UPC Practical guide on gender-based violence and LGTBI-phobia
The **UPC** wants to ensure that the university environment is safe and respectful of people. Sexual harassment or harassment by reasons of sex, sexual orientation, gender identity and gender expression must not be allowed or tolerated on university premises. Harassment must not be ignored, and it must be punished.

Therefore, actions, behaviours or attitudes of a sexual nature, with sexual connotations or that allude to a person’s sex, sexual orientation, gender identity and gender expression, that are or may be offensive, humiliating, demeaning, upsetting, hostile or intimidating must be avoided.
Do you think you are being sexually harassed at the **UPC**?

The first step is to get advice.

Contact the person in charge of equality at your school. See:
https://ja.cat/igualtatupc_responsables
You can also contact the Equality Unit at:

**oficina.igualtat@upc.edu**
**consell.estudiantat@upc.edu**

Remember that the UPC has a specific protocol against sexual harassment or harassment by reasons of sex, sexual orientation, gender identity and gender expression that was approved by the UPC’s Governing Council. Refer to it at:

https://ja.cat/igualtatupc_assetjament

How is the protocol against sexual harassment activated?

Contact the **person in charge of equality** at your school. This person starts the process.

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**Some keys to gender-based violence**

Gender-based violence can occur between partners, in the family, in the workplace and in the community. Men who engage in gender-based violence are men of all social and educational backgrounds, the vast majority of whom have no psychopathology or mental illness. Alcohol or substance use: there is no causal relationship between this use and selective violence (which is not resorted to in other contexts or with other people).
Behaviours that are not allowed at the UPC

Harassment—a pattern of insisting on and repeating an offensive action or behaviour—is not allowed. This notwithstanding, some isolated or infrequent behaviours may be serious enough to be classed as harassment.

The following are examples of behaviours that are not allowed:

**Sexual harassment** (verbal, non-verbal, physical):

- Touching or having physical contact with someone without their consent.
- Sexually blackmailing or pressuring someone into having a sexual relationship or encounter.
- Making obscene or sexist comments or sex jokes.
- Threatening to disseminate sexually explicit images.
- Using social media to slander, ridicule or make comments of a sexual nature to another person.
- Slandering or spreading rumours about a person’s sex life.
- Addressing other people in a demeaning or obscene manner.

**Harassment by reason of sex:**

- Harassing a woman for being pregnant or a mother, or for exercising a worker’s right to seek a balance between their personal, family and academic lives.
- Making disparaging comments to a woman for being a woman.
- Disparaging the capacities, abilities and intellectual potential of women.
- Making sexist comments or jokes of a sexual nature.
- Ridiculing people who do work that has traditionally been done by the other sex.
- Having a paternalistic or condescending attitude or making comments along these lines.
- Objectivising or sexualising a person.
Behaviours that are not allowed at the UPC

Harassment by reasons of sexual orientation, gender identity and gender expression:

- Carrying out a homophobic physical attack.
- Issuing a transphobic insult.
- Making LGTBI-phobic comments, pranks and/or jokes.
- Ridiculing or belittling a person for their sexual orientation, gender identity or gender expression.
- Making lewd comments to a woman because she is a lesbian.
- Snubbing or making jokes about a person because of their gender identity or expression.
- Addressing a person in a derogatory manner because of their sexual orientation, gender identity or gender expression.
Resources on gender-based violence and LGTBI-phobia

Advice and information at the UPC:

• Persons in charge of equality at schools (consult your school):
  https://ja.cat/igualtatupc_responsables
• Equality Unit: oficina.igualtat@upc.edu
• Student Council: consell.estudiantat@upc.edu

How can the UPC help you?

Support and services:

• Ask for advice at: oficina.igualtat@upc.edu

Victims of gender-based violence who can prove this condition have the right to:

• Fee exemptions.
• Transfer between bachelor’s degrees that is applicable to female students who can demonstrate their condition as victims of gender violence, including their children, by means of the transfer of their academic record to the university that has signed an agreement in this regard.

Victims of sexual harassment or harassment by reasons of sex, sexual orientation, gender identity and gender expression who apply and who can demonstrate their condition have the right to:

• Continue a bachelor’s degree, in the shortest possible time, by means of the transfer of their academic record to the university that has signed an agreement in this regard.

Name-changing procedure for the UPC’s transgender community:

• The UPC has a procedure in place that is designed to make it easier to change one’s name (for the purposes of e-mail addresses, class lists, UPC cards, ATENEA, etc.).
• Refer to https://ja.cat/igualtatupc_transsexualitat
UPC practical resources:

- UPC awareness-raising modules. Gender-based violence and LGTBI-phobia:
  https://ja.cat/igualtatupc_sensibilitzacio
- Free workshops for UPC students. Apply to the person in charge of equality at your school. See the workshops at:
  https://ja.cat/igualtatupc_formacio
- Gender, UPC style guide:
  https://ja.cat/igualtatupc_criteris-linguistics
- 36 recommendations for inclusive communication in the classroom:
  https://ja.cat/igualtatupc_comunicacio-aula

External help on gender-based violence:

- Mossos d’Esquadra (Catalan police force) - emergencies: 112
- Catalan Women’s Institute (ICD), 24-hour hotline, 365 days a year.
  Tel.: 900 900 120
- Accident and Emergency Service, Hospital Clinic Barcelona, care for victims of sexual assault.
  Telèfon: 93 227 54 00
- #ICDObert (ICD) centre: psychological and legal advice
  (consultations related to discrimination and gender-based violence)
  Tel.: 93 495 16 00
- Information and help for women across Catalonia:
  http://dones.gencat.cat/
- Barcelona City Council information and help centres for women (PIAD).
  Tel.: 900 922 357

External help on LGTBI-phobia:

- Mossos d’Esquadra (Catalan police force) - emergencies: 112
delictes.odi@gencat.cat
- LGBTI Comprehensive Care Service Network (SAI centres):
  https://ja.cat/igualtatgencat_atencio-lgbt
- Centre LGTBI de Barcelona: Carrer del Comte Borrell, 22, 08015 Barcelona
  Tel.: 93 880 51 11
Zero tolerance of gender-based violence and LGTBI-phobia