

WHAT YOU NEED TO KNOW ABOUT THE PROTOCOL FOR THE PREVENTION, ATTENTION, PUNISHMENT AND ERADICATION OF GENDER VIOLENCE AT THE UNIVERSITY OF GUADALAJARA

WHAT IS THE PPASE?

The **Protocol for the Prevention, Attention, Punishment and Eradication of Gender Violence at the University of Guadalajara** is one of the actions we undertake to transform the culture that originates gender violence in our university community. It is part of a comprehensive policy for the prevention, care, penalty and eradication of gender violence at the University of Guadalajara and aims to establish and detail the route and criteria for action in this regard.

Aligned with international, national, and state provisions, the Protocol establishes prevention actions, attached to a **culture of peace and respect for human rights** for the University, as well as a specialized care process with measures for the eradication of gender violence in our institution.

Objectives:

- I. To establish specific measures to prevent behaviors of gender violence in university property, and activities, as well as to promote an institutional culture of gender equality and prevention of gender violence;
- II. To define mechanisms, formats and guidelines, to which the first contacts will be subject, to orient and assist people who consider to have suffered violence, including gender violence;
- III. To orientate the authorities of the University of Guadalajara concerning behaviors that constitute gender violence.

WHOM DOES THE PROTOCOL PROTECT?

1. Victims of acts of gender violence within the university community, committed:
 - a) between peers. (Students, teachers, administrative worker/s)
 - b) by a university authority or hierarchical superior against another member of the university community.
 - c) by a member of the university community against an authority or hierarchical superior.
2. Victims of gender violence, when the person appointed as responsible and the victim are part of the UdeG university community.
3. Only when the victim is part of the university community, the victim will receive psychological and legal attention from the first contact person.
4. Only when the appointed person as responsible is part of the community, the corresponding reeducation measures will be requested, and the corresponding normative criteria will be applied as well.

5. Cases of gender violence committed by a person who is a member of the university community, against a person who is not part of it, when the acts happen in university spaces and activities, and the victim decides to present a complaint in terms of the protocol.
6. When any third person, their collaborators or workers, with whom the University has an agreement or contract, carries out an act of gender violence against those who integrate the university community, the victim by itself or through the first contact person, may inform the Office of the General Counsel, which will review the case and initiate the legal actions to be taken.

WHAT BEHAVIORS DOES THE PROTOCOL ATTEND?

1. The deliberate and illegitimate use of power or force, by one or more people, that violates another or others in their dignity, integrity, freedom, security or property, regardless of the type or modality of violence.

Violence occurs in different types such as physical, psychological, sexual, digital, among others; taking place in different spheres or modalities, such as workplace, educational, community, and political violence, among others.

2. Gender-based violence, understood as the deliberate and illegitimate use of power or force, whatever its nature, exercised by one or more people, that infringes another person or groups of people, based on their gender, sex, sexual orientation, causing physical, psychological or sexual harm or suffering.

Some of the manifestations of violence and gender violence that will be sanctioned, in a declaratory way (but not limited to) are:

- I. **Psychological Violence.** Is any act or omission that damages the psychological stability of a person, that favors isolation, the devaluation of her self-esteem and / or alterations to her mental health, affecting her capacity for self-management and personal development.
Manifestations:

- a) Treat a person with negligence, irony or devaluation attitudes, including gestures and obscenities by means of signs, looks or corporal expressions;
- b) Generate or spread rumors in order to cause contempt, affectation or humiliation to a person;
- c) Carry out or incite to carry out, verbal aggressions through mockery, jokes, shouts, insults, degrading or hurtful comments, nicknames or humiliations to the detriment of a person;
- d) Formulate destructive comparisons and/or criticisms in order to cause damage, damage or affect the emotional stability of the person to whom they are addressed
- e) Carry out actions with the purpose of devaluing, intimidating or controlling the actions, activities, behaviors, plans and/or decisions of a person, which can manifest in blackmail, prohibitions, social

exclusion, marginalization, disqualification, conditioning, manipulation, coercion, threats, among others;

- f) Demerit or highlight the defects above the values and virtues of the person, undermining their self-esteem, and
- g) Throw sexist expressions, phrases or words: macho, misogynistic that may be offensive because they refer, in a derogatory or hateful way, to the vulnerable group to which the person belongs.

