



UNIVERSITÀ
DEGLI STUDI
DI PADOVA

Prevention (should be) better than cure
The code against moral and sexual
harassment at the University of Padua and its implementation.

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The Italian scenario: Different codes/different philosophy

2008-2010 Great campaign against universities – denigrated - seen as corrupted
the result of this campaign was the 240/2010 national reform that made the code s
mandatory for the academic institutions.

Some of the ethic codes adopted mention sexual harassment and mobbing.
Some universities decided to implement separate instrument (like Padua)
Since they are conceived with different philosophy

Codes against sexual harassment are the result of a political debate involving feminist
groups, women experts – instruments born from the bottom (following the results of a
survey in many cases) and a re instruments of PREVENTION

The ethic codes are designed as instruments of law devoted to highlight the VIRTUES of the
academic institution

Equal Opportunities Organisms at UNIPD

- **The Equal opportunities committee CPO** (1998-2011), an elective organism, was replaced by law in 2011 with a new nominated organism named **CUG - Committee specific for mobbing.**
- Both organisms were representative of academic and non academic staff – but in CPO also students were represented.
- At UNIPD the CPO was in charge until 2013.
- In 2013 together with CUG, the **Equal Opportunities Commission** (devoted to rise awareness on Gender Equality issues) was nominated at UNIPD, representative of academic staff and students.
- In the same year, also the **Observatory on Equal Opportunities** was created, representative of technical and academic staff devoted to data gathering on gender equality at UNIPD

Charters and codes at UNIPD

- **The Action Plan** – Since the beginning (1998) the three-year **UNIPD Action Plan** had as its first goal the prevention and the fight of sexual and psychological harassment at all level of of UNIPD staff and non staff employees.
- **The codes** - UNIPD is now adopting three types of «internal» codes
 - The **ethic code** since 2009 – the «mission of the academic institution
 - The **disciplinary code** (new version in 2014) – intended as internal regulation
 - The **code to prevent sexual and psychological Harassment** since 2004

Notice:

On the UNIPD website only the code of conduct and the ethic code are translated in English.
The code against sexual harassment is in Italian only.

<http://www.unipd.it/universita/statuto-regolamenti/codici-condotta-disciplina?target=Staff>

<http://www.unipd.it/en/university/governance>

The UNIPD code «to prevent» sexual and moral harassment: 1998-2004

1998-2000

The code is a «political» initiative of the UNIPD Equal Opportunities Committee (CPO) started in 1998.

1999-2002

Preliminary survey 2002 using 1999-2002 data on technical staff and students' work conditions at UNIPD (Dept. of General Psychology - research group on sexual harassment). Interviews with departments' directors and faculties' directors were made in order to verify awareness about these issues.

2003

Nomination of the Scientific committee: members were rector, representatives of other organisms of the university, external Experts, **no CPO representatives**

2004

Implementation of the UNIPD code to prevent moral and sexual harassment

Codes in Italian Universities



- 15 out of 72 universities adopted an «ethic code» together with a «disciplinary code»
- 4 adopted a «code of conduct» with inside norms against harassment and discriminations
- 2 adopted a specific «code against sexual and moral harassment» as a separate instrument.

The environment at UNIPD in 2004

- When the code was implemented, **«mobbing»** was a new word for an old phenomenon; most of the applied studies on this topic were at the beginning for the academic environment (notice that the word **mobbing** is not used in the code)
- **Sexual harassment** was perceived (and it is still perceived) by the society as something belonging to exceptional situations (in 2004, for example, we were far from discovering the real statistic data on domestic violence in our country, appeared for the first time only in 2007).
- **No education** on this issue was given neither at school nor in academia – no courses, no violence as a specific topic (first UNIPD course in 2002 by Cpo, with EU -FSE funds).
- **No gender issues awareness** When the code was presented at UNIPD staff in 2004 very few employees and professors were present .
- **No communication campaign.**

Definitions in the Code: what is psychological harassment

- *“By psychological harassment we mean any repeated, protracted and systematic, physically or psychologically harassing, hostile behaviour directed against a person and likely to create an atmosphere that is disrespectful, humiliating or harmful to the person’s psychological or physical wellbeing.”*

**Definition in the Code:
what we intend for sexual harassment**

- *“Sexual harassment is any unwanted behavior of a sexual nature or any other kind of gender-related discrimination that offends the dignity of women or men in the place where they work or study, including physical, verbal or non-verbal attitudes.”*

The new figure of the **Trusted Advisor**

- The **Trusted Advisor** of the Rector for the implementation of the code is a figure provided by art.6 of the Code, and it is supposed to give advice and assistance to those who report being a victim of sexual or moral harassment.
- The TA is appointed or chosen by the Rector, **outside the University** and among those who possess human and professional experience suited to perform the task expected.

