



Item 61

**ORDINANCE NO 21
OF THE RECTOR OF THE UNIVERSITY OF WARSAW**

dated 28 February 2024

**on policies on preventing unequal treatment, discrimination, mobbing, and
other undesirable behaviour at the University of Warsaw**

Based on § 36 section 1 of the Statute of the University of Warsaw (Monitor UW 2019, item 190 as amended), it is hereby ordered as follows:

§ 1

The principles for counteracting unequal treatment, discrimination, including harassment and sexual harassment, mobbing, and other undesirable behaviour, as well as the procedure for processing reports in this respect at the University of Warsaw that constitutes Appendix No 1 hereto, shall be hereby established.

§ 2

The previous provisions shall be applied to cases initiated and not settled before this Ordinance enters into force. The provisions referred to in § 1 shall be applied to cases initiated after this Ordinance enters into force.

§ 3

Members of both the Anti-Mobbing Committee and the Committee for Preventing Discrimination shall hold office until the term for which they have been elected ends.

§ 4

Ordinance No. 49 of the Rector of the University of Warsaw dated 14 May 2018 on counteracting mobbing at the University of Warsaw (Monitor UW 2018, item 140) and Ordinance No. 205 of the Rector of the University of Warsaw dated 31 August 2020 on the Anti-Discrimination Procedure at the University of Warsaw (Monitor UW 2020, item 384) shall be repealed.

§ 5

This ordinance shall enter into force on the day of signing.

Rector
of the University of Warsaw

prof. dr hab. Alojzy Z. Nowak

§ 1

General provisions

1. Relationships between all University community members, including staff, students and doctoral students, are based on the principles of equality and respect for personal dignity.
2. Any undesirable behaviour, in particular, disrespect for personal dignity, unequal treatment, discrimination, including harassment and sexual harassment, and mobbing at the University, are prohibited.
3. Pursuant to § 7 section 1, every entitled person has the right to make use of the measures available at the University, including pursuing their rights based on the procedure contained in this appendix.
4. Reports of undesirable behaviour, made in good faith, with the intention of self-protection and in compliance with the principles and mode set out in the University's procedures, cannot justify the unfavourable treatment of the person or persons concerned.
5. False and groundless accusations of unequal treatment, including discrimination and mobbing, are prohibited.

§ 2

Definitions

1. Reference in this Ordinance to the following shall be given the corresponding meaning:
 - 1) "doctoral student" – shall mean a participant in doctoral studies at the University, a person studying at a Doctoral School of the University, or a person applying for a doctoral degree in an extramural mode;
 - 2) "discrimination" – shall mean a situation where a person is treated unequally based on their personal characteristics (whether acquired, innate or attributed), especially sex, age, disability, gender identity, sexual orientation, appearance, race, ethnic origin, nationality, religion, belief, political opinion, trade union membership, or employment for a fixed or indefinite period or on a full-time or part-time basis. However, in exceptional cases, a difference in treatment does not constitute discrimination if its purpose is lawful and justified by an essential occupational requirement, provided that it is proportionate;
 - 3) "organisational unit of the University" – shall mean an organisational unit of the University, as defined in § 11 section 1 of the Statute;