II. Physical Violence. It is any act that inflicts or generates non-accidental damage, using physical force, some type of weapon, substance or object that may or may not cause injuries, whether internal, external, or both. Manifestations:

- a) Hitting, pulling, shoving, pinching, , slapping, kicking, beating or using any part of the body with the purpose of causing bodily harm to a person;
- b) To physically attack causing the generation of bruises, bruising, wounds, fractures, sprains, dislocations, or any damage to their health;
- c) Carrying out or attempting to make bonds, strangulation or generate suffocation;
- d) Forcing a person to consume substances such as alcohol or drugs;
- e) Use weapons, sharp objects or any other object in order to cause damage or impairment of health, and
- f) Using incendiary objects, chemical substances or any other means to intentionally caused burns to a person.

III. Sexual violence. Is any act that degrades or damages the body and /or the sexuality of a person and therefore threatens her freedom, dignity and physical integrity. This type of violence is expressed through behaviors such as the following:

- a) **Perform acts** of bullying and/or sexual harassment. Sexual bullying and sexual harassment are understood as the following:
 - i. **Sexual bullying:** Harassment for lewd or sexual purposes or motives, leading to a state of defenselessness and risk for the person to whom it is addressed, regardless of whether is carried out in one or more events.
 - ii. **Sexual harassment:** Exercise of power that manifests itself through harassment for lewd or sexual purposes or motives, using the hierarchical position derived from work relationships, teachers or any other that implies subordination of the allegedly aggrieved person to the allegedly aggressor.

CAN ONLY MEN COMMIT GENDER VIOLENCE BEHAVIORS AGAINST WOMEN?

No. Gender-based violence implies a violation of human rights that perpetuates gender stereotypes and denies people's dignity, self-determination and the right to development.

It is important to note that **any person, regardless of their gender, can suffer or incur acts that constitute gender violence.** However, it is recognized that in the student context there are people in vulnerable situations as the main victims of this.

Violence against Women: Any action or omission based on their gender, that causes psychological, physical, patrimonial, economic, sexual damage, or suffering, or death in both the private and public spheres.

CAN A COMPLAINT OF GENDER VIOLENCE BE FILED AT THE UNIVERSITY?

Can file complaints for violence:

The victim itself: whether in a known way, or anonymously as preferred.

A third person: Any person who has knowledge of an act of violence and makes it known to the first contact person.

The complainant may request that her identity preserve its state of confidentiality

The **SUI** is the confidential registry of cases of gender violence that will aim to be a system that contains the disaggregation of data from each particular case with the purpose to generate statistics, analyze their results and design measures and indicators that contribute to the prevention, care, monitoring and punishment of these cases.

The first contact persons, members of the Commissions of Responsibilities and Sanctions, as well as the Unit for Equality and the Office of the General Counsel, will be the only instances that have access to the information contained in the system, for such purposes, only the corresponding sections will be enabled to each instance according to their powers.

WHAT IS THE PROCESS FOR FILING A COMPLAINT?

The presentation of the complaint must be in person, through the first contact person who is physically located in each University Center, System, and Preparatory School or in administrative headquarters.

First contacts: People responsible for providing care and emotional support to victims of acts of violence; carry out the first risk assessment of the victim; receive the complaints derived from such acts of violence and turn them over to the competent authority; and, when appropriate, request the necessary precautionary measures.

The complaints presented digitally, through the xxx platform, will have the objective of being sent to the first contact person for its assessment, integration and processing.

Any authority or person who works in the UdeG must inform the person who considers that has suffered violence, about the Protocol and inform her that a complaint can be filed with the first contact person.

It is important that in order to avoid re-victimizing the complainant, to refer him/her directly to the first contact person who will attend the complainant according to the standards and principles established in this protocol.

WHAT ARE THE SANCTIONS THAT THE AUTHORITY CAN APPLY IN CASES OF GENDER VIOLENCE?

University's regulations recognizes the following applicable sanctions to the aforementioned established behaviors in this Protocol:

- I. Reprimand;
- II. Warning;
- III. Suspension for up to one year, depending on the case;
- IV. Definitive removal;
- V. Final removal from position, and
- VI. Disqualification from performing other types of employment at the University.

In addition to these sanctions, the people who make up the university community must attend to the reeducation measures within the Reeducation Program carried out by the UPI and that, when appropriate, as established by the competent authority.

ARE THERE MEASURES TO PROTECT ME AS A VICTIM DURING THE PROCESS?

Yes.

The First Contact Person, in the support process, may request the holders of the university instances to decree provisionally the precautionary measures that they consider pertinent to protect the victims.

The First Contact Person may also request the competent Responsibilities and Sanctions Commission to decree or, when appropriate, ratify or modify the precautionary measures that had decreed provisionally.

To avoid the consummation of irreparable events or done damages difficult to repair, the First Contact Person may make the request without the need to send the complaint or the corresponding file.