TA's duties

According to the Code, the TA can:

- have funds to undertake actions
- refer to experts and lawyers
- propose actions and initiatives of information and sometimes training to promote an organizational climate in order to ensure the equal dignity and freedom of individuals within the University.
- participate to the CPO initiatives and meetings
- receive an adequate flat fee

And MUST:

- report to the rector, the academic organisms and the CPO once a year.

Resistances

(at the time of the implementation)

- The Rector delayed the examination of the draft of the code (one year to nominate the appointed **commission!**)
- Vague procedures to nominate the Trusted Advisor of the rector (no precise time within which the person must be appointed)
- **CPO**, who had the idea and began the project, remained **out of the commission!**

NOTICE:

Code considered as an instrument of internal law of the University, **not as a result of the integration of the feminist perspective**

Weakness of the code

- **No monitoring tools** foreseen to follow its implementation
- **No communication campaign**: No knowledge of the existence of such an instrument among the population of the university
- **No evidence of initiatives** – information and sensibilization campaigns, surveys, conferences, brochures – made by the Trusted Advisor of the Rector in more than 10 years.

The **UNIPD-Gender Equality Index**.

The importance of a reliable monitoring tool

UNIPD is implementing a monitoring tool, the **Gender Equality Index**, developed by the Unipd team in the EU Gendertime project.

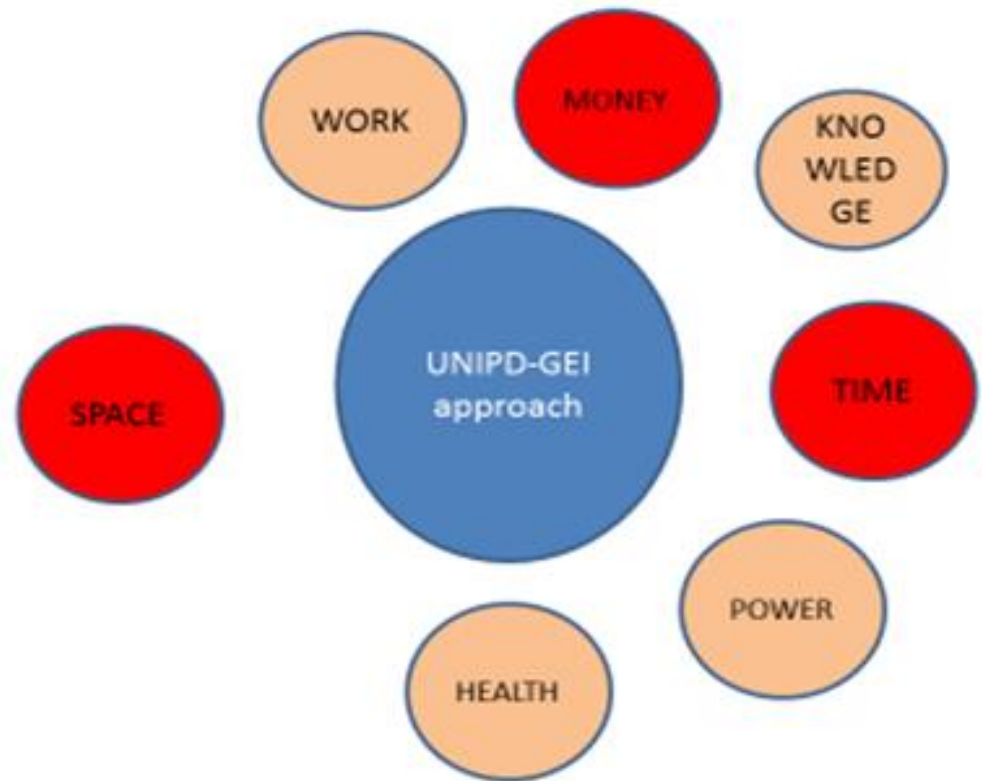
- This tool is specifically designed to collect data in order to monitor phenomena related to gender equality in 7 different areas of the academic life