- 4) “mobbing” – shall mean any behaviour causing or intended to cause humiliation or ridicule, isolation or removal of a person from a particular team or group, involving persistent and prolonged harassment or intimidation, resulting in the person’s professional or academic usefulness to be reduced or diminished;
- 5) “harassment” – shall mean any, including a singular instance of, unwanted behaviour with the purpose or effect of violating a natural person’s dignity and creating an intimidating, hostile, humiliating, or offensive atmosphere for them.
- 6) “sexual harassment” – shall mean any, including a singular instance of, unwanted sexual conduct with the purpose or effect of violating a person’s dignity, in particular by creating an intimidating, hostile, humiliating or offensive atmosphere for them; such behaviour may include physical, verbal or non-verbal elements;
- 7) “unequal treatment” – shall mean a situation in which parties characterised by a specific feature to a comparable degree are not treated alike in a particular legal or factual situation, i.e. under the same criteria, resulting in discriminatory or favourable differentiations or, not having that feature, are not treated accordingly differently;
- 8) “employer” – shall mean the University of Warsaw;
- 9) “employee” – shall mean an employee of the University of Warsaw within the meaning set out in Article 2 of the Polish Labour Code regardless of the type of work performed and position held, including any person performing work or providing services under civil law contracts;
- 10) “supervisor” – shall mean a supervisor within the meaning set out in the Rules of Work at the University of Warsaw, and in the case of a doctoral student – their doctoral dissertation supervisor, the Director of the Doctoral School, and the Head of doctoral studies as well;
- 11) “student” – shall mean a person studying at the University, on first, second, or long cycle studies, or a person participating in educational classes of another type, e.g., summer schools, or Open University courses.
- 12) “the University” – shall mean the University of Warsaw;
- 13) “undesirable behaviour” – shall mean every unethical, violent or otherwise unacceptable behaviour experienced by an employee, doctoral student, or student at the University of Warsaw, and which particularly concerns competence, position in a team, private life or health;
- 14) “Team of Coordinators” – shall mean Coordinators for counteracting unequal treatment, discrimination, including harassment and sexual harassment, mobbing, and other undesirable behaviour;
- 15) “reporting person” – shall mean a person reporting undesirable behaviour (including, in particular, unequal treatment, discrimination, harassment, sexual harassment, and mobbing).

2. All masculine nouns used as names of functions or positions refer to the persons holding them regardless of their sex and gender.

§ 3

Entities performing tasks in the field of counteracting undesirable behaviour, including, in particular, unequal treatment, discrimination, harassment, sexual harassment, and mobbing

1. Tasks aim at counteracting unequal treatment, discrimination, including harassment and sexual harassment, mobbing, and other undesirable behaviour shall

be respectively performed by:

- 1) Coordinators for counteracting unequal treatment, discrimination, mobbing, and other undesirable behaviour (Team of Coordinators); – persons appointed by the employer to:
 - a) receive complaints about unequal treatment, discrimination (including harassment and sexual harassment), mobbing, and other undesirable behaviour;
 - b) conduct their preliminary assessment, as well as
 - c) implement policies on preventing the abovementioned phenomena at the University of Warsaw as set out herein.
- 2) Equality Plenipotentiaries – persons appointed by the heads of organisational or teaching units to perform information and coordination tasks within their units. Plenipotentiaries are appointed at faculties and in doctoral schools. Plenipotentiaries may also be appointed in other organisational units of the University.

2. Furthermore, heads of organisational units of the University and employees' direct supervisors are obliged to counteract undesirable behaviour.

§ 4

Coordinators for counteracting unequal treatment, discrimination, mobbing, and other undesirable behaviour

1. (At least two) Coordinators shall be appointed and dismissed by the Rector, who specifies their duties and the amount of the task-based allowance therefor.

2. Coordinators shall have knowledge and experience of:

- 1) counteracting unequal treatment, discrimination, including harassment and sexual harassment, mobbing, and other undesirable behaviour;
- 2) structures and specificity of functioning of the University;
- 3) the ability to diagnose, evaluate and monitor systemic and institutional solutions, along with legal regulations existing at the University that are to ensure the principle of equal treatment and respect for dignity.

3. Coordinators shall act impartially. If circumstances cast doubt on a Coordinator's impartiality, the Rector shall exclude them from the case in question and refer it to the other Coordinator.

4. The duties of the Coordinators for counteracting unequal treatment, discrimination, mobbing, and other undesirable behaviour shall include in particular:

- 1) receiving and conducting preliminary assessment of complaints about unequal treatment, discrimination (including harassment and sexual harassment), mobbing, and other undesirable behaviour, as well as referring such cases to the appropriate Commission, if necessary;
- 2) gathering data on manifestations of unequal treatment, discrimination, mobbing, and other undesirable behaviour;
- 3) gathering data on good practices related to prevention of any undesirable behaviour;
- 4) cooperation with other entities, especially trade union organisations, the Students' Council of the University and the PhD Students' Council;
- 5) undertaking initiatives to counteract any undesirable behaviour, in particular with

regard to preventive actions and disseminating knowledge of manifestations of unequal treatment, discrimination and mobbing in the places of work and study.

