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NON C'È PACE SENZA GIUSTIZIA NO PEACE WITHOUT JUSTICE

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NPWJ POLICY ON SEXUAL HARASSMENT

1. Purpose

NPWJ is committed to providing a working environment free from sexual harassment. All NPWJ staff and consultants are required to honour and support this commitment. NPWJ expects its partners and others involved in NPWJ's work to share this commitment.

Sexual harassment is unacceptable and NPWJ will not tolerate it under any circumstances. This policy supplements and provides information additional to NPWJ's existing policies and procedures, including the Code of Conduct and the Policy on Data Security and Handling.

2. Definitions

Sexual harassment is any unwelcome and uninvited comment, attention, contact or behaviour of a sexual nature that a person finds humiliating, offensive or intimidating. Offence need not be intended. Conduct considered by a "reasonable person" to be offensive constitutes harassment.

Sexual harassment can be expressed through verbal, visual, written communication or physical contact. Sexual harassment can occur within the same or opposite sexes. Sexual harassment may be directed at a group of people or an individual. It may be "implied" from someone's conduct.

3. Examples

- distributing or displaying offensive pictures or written material including by e-mail;
- unwelcome, repeated requests that another person go on a date;
- offensive comments about a person's physical appearance, dress or relationships;
- unwelcome jokes, intrusive questioning, messages, e-mails or telephone calls of a sexual nature;
- direct propositioning or subtle pressures to a person for sexual favours;
- leering, indecent exposure, patting, pinching, touching or unnecessary familiarity.

4. Reporting Sexual Harassment

No one should tolerate sexual harassment.

If you think you have been subjected to sexual harassment or are aware of sexual harassment having been committed, you should report the behaviour immediately to your supervisor. If you believe that your supervisor is non-responsive, you are expressly asked to raise the issue with the supervisor of your supervisor, or directly the Secretary General and/or the Treasurer. You may also approach



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Non c'è Pace Senza Giustizia è un'organizzazione internazionale senza scopo di lucro nata nel 1994 da una campagna del Partito Radicale Transnazionale ed è associazione costituente del Partito Radicale Nonviolento Transnazionale e Transpartito, ONG con Status Consultivo Generale di prima categoria presso l'ECOSOC delle Nazioni Unite.



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the supervisor of your supervisor, or the Secretary General and/or the Treasurer directly if circumstances otherwise warrant such an approach.

5. Addressing Sexual Harassment

Any report of sexual harassment will be fully investigated on a confidential basis. Appropriate action will be taken where an allegation is verified. What is appropriate will depend on the circumstances, but NPWJ stresses the seriousness of this type of behaviour.

NPWJ staff may be dismissed, consultants' contracts may be terminated and contact with partners or others may be terminated if sexual harassment is established. If warranted, the matter may also be reported to the police or other appropriate authority, also depending on applicable legislation in the place where the sexual harassment occurred.