(at the moment applied just to academic staff)

UNIPD- GEI

Architecture of the model

Combining data from offices and other collected via specific surveys, the index analyzes seven areas of interest for the life of people at university in a gender perspective



Methodology of data collection

- collecting statistical data from the internal UNIPD offices
- run a survey among the UNIPD academic staff on topics in which data are not available. The questionnaire was distributed to Full and Associate Professors, Assistant Researcher, Research Fellow and Post-Doc Fellows of the University of Padua in September/October 2015.
- The target population was composed by 3041 individuals.
- The respondents were 954 corresponding to the 31% of the target population.
- Women, being the 38.4% of the academic staff, were the 47.2% of the total respondents.

Health

The domain “Health” is composed of two sub-domain, investigating more in deep the condition of people at work.

1) VIOLENCE

*Psychological harassment,
Sexual harassment,
Mobbing*

2) WELLBEING at work

Data collected through survey
and not obtained from offices

Domain	Sub-domains	Variables	Categories	Sources
Health	Violence	Psychological harassment	Perceived risk (quantified on a scale from 1 to 10)	Questionnaire
		Sexual harassment	Perceived risk (quantified on a scale from 1 to 10)	Questionnaire
		Mobbing	Perceived risk (quantified on a scale from 1 to 10)	Questionnaire
	Wellbeing	Wellbeing at work	<p>Give your opinion (strongly agree/agree/disagree/strongly disagree) for each statement:</p> <ul style="list-style-type: none"> • My colleagues help me and give me advice • I have good friends in the workplace • My work gives me the feeling of a job well done • I can apply my ideas in my job • I am emotionally involved in my job • I experience some stress in my work • I can influence decisions that are important to my work • I feel "at home" in my working environment • My current situation at work encourages me to do my best 	Questionnaire

The question on “psychological harassment”

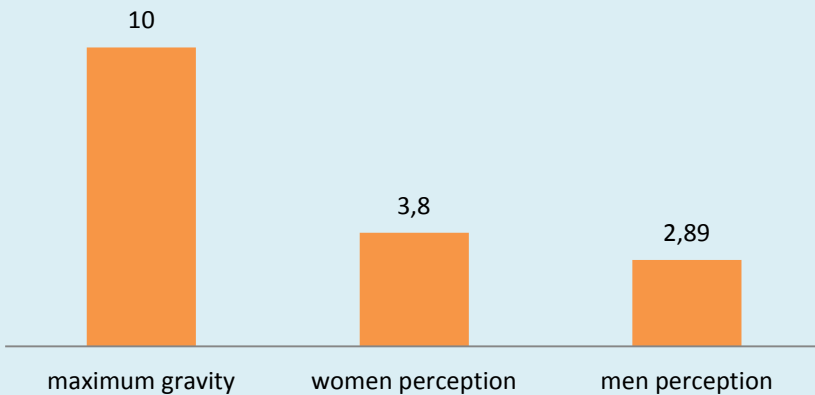
- *We gave definition first (from the code):*
- *“By psychological harassment we mean any repeated, protracted and systematic, physically or psychologically harassing, hostile behaviour directed against a person and likely to create an atmosphere that is disrespectful, humiliating or harmful to the person’s psychological or physical wellbeing.”*
- Then we asked the participants to indicate a value on a scale from 1 to 10 (1 indicates no risk and 10 indicates maximum risk) whether they consider themselves at risk of psychological harassment.

