when they are a workplace; in places where the worker is paid, takes rest or meals, or uses sanitary or washing facilities and changing rooms; during work-related travel, missions, social or training events or activities; in the context of work-related communications, including through the use of information and communication technologies (virtual harassment or cyberbullying); in accommodation provided by the employer; in commuting between home and place of work.

Forus, by committing to the measures in this policy, declares and publicly announces its express willingness to adopt a proactive attitude both in the prevention of harassment - awareness and information on behaviour not tolerated by the organisation - and in the dissemination of good practices and the implementation of any measures necessary to manage complaints that may arise in this regard, as well as to resolve them as appropriate in each case.

Paris, July 2023

Sarah STRACK, Director

2. DEFINITIONS

2.1. Bullying

Bullying is behaviour directed either against an individual or a group of individuals that creates a threatening or intimidating environment undermining the confidence and self-esteem of the recipient(s). It could be an abuse or misuse of power that humiliates or harms the recipient(s).

Examples of bullying may include:

- Repeated criticism of work without balancing this with positive feedback or potential solutions, criticising in front of others, devaluing work or performance, blaming recipient for circumstances beyond their control.
- Criticism that focuses on a personal characteristic rather than work performance.
- Exclusion or victimisation.
- Criticising a colleague to others in a way that encourages them to criticise.
- Aggressive behaviour towards others, including unreasonable anger or shouting.
- Persistently setting objectives with impossible deadlines or unachievable tasks, persistently ignoring concerns regarding workload, stress and expectations, deliberately or excessively changing work hours, schedules and other agreed arrangements.
- Using unnecessary levels of excessive supervision and interfering with the small detail of work.
- Deliberately withholding work information or unreasonably blocking promotion or training opportunities.
- Gaslighting or other forms of psychological manipulation.
- Using knowledge about a person's private life to negatively impact their work life.

2.2. Harassment

Harassment may be verbal or non-verbal, and may be physical in nature. Harassment may take the form of words, gestures or actions which meet the following three criteria:

- are related to a person's characteristics, whether they are actual or perceived, which include: age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, caste, indigeneity, ethnicity, country/region of origin or residence, religion or belief, sex, sexual orientation, and class or economic background;
- are unwanted;
- tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another person or persons or has the purpose or effect of violating that person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive work environment for that person.

Harassment does not have to be intentional or deliberate; rather it exists when it is perceived as offensive by a reasonable individual.

Examples of verbal harassment include:

- Verbal abuse, insults and name-calling;
- Using unwelcome 'pet' names, such as "honey", "doll", "babe", "princess", etc.;
- Shouting and aggressive behaviour;
- Using a person as the constant or repeated target of jokes;
- Derogatory or offensive nicknames;
- Slandering or maligning another person's reputation by gossip, rumour and ridicule;
- Persistently making unwarranted critical or patronising remarks in front of others or 'behind a person's back';

- Unwarranted, intrusive or persistent questioning about a person's ethnic or racial origin including their culture or religion;
- Repeated and unwanted notes, messages or calls;
- Notes, messages or calls that are abusive, threaten, insult, attempt to coerce, humiliate or intimidate;
- Leaving an abusive, insulting or threatening message in work spaces;
- Putting pressure on a person to participate in political or religious discussions of groups;
- Suggestive remarks about a person's clothing, body, hairstyle, appearance or any aspect of their person or personal possessions.

Examples of non-verbal harassment include:

- Social exclusion, isolation or non-cooperation at work;
- Hostility demonstrated through sustained unfriendly contact or exclusion;
- Repeated use of offensive gestures;
- Displays of offensive material including posters, photographs, cartoons, graffiti, objects, or messages left on notice boards, desks or common areas;
- Repeated giving of unwanted gifts or invitations;
- Repeated staring or aggressive facial expressions;
- Keeping or sending inappropriate screensavers that may cause offence to others;
- Spreading malicious rumors;
- Using the e-mail or instant messaging system to send abusive, threatening or insulting images to, or about, another employee or employees;
- Repeatedly isolating, ignoring or excluding someone.