5. By 31 January each year, the Team of Coordinators shall submit to the Rector a combined report on the issue of unequal treatment, discrimination, mobbing, and other undesirable behaviour at the University for the previous year, together with proposals for possible University action to counteract and prevent such behaviour.

§ 5

Equality Plenipotentiaries

1. Heads of organisational units shall appoint one or more Equality Plenipotentiaries acting within a specific unit for their term of office.

2. Plenipotentiaries shall cooperate with the Team of Coordinators and the Academic Ombudsman.

3. Plenipotentiaries' duties shall include disseminating the University rules and procedures for counteracting unequal treatment, discrimination, including harassment and sexual harassment, mobbing, and other undesirable behaviour, as well as performing the tasks referred to in § 4, section 4, point 3.

4. Plenipotentiaries shall be trained on counteracting discrimination, harassment, sexual harassment, mobbing in academic environment prior to holding their position.

§ 6

Unequal Treatment and Discrimination Commission and Mobbing and Other Undesirable Behaviour Commission

1. The duties of the Unequal Treatment and Discrimination Commission shall include examining complaints about unequal treatment, discrimination (including harassment and sexual harassment), mobbing, and other undesirable behaviour.

2. The duties of the Mobbing and Other Undesirable Behaviour Commission shall include examining complaints about mobbing, and other undesirable behaviour.

3. The Rector shall establish the Commissions by way of an order. Commissions shall act based on the principles set out in this Order.

4. The Commissions shall examine cases pursuant to the following principles:

- 1) principle of impartiality;
- 2) principle of confidentiality;
- 3) principle of immediacy.

5. Either Commission shall be composed of a Chairperson and at least eight members who are appointed for a four-year term of office beginning on 1 October in the year of the Rector's election.

6. Commissions' members shall be appointed and dismissed by the Rector who chooses them from among the University's academic and non-academic staff.

7. The first meeting of the Commission of the given term of office shall be convened by the Rector.

8. During the first meeting, Commissions' members shall elect the Chairperson. If possible, the Chairperson shall be a person dealing with unequal

treatment, discrimination, or mobbing.

9. Members of the Commissions shall respectively have basic knowledge of unequal treatment, discrimination, or mobbing.

10. Except for persons dealing with the issue, members of the Commissions shall be respectively trained on counteracting discrimination, harassment, sexual harassment, mobbing in academic environment prior to holding their position.

11. The Rector shall appoint one administration staff member for each Commission to support and assist them as secretary.

12. Commissions' members shall be trained on personal data protection regulations and procedures by the Data Protection Officer.

13. Membership in the Commissions shall expire:

- 1) upon the expiry of the term of office;
- 2) due to the termination or expiration of the employment relationship;
- 3) in case of being dismissed by the Rector;
- 4) in case of a Commission member's death;
- 5) due to submitting a letter of resignation from the Commission member function.

14. Commission members may be dismissed in case of:

- 1) their illness, long-term leave or any other absence precluding them from performing the duties of a Commission member;
- 2) being convicted by a final judgment of a criminal offense or intentional fiscal offence prosecuted by public indictment or by a final decision issued by the Disciplinary Committee;
- 3) due to other important reasons.

15. Chairpersons of the Commissions shall exclude a Commission member from processing a case if circumstances cast doubt on their impartiality.

16. Subject to applicable law, heads of organisational units at the University shall be obliged to present the documents and provide information on matters related to the proceedings conducted by the Commissions at their request.

17. Chairpersons of the Commissions may decide to hold a Commission meeting remotely. Proceeding remotely, the Commissions may take the same actions as in on-site meetings.

18. Persons taking actions in a case of reported unequal treatment, discrimination, mobbing, and other undesirable behaviour shall be obliged to maintain confidentiality as to all facts discovered in the course of such actions, and may not disclose or distribute documents on the case in question.

19. Each party to the Commission proceedings shall submit a declaration of confidentiality – a template is set out in Appendix No 2 thereto.

20. The obligation of confidentiality shall be waived only upon the Rector's express consent and only in order to implement a settlement or recommendation produced in the course of proceedings or in order to discharge other obligations under generally applicable law and a decision or ruling issued within the scope of an authorised body's competence.