Results on *psychological harassment*

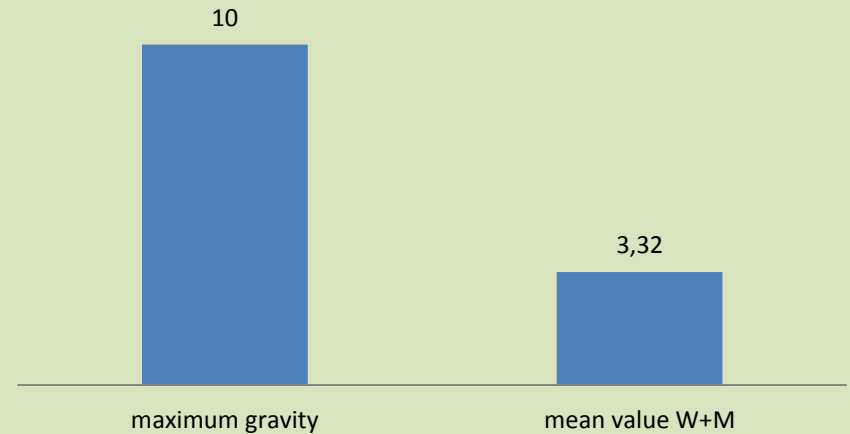
In a scale from 1 to 10 the mean value we have found is **3.32**

Taking into account the sex of the respondents, we have: **3.80** for women, **2.89** for men

perception of psychological harassment
in a 1-10 scale
for women and men



perception of psychological harassment in a
1-10 scale (mean value)



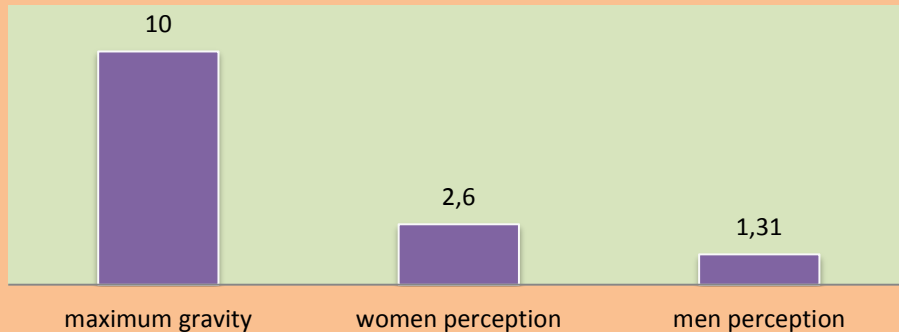
The question on “sexual harassment”

- *We gave definition first (from the code)*
- *“Sexual harassment is any unwanted behaviour of a sexual nature or any other kind of gender-related discrimination that offends the dignity of women or men in the place where they work or study, including physical, verbal or non-verbal attitudes.”*
- Then , similarly to the previous variable, we asked the respondents to scale the value of their perception from 1 to 10 (1 indicates no risk and 10 indicates maximum risk).

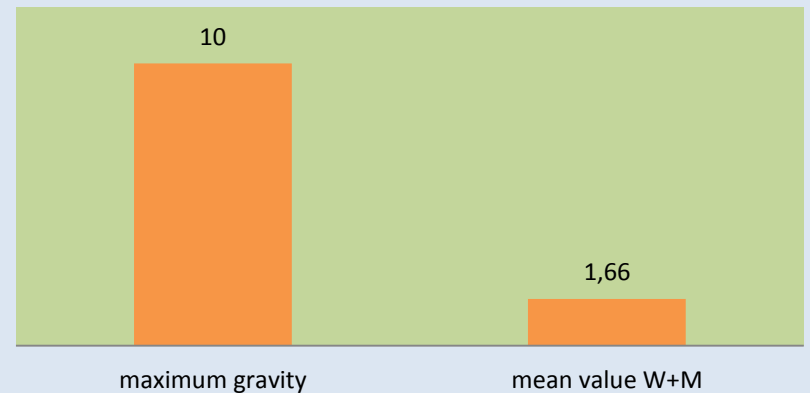
Results on “sexual harassment”

We analyzed the answers to this question and we found that **1.66** is the mean value, while taking into account the sex of the respondents: **2.06** for women and **1.31** for men

perception of sexual harassment in a 1-10 scale for women and men



perception of sexual harassment in a 1-10 scale (mean value)