Examples of physical harassment include:

- Unwanted, uninvited or inappropriate touching, patting, hugging or other physical contact (e.g. massaging a person without invitation or deliberately brushing up against them);
- Punching, hitting, pushing, slapping, kicking, or biting another person;
- Tripping another person;
- Throwing an object at another person or attacking a person with an object.

2.3. Sexual harassment

Any verbal or physical conduct of a sexual nature which has the purpose or has the effect of violating the dignity of a person, in particular when it creates an intimidating, degrading or offensive environment, constitutes sexual harassment.

Making a right or an entitlement to a right conditional upon the acceptance of a situation constituting sexual harassment shall also be deemed to constitute gender-based discrimination.

Sexual harassment may occur between persons of the opposite or same sex. Both males and females, as well as non-male identifying, and non-female identifying persons, can be either the victims or the offenders.

Examples of verbal sexual harassment include:

- Allegations of sexual advances, repeated requests or other forms of pressure for a sexual or other personal — rather than professional — relationship (e.g. repeated requests for 'a date');
- Offensive flirting;

- Insinuating comments or obscene comments or innuendoes or other suggestive, offensive or derogatory comments or jokes about sex;
- Unwanted phone calls or social networking contacts;
- Unwanted and/or demeaning comments on dress, appearance, or physical characteristics;
- Jokes or comments about sexual appearance;
- Unwarranted, intrusive or persistent questioning about a person's marital status or sexual interests, history or orientation;
- Open or implied threat that submission to sexual advances will be a condition of some form of commendation, work status or access to promotion or development opportunity or positive performance evaluation;

Examples of non-verbal sexual harassment include:

- Display of sexually suggestive lewd looks, gestures;
- Displays of material of a sexual or pornographic nature including posters, pinups, cartoons, graffiti, objects, or messages left on notice boards, desks or common areas;
- Offensive, sexually suggestive or obscene messages sent by letters, text message, email, video chat or left on an answering machine or voice mail or on social media;
- A pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating distress and/or humiliation in another person;

Examples of physical behaviours constituting sexual harassment include:

- Intentional and unsolicited physical contact, unwanted hugs or kisses, excessive and unnecessary physical closeness;
- Rape, attempted rape or other sexual assault;
- Any sexual act committed using coercion or without consent – even if between individuals who are in a consensual intimate relationship or know each other as acquaintances (prior relationship, excessive use of alcohol, or previous sexual involvement do not lessen the seriousness of such an incident);

Quid pro quo sexual harassment or sexual blackmail

Among the behaviours constituting sexual harassment, quid pro quo harassment or sexual blackmail can be identified, which consists of forcing the victim to choose between submitting to sexual demands, or losing or being negatively affected by certain benefits or conditions of work, affecting access to professional training, continued employment, promotion, wages or any other similar decision in relation to this matter. To the extent that it involves an abuse of authority, the harasser is a person who has the power, either directly or indirectly, to provide or withdraw a benefit or working condition.

Environmental sexual harassment

In this type of sexual harassment, the harasser creates an intimidating, hostile, degrading, humiliating or offensive environment for the victim as a result of unwanted attitudes and behaviour of a sexual nature. It can be carried out by any member of the workplace, irrespective of position or status, or by third parties located in any way in the work environment.

2.4. Sexual abuse and exploitation

Sexual abuse is the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions or when a person is incapable of giving consent or resist, such as when they are under duress or under the influence of drugs or alcohol.

Examples of acts of sexual abuse include, but are not limited to:

- Sexual assault (any unwanted or forced sexual act committed without consent including rape);
- Non-consensual kissing and touching of a sexual nature;
- Forcing a person to engage in prostitution or pornography;
- Refusing to use safe sex practices;
- Forced marriage and sexual slavery;
- Sexual activity with a child (any person under the age of 18).

Sexual exploitation is any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to profiting monetarily, socially or politically from the sexual exploitation of another.

2.5. Gender-based harassment

Gender-based harassment is any conduct conducted on the basis of gender with the purpose or effect of violating the dignity of a person and of creating an intimidating, degrading or offensive environment.