The university authorities are obliged to execute the precautionary measures that the competent Permanent Commission of Responsibilities and Sanctions imposes, with the purpose to avoid the consummation of irreparable facts or done damages difficult to repair.

The precautionary measures that could be imposed by the competent Permanent Commission of Responsibilities and Sanctions, depending on the urgency and particular situation, are:

- I. The provisional separation of the position, commission or employment;
- II. Change of department, schedule, shift, group or campus, or headquarters;
- III. Warning to the person designated as responsible to cease the denounced behavior and avoids all contact with the victim;
- IV. Guarantee of the enjoyment of their university rights;
- V. Academic, psychological, medical, legal or any other necessary support;
- VI. Complete prohibition to make threats, intimidate, or carry out adverse actions against the person who presents the complaint;
- VII. Report to the authorities responsible for public security, and
- VIII. Any other measure considered appropriate in the judgement of the competent Permanent Commission of Responsibilities and Sanctions.

WHAT KIND OF ATTENTION SHOULD I EXPECT FROM THOSE WHO PERFORM THE WORK OF FIRST CONTACTS?

The First Contacts will be in charge of providing comprehensive care to the victims of acts of violence who come directly or who are channeled to them;

Among their responsibilities are:

- I. Procure, ex officio or at the request of the person, the first psychological, legal, medical or social work attention that the victim requires;
- II. Consider the appropriate conditions so that the place where the victim is interviewed is neutral, safe, comfortable, private and in which there are no interruptions;
- III. Carry out the first interview with the victim, according to the principles, guidelines and standards established in the protocols set by the University;
- IV. Make the victim aware that her personal data is confidential and that the necessary measures will be adopted to protect them;
- V. Analyze the facts that are submitted to its consideration in order to identify and distinguish the type and modality of violence, including whether it was carried out for reasons of gender, as well as the character of the person indicated as responsible and the particular context of the victim;
- VI. Carry out an assessment of the victim's risk and, in her case, provide the emotional support required;
- VII. Inform and guide the victim about the procedures, the ways and the different possible resolutions, derived from the presentation of the complaint;
- VIII. Maintain the confidentiality of the information that is obtained, generated or ensured as a result of the attention process and the

complaints received, using it only for the fulfillment of its attributions, observing the legislation on transparency issues and protection of personal data;

- IX. Request, from the competent university authorities, the necessary information to provide care to the victim, or to process the complaints that are presented;
- X. Receive and register the complaints that are presented for acts of violence, including gender violence, using the format or system enabled by the University for this purpose;
- XI. Send the complaints and their respective file to the competent university authorities within four business days of receipt;
- XII. Request the holders of the university instances to provisionally decree the precautionary measures that are deemed pertinent to protect the victims;
- XIII. Request the competent Responsibilities and Sanctions Commission to decree or, when appropriate, ratify or modify the precautionary measures that had been provisionally decreed;
- XIV. Inform the competent external authorities to acknowledge the act that is the subject of the complaint, and
- XV. Inform the victim or the third person, about the process given the complaint filed.

The First Contact Person must deliver to the person presenting the complaint, a proof of receipt and conduct a first interview.

The obligations of the First Contact Person are:

- To be empathetic, respectful, and impartial.
- Create an environment of trust and a space for listening.
- Refrain from expressing judgments.
- Explain to the victim the process for handling the cases and the different ways and possible resolutions.

WHAT ARE THE RE-EDUCATION MEASURES THAT WILL BE PROMPT FOR THE PEOPLE GENERATING VIOLENCE TO TAKE?

The re-educational measures are intended to generate reeducation processes through the deconstruction of gender stereotypes that promote, reproduce and perpetuate behaviors of violence based on gender matters.

The re-educational measures issued by the corresponding authorities are to be met through the training program for the eradication of gender-based violence behaviors carried out by the Unit for Equality, in coordination with the Center for Gender Studies, the Ombudsman's Office of University Rights, the General Academic and Innovation Coordination, the General Coordination of Human Resources, the Gender Program of the University Center for Economic-Administrative Sciences and other instances involved in the prevention, attention, punishment and eradication of gender violence in the university.

Those who make up the university community, upon seeing a conduct that may constitute an act of violence, have the duty to point it out so the aggressor ceases his behavior. Any member of the university community witnessing an act of violence has the duty to report it to the competent university authorities.

It is important to remember that the University will make all the necessary efforts **to eradicate violence** in all its manifestations, and mainly in response to a historical debt, that violence that denotes power relations and lack of opportunities that have affected mainly women. Therefore, all the actions emanating for the prevention, care and punishment of gender violence, have as their ultimate goal its elimination and eradication.

For more detailed information, the full version of the Protocol can be reviewed at the site www.igualdad.udg.mx