21. If a Commission member is prosecuted for a criminal offence, intentional fiscal offence, or unequal treatment, discrimination, or mobbing before any authorities,

they shall immediately notify the Chairperson of the Commission thereof and abstain from participating in the Commission's work until the proceedings have been concluded.

22. If a complaint about unequal treatment, discrimination, mobbing, and other undesirable behaviour is made against members of the Commissions, Chairpersons of Commissions shall suspend them from their duties until the case is concluded.

23. By 31 January each year, the Chairpersons of the Commissions shall submit to the Rector a written statement of activities taken by the Commissions in the preceding year.

24. Due to the organisational workload related to the Commissions' work, their Chairpersons and members belonging to academic staff shall be entitled to a minimum of 30 hours' exemption from their teaching hours per academic year, whereas members belonging to non-academic staff, as well as the Commissions' secretaries, shall be entitled to a task-related allowance therefor.

§ 7

Reporting unequal treatment, discrimination, including harassment and sexual harassment, mobbing, and other undesirable behaviour

1. Each person directly affected by undesirable behaviour, especially by unequal treatment, discrimination, including harassment and sexual harassment, and mobbing, may report this to the Coordinator.

2. Reports shall be submitted in digital or paper form. Reports may be also submitted as a completed form which is available on the website of the Team of Coordinators.

3. In particular, the reports should present the facts, include potential evidence to support the circumstances described and identify the perpetrator(s) of unequal treatment, discrimination, mobbing, or other undesirable behaviour.

4. Anonymous reports shall not be examined.

5. For reports to be examined, two cumulative conditions need to be satisfied:

- 1) the person involved in the events described in the report has a status of the student, doctoral student or employee of the University, and the events took place on the premises of the University or were functionally related to its activities;
- 2) the report should be made before the expiry of three years from the event or the last of a series of events subject to the report. In exceptionally justified situations, the Coordinator – in consultation with the Chairperson of the Commission – may decide to accept for consideration a report on events that took place earlier.

6. The reporting person may withdraw their report at any time.

§ 8

Initial proceedings

1. The Coordinator shall examine the case initially and interview the reporting person immediately. After preliminary assessment of the case, the Coordinator shall take further action:

- 1) if the circumstances indicate that the infringements described in the report have

- occurred, the Coordinator shall immediately refer the case to the Chairperson of the relevant Commission so that the proceedings are instigated;
- 2) if the circumstances do not indicate that the infringements described in the report have occurred, the Coordinator may:
 - a) consider the report groundless and undertake no further procedures;
 - b) refer the reporting person upon their consent to an appropriate organisational unit of the University that can render assistance in solving the problem;
 - c) refer the case to the Academic Ombudsman;
 - d) refer the case, upon the reporting person's consent, to the Centre for Dispute and Conflict Resolution at the Faculty of Law and Administration in order to resolve the dispute amicably.

2. If a case is referred to the Chairperson of the Commission for the proceedings to be instigated, the Coordinator shall immediately notify thereof the reporting person, the person concerned and the supervisor of the person concerned in writing.

3. If the circumstances described in § 8 section 1 point 2(b); (c); (d) have occurred, the Coordinator initially examining the report shall immediately notify thereof the reporting person in writing. If the report is considered groundless (§ 8 sec. 1 point 2(a)), the Coordinator shall give the reporting person reasons for the refusal to instigate the proceedings.

4. The Coordinator's decision to consider the report groundless may be appealed to the Chairperson of the relevant Commission within 14 days following the date of service of the decision. The decision issued by the Chairperson of the Commission shall be final and binding. If an appeal is lodged with the Chairperson of the Commission having no competence, the Chairperson shall immediately forward the appeal to the competent body. An appeal lodged with the authority having no competence before the prescribed time limit expires shall be deemed lodged in compliance therewith.

§ 9

Actions taken by the Commissions

1. The proceedings before the Commission aim to express an opinion on the report and offer potential recommendations for further action.

2. Both Commissions shall proceed in accordance with the same principles, with necessary account being taken of the differences in the subject matter of the cases that they work on.