Gender-based harassment shall be considered to be discriminatory. Making a right or an entitlement to a right conditional on accepting a situation which constitutes gender-based harassment shall also be deemed to constitute gender-based discrimination.

In order to assess whether a situation that can be classified as gender-based harassment actually exists in a specific case, a series of elements that form a common denominator must be present, among which the following stand out:

- (a) Harassment, understood as any intimidating, degrading, humiliating and offensive conduct that originates externally and is perceived as such by the person who suffers it.
- (b) Objective violation of the victim's dignity and subjectively perceived as such by the victim.
- (c) Multiple offence result. The attack on the dignity of the person who suffers gender-based harassment does not prevent the occurrence of damage to other fundamental rights of the victim, such as the right not to suffer discrimination, an attack on the victim's mental and physical health, etc.
- (d) Behaviour targeting a particular gender or circumstance (e.g. pregnancy, maternity, breastfeeding); or for instance targeting reproductive and care functions that, as a result of social discrimination, are presumed to be inherent to one gender. In this sense, gender-based harassment can also be suffered by men when they carry out duties, tasks or activities related to the role that has historically been attributed to women, for example, a male worker who is harassed for caring for children or dependents.

Conduct constituting gender-based harassment

As an example, and with no intention of being exclusive or exhaustive, the following are specific conducts which, fulfilling the requirements set out in the previous section, could constitute gender-based harassment at work if they were to occur repeatedly.

Harassment through organisational measures

- Judging a person's performance in an offensive way, concealing their efforts and abilities.
- Questioning and undermining the person's decisions.
- Not assigning any task, or assigning meaningless or demeaning tasks.
- Denying or concealing the means to do the job or providing wrong information.

- Assigning work that is much higher or much lower than the person's skills or qualifications, or that requires much lower qualifications than those possessed.
- Orders that are contradictory or impossible to carry out.
- Theft of belongings, documents, work tools, deleting files from the computer, tampering with work tools causing harm, etc.
- Threats or pressure on people who support the harassed person.
- Manipulation, concealment, sending back correspondence, calls, messages, etc., of the person.
- Denial of or difficulties in accessing training courses, activities, etc.

Actions intended to isolate the person to whom they are addressed:

- Changing the location of the person by separating him/her/them from his/her/their peers (isolation).
- Ignoring the presence of the person.
- Not speaking to the person.
- Restricting peers from talking to the person.
- Not allowing the person to express him/herself/themselves.
- Avoid all eye contact.
- Eliminate or restrict the means of communication available to the person (telephone, e-mail, etc.).

Activities affecting the physical or psychological health of the victim:

- Threats and physical aggression.
- Verbal or written threats.
- Shouting and/or insults.
- Frightening phone calls.
- Provoking the person, forcing him/her to react emotionally.
- Intentionally incurring expenses to harm the person.
- Causing damage to the person's workplace or belongings.
- Requiring the person to perform work that is dangerous or harmful to his/her/their health.

Attacks on privacy and personal or professional reputation

- Manipulating personal or professional reputation through rumour, slander, and mockery.
- Implying that the person has psychological problems, trying to get him/her/them to undergo a psychiatric examination or diagnosis.
- Making fun of gestures, voice, physical appearance, disabilities, nicknames, etc.
- Criticism of nationality, political or religious attitudes and beliefs, private life, etc.

3. PREVENTIVE PROTECTION AGAINST HARASSMENT

3.1. Declaration of principles: Zero tolerance for conduct constituting harassment

Forus has formalised the following declaration of principles, in order to emphasise how staff relations should be, and the behaviour that cannot be tolerated.

This procedure is applicable to any behaviour constituting harassment that may occur at Forus.

By implementing this procedure, Forus is committed to preventing, not tolerating, fighting and prosecuting any form of harassment. Forus is committed to providing a work environment that is free from workplace harassment, and that promotes mutual respect, self-esteem and dignity.