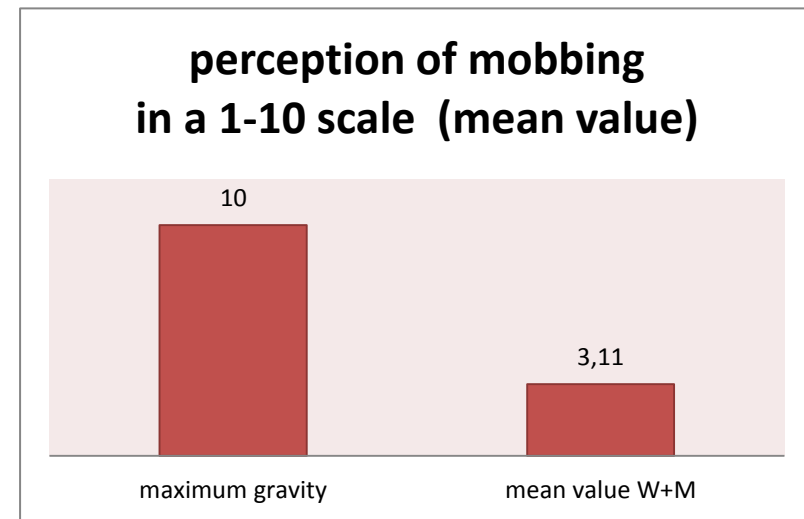
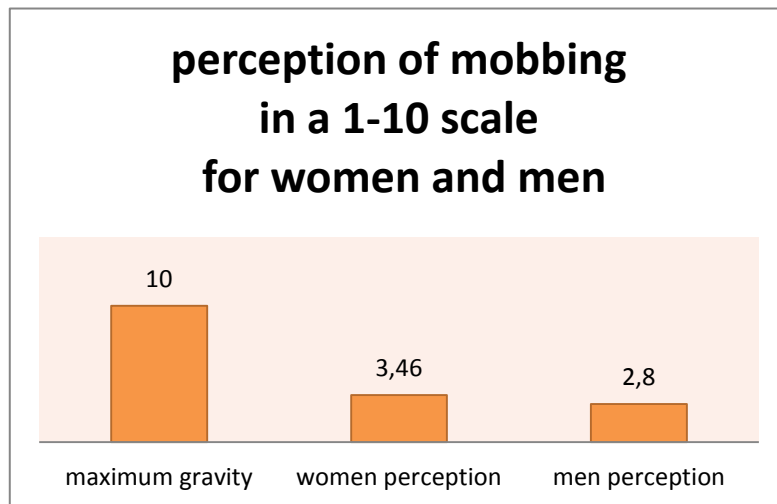
Collecting data on *gender discrimination*

- Definition
- *“Mobbing is the systematic persecution of a person by colleagues or superiors in the workplace, consisting mainly of small daily acts of social exclusion, psychological violence or professional sabotage, but that may even involve physical aggression.”*
- Then answers using the same scale of perception 1-10.

Results on mobbing

In this case we found the following values:

3.11 is the mean value, for women is **3.46** and for men **2.80**.



Answers as alarm bell

- The average value of the sub domain “Violence” is **3.08** and, as expected, the average value for **women is higher, 4.56**.

These values are a sort of **alarm bell**, that put into light how differently men and women perceive these phenomena.

Toward a gender budgeting approach

- At the moment we have tested the UNIPD GEI tool only on academic staff,
- We are aware of the importance to run the same kind of survey among the technical staff of the University, as well as among the students population.
- Our goal in a near future is to extend (and tailor) this instrument to the whole population of the university, in a perspective of Gender budgeting approach.

The importance of mapping the environment

The importance of data is not under question

we need data collected in a coherent gender perspective, because only in this way it is possible to undertake a reliable analysis on the status of Gender Equality in a given environment, understand the real entity of phenomena and then design tailored and specific policies.

- Only through reliable data we can verify if a tool or a practice we have implemented is good or not.

No data no actions

Even the most beautiful and well designed code or charter can be completely uneffective without the correct tools to assess monitor and evaluate the phenomena

Short bibliography

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- Badaloni S., Perini L. (Eds), *A model for building a Gender Equality Index for academic institutions*, ISBN 978-88-6938-098-3, Padova University Press, Padova, June 2016.
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