Conduct that may constitute harassment in any of its forms will not be permitted or tolerated at Forus. The organisation will punish both those who engage in offending conduct and those who promote, encourage and/or tolerate it. All staff have the obligation to respect the fundamental rights of all those who are part of Forus, as well as those who provide services in the organisation. In particular, they will refrain from behaviours that are contrary to dignity, privacy and the principle of equality and non-discrimination, always promoting respectful behaviour.

Notwithstanding the above, if they believe they are being harassed or become aware of a situation of harassment, any male or female worker shall have the possibility, by means of a complaint or report, to activate an internal, confidential and swift procedure in order to eradicate it and remedy its effects. It is the responsibility of all staff to report on harassment incidents.

If the occurrence of harassment is confirmed, Forus will punish whoever is responsible, committing itself to use all its managerial and disciplinary authority to guarantee a working environment free of violence, sexist and gender-based discriminatory conduct and in accordance with the principles of health and safety at work.

3.2. Preventing measures

Organisational culture of prevention

Forus will continue to strengthen an organisational culture of prevention of harassment and deterrence. Prevention will be actively promoted through openness, where speaking up and speaking out are encouraged, where difficult discussions are facilitated, and where zero tolerance is demonstrated through consistent and sustained actions, including at leadership level.

Gender equality

Sexual or gender-based harassment becomes possible when there are imbalances of power and opportunities for exploiting such imbalances. Forus is promoting gender equality across the organization and its network, including the gender dimensions of its programmatic results and institutional systems and processes. Forus will continue to invest in individual understanding, capability, and commitment, and in changing organisational norms and structural policies that act as barriers to achieving equality. These efforts will be conducted in an inclusive and collaborative manner.

Safe programming

As a measure to strengthen prevention, harassment will be included as core elements of Forus risk management approach and project/strategy development. Forus will ensure programmes are conflict sensitive. This includes embedding good practice and prevention measures throughout the programme

and project cycle, including project design, grant proposals, assessments, complaints and feedback mechanisms, and monitoring and evaluation.

Safe recruitment

When recruiting consultants or staff, Forus applies screening processes that address and manage the risk of sexual harassment, such as referencing procedures confirming the lack of harassment-related incidents as regards previous employments.

Staff training

Forus offers periodic training on harassment, which is mandatory for all Forus team members. Periodic reminders/refreshers are provided to all members of the team.

Safe partnering

Forus will ensure that, when engaging in partnerships, sub-grant agreements or service contracts, these agreements include the appropriate language requiring such contracting entities and individuals, and their employees and volunteers to abide by a code of conduct that is pursuant to the standards of this policy, and expressly state that the failure of those entities or individuals, as appropriate, to take preventive measures against harassment, to investigate and report allegations thereof, or to take corrective actions when any abuse has occurred, shall constitute grounds for Forus to terminate such agreements.

3.3. Obligations of Forus employees

Safe and harmonious work environments require a shared commitment by all Forus team members to actively promote the values and standards reflected in this policy.

All Forus team members are expected to demonstrate tolerance, sensitivity and respect for diversity in their interactions with others. All team members must ensure that they do not engage in, or condone, harassment.

All team members are responsible for being aware of Forus policies for dealing with harassment and attending any mandatory training related to this policy.

Forus team members who experience or witness harassment are strongly encouraged to notify the harasser that the abusive conduct should immediately stop, if they feel comfortable doing so, and/or report it through the informal or formal channels outlined below.

Forus team members must cooperate fully with those responsible for investigating reports of harassment, and must fully respect the confidentiality of the matter.

Failure on the part of any Forus team member to fulfil their obligations under this policy, including failure to maintain confidentiality, is a breach of duty that may lead to administrative or disciplinary action.

in addition to the duties applicable to all Forus team members, those who are managers and supervisors have special obligations to prevent and deter abusive conduct. This follows from their duty to take all appropriate measures to promote safe and harmonious work environments and to act as role models. They shall use standard supervisory and appraisal processes to raise any concerns about personal behaviours that are inappropriate but that do not rise to the level of abusive conduct, reiterating the required standards of conduct and demanding that the behaviour stops, and reflecting the behaviour in the team member's appraisal where appropriate.

4. PROCEDURE FOR ACTION

4.1. Filing the complaint

1) Forus appoints the Administrative and Financial Manager as the person responsible for investigating and following up any complaint or allegation of harassment in the workplace. In the event of absence due to holidays, illness or any other legal reason, the Director shall act as deputy. If the victim prefers not to make a complaint to the Forus team or director, they may contact the Chair of Forus.

2⁹) Complaints may be made anonymously and may be submitted by the person who feels harassed or whoever has knowledge of this situation.

3) The e-mail address to which complaints or reports of harassment can be submitted is complaint@forus-international.org.

4) Reports or complaints may also be submitted on paper and in a sealed envelope. For this purpose, the mailbox in which these reports or complaints may be deposited will be located at "Forus, A l'attention du RAF, 14 passage Dubail 75010 Paris, France".

5) Confidentiality must be guaranteed regardless of the manner in which complaints are handled. Once a complaint has been received, the person in charge of handling it will give a code number to each of the parties concerned and restrict information-sharing to a need-to-know basis.

6) Once received, within a maximum period of 2 working days, the processing procedure will be activated. Any complaint, report or claim will be presumed to be true.

7) The person investigating the complaint or report of harassment will carry out a quick and confidential investigation within 10 working days, in which they will hear the affected persons and witnesses and will request any necessary documentation, without prejudice to the provisions on the protection of personal data and confidential documentation. The persons requested shall cooperate as diligently as possible.

In any case, the impartiality of their actions shall be guaranteed, so that in the event of any kind of family relationship or affinity with any or some of the persons affected by the investigation, close friendship, manifest enmity with the persons affected by the procedure or direct or indirect interest in the specific process, they shall abstain from acting and shall inform the organisation so that it may replace them. In the event that, despite the existence of these causes, the abstention does not take place, any of the persons affected by the procedure may request the disqualification of that person.

8) During the processing of the case, the victim shall be heard first and then the person denounced. Both parties involved may be assisted and accompanied by a trusted person, whether or not they are legal and/or trade union representatives, who shall maintain confidentiality regarding the information to which they have access.

9) The procedure must be as agile and efficient as possible and protect in all cases the privacy, confidentiality and dignity of the persons affected, as well as the right of contradiction of the person denounced. Throughout the entire procedure, strict confidentiality shall be maintained and all internal investigations shall be carried out with tact and due respect, both for the complainant, the victim, who shall in no case be treated unfavourably for this reason, and for the person denounced, whose guilt shall not be presumed. All persons involved in the process shall be under the obligation of confidentiality and secrecy with regard to all information to which they have access.

10) During the investigation, at the proposal of the investigating person, Forus management will adopt the necessary protective measures leading to the immediate end of the situation of harassment, without these measures entailing permanent and definitive damage to the working conditions of the

persons involved. Apart from other preventive measures, Forus management shall separate the alleged harasser from the victim.

11) Once the investigation has been completed, the person who has processed the case will draft a report stating facts, testimonies, and evidence gathered and/or collected, concluding whether or not, in their opinion, there are indications of harassment.

If from the evidence gathered it is concluded that there is evidence of harassment, in the conclusions of the report, the investigating person will urge the organisation to adopt the appropriate disciplinary measures, including, in the case of very serious harassment, proposing the disciplinary dismissal of the harasser.

If from the evidence gathered there is no indication of harassment, the report shall state that there is no evidence of harassment.

If even though there is no harassment, they find any inappropriate action or a situation of conflict, which, if it continues to be repeated over time, could end up becoming harassment, they shall also inform the management, suggesting the adoption of any measures that may be appropriate in order to end this situation.

12) None of the actions shall prevent the persons involved from requesting any legal, administrative or any other type of action that may be appropriate.

4.2. Decisions on the harassment file

Once the management of Forus has received the conclusions of the investigating person, they shall take the decisions they deem appropriate within 3 working days, being the only one entitled to decide on the matter. The decision taken shall be communicated in writing to the victim, to the person accused and to the person in charge of the investigation.

Likewise, the decision finally adopted in the case will also be communicated to the person responsible for the prevention of work-related risks. In this communication, in order to guarantee confidentiality, no personal data shall be given, and the numerical codes assigned to each of the parties involved in the case shall be used.

On the basis of the report, Forus management shall proceed to:

(a) close the file.

(b) adopt any measures they deem appropriate. By way of example, the following decisions may be taken by the organisation:

- physically separate the alleged aggressor from the victim, by means of a job shift or timetable change. Under no circumstances shall the victim of harassment be forced to change position, working hours or location within the organisation.
- Without prejudice to the provisions of the previous items, if appropriate, and depending on the results of the investigation, the aggressor shall be sanctioned by applying the disciplinary procedures.

Among the sanctions to be considered for application to the aggressor, the following shall be taken into account:

- the change of position, working day or location;

- suspension from employment and salary;
- temporary limitation of promotion;
- disciplinary dismissal.

In the event that the sanction against the aggressor is not the termination of the contractual relationship, Forus management will maintain an active duty of vigilance towards the employee when they return to work (in the case of a suspension), or in their new position in the case of a change of location. But always and in any case, compliance with eradicating harassment will not end with the mere adoption of the measure of change of position or with the mere suspension, and subsequent monitoring and control by the organisation will be necessary.

The management of Forus shall adopt the necessary preventive measures to avoid a recurrence of the situation, reinforce training and awareness-raising actions, including, but not limited to, the following:

- Adoption of measures to avoid repetition of the sanctioned persons.
- Carrying out new training and awareness-raising actions for the prevention, detection and action in the face of harassment, aimed at all persons who provide their services in the organisation.
- Assessment of psychosocial risks in the organisation.

4.3. Victim-centred response

Forus has a victim-centred approach where victims' experiences, rights and needs are at the centre, and supported throughout the process.

Forus will carry out actions to protect the health and safety of the victim (harassed person), including, but not limited to, the following:

- Guidance to the victim as to the options for remedial action and potential consequences of each course of action.
- Possibility for the victim of being accompanied by another colleague, family member or trusted friend during the key stages of the below processes, such as an investigation interview.
- Leave arrangements and other interim measures to ensure the safety, security and well-being of the victim.
- Access to free medical care, psychological and social support for the victim.
- Adoption of surveillance measures to protect the victim.
- Legal assistance and reintegration support.
- Confidential ethical advice and guidance.
- Modification of working conditions that, with the prior consent of the victim, are considered beneficial for their recovery.
- Protection from retaliation.
- Training or refresher training for the professional updating of the harassed person when they have been on temporary incapacity for a prolonged period of time.

4.4. Follow-up

Once the file has been closed, and within a period of no more than thirty calendar days, the person in charge of processing and investigating the complaint will be required to follow up on the agreements adopted, i.e. on their compliance and/or the result of the measures adopted. From the result of this follow-up, the appropriate report will be drawn up, which will include the proposed measures to be

adopted in the event that the circumstances giving rise to the procedure continue to occur and will also analyse whether the proposed preventive and sanctioning measures have been implemented, if applicable. This report shall be sent to the management of the organisation in order for it to adopt the necessary measures, as well as to the legal representatives of the workers, if any, and to the person responsible for occupational risk prevention, with the precautions indicated in the procedure regarding the confidentiality of the personal data of the affected parties.

5. POLICY MONITORING

The contents of this policy must be complied with, coming into force from the moment it is communicated to the organisation's staff by e-mail and remaining in force for as long as its contents are valid.

However, it will be necessary to review and adapt the protocol in the following cases.

- At any time during its validity in order to reorientate the fulfilment of its objectives of prevention and action against harassment.
- When its lack of compliance with legal and regulatory requirements or its inadequacy is revealed as a result of action by Labour authorities.
- In the event of merger, takeover, transfer or modification of the legal status of the organisation and in the event of any incident that substantially modifies the staff of the organisation or its working policies.
- When a court decision condemns the organisation for discrimination on grounds of gender or determines that the protocol does not comply with legal or regulatory requirements.

This procedure does not preclude the right of the victim to file a complaint, at any time, before civil, labour or criminal courts.