3. Within 7 days of being notified of the report by the Coordinator, the Chairperson of the Commission shall appoint a three-member Opinion Panel with its Chairperson from among the Commission members to examine the case.

4. The Opinion Panel shall consist of permanent members and act on behalf of the Commission. The change of Panel members in the course of the proceedings may take place at the request of the Chairperson of the Panel only if an obstacle preventing the given member from participation in the Opinion Panel's work and the premise referred to in section 5 occur.

5. Any Commission member whose impartiality is in doubt may not be appointed to the Opinion Panel. If such doubts arise after their appointment, the Chairperson of the Commission shall make relevant changes to the Opinion Panel.

6. In the course of proceedings, the Opinion Panel shall be entitled to the following in order to establish the facts:

- 1) have access to all documents necessary to examine the case;
- 2) invite and hear the reporting person and the person concerned;
- 3) invite and hear the persons identified by the reporting person and the person concerned as witnesses to the events;
- 4) take other actions that are relevant to the proceedings before the Commission.

7. The Commission's Opinion Panel shall meet in private. Only persons invited to the meeting may participate in the Opinion Panel's work. Minutes of each meeting shall be drawn up and signed by all members of the Opinion Panel. The person summoned to the Opinion Panel meeting shall be read out the minutes section containing the course of their hearing with the right to comment.

8. Action through representatives shall be excluded from proceedings before the Commission.

9. The person whom the report concerns shall have the right to have access to all documents necessary to examine the case, including the report content and other documents submitted by the reporting person, at the place of work of the person appointed to support the Commission and in its secretary's presence. Accordingly, the reporting person shall have the same right. Access to documents shall exclude making photocopies and taking photographs.

10. Both the reporting person and the person concerned shall have the right to give evidence and present documents in the course of the proceedings until they are concluded.

11. The Chairperson of the Opinion Panel shall notify the reporting person and the person concerned that the proceedings are concluded.

12. At any stage of the proceedings, the Opinion Panel may recommend the reporting person and the person concerned to take advantage of mediation and, upon their consent, refer the case to a mediator, in particular to the Centre for Dispute and Conflict Resolution at the Faculty of Law and Administration of the University. The Opinion Panel may suspend the proceedings until the mediation is concluded. The mediation outcome shall be considered in the further course of the proceedings.

13. The proceedings conducted by the Opinion Panel should be completed within four months. Under duly justified circumstances, the abovementioned deadline may be extended. In such circumstances, the Chairperson of the Opinion Panel shall notify thereof the Chairperson of the relevant Commission in writing.

14. If the person concerned loses their status as an employee, student or doctoral student of the University in the course of the proceedings, the Chairperson of the Commission considering the case shall decide to discontinue the proceedings due to their being unsubstantiated.

15. The Commission shall be entitled to recommend corrective measures concerning the context of the case in question to prevent and counteract unequal treatment, discrimination, including harassment and sexual harassment, or to prevent and counteract mobbing, and other undesirable behaviour, respectively.

§ 10

Closure of the proceedings before the Commission

1. Based on the facts established in the course of the proceedings, the Opinion Panel shall issue a written opinion on the case together with justification on behalf of the Commission, and shall submit it to the Chairperson of the Commission within 14 days of the proceedings conclusion. The opinion issued by the Opinion Panel shall be signed by all its members.

2. The Chairperson of the Commission shall immediately submit their opinion with justification in full to the Rector of the University of Warsaw, to the reporting person, and to the person whom the report concerns, whereas that person's supervisor and the Coordinator who handled the case in question shall receive the opinion with justification only insofar as it directly concerns those persons' rights, duties or competences.

3. If it is found that an employee concerned has committed an act of unequal treatment, discrimination or mobbing, the Commission may recommend:

- 1) obliging the employee to participate in anti-discrimination or anti-mobbing training and workshops;
- 2) obliging the employee to apologise to the aggrieved party in an agreed content and form;
- 3) transferring the employee within the University's structures or discharging their function;
- 4) referring the case to the Disciplinary Ombudsman or
- 5) terminating the employment or civil law contract under which the work or services are provided.

4. If it is found that a student or doctoral student has committed an act of unequal treatment, discrimination or mobbing, the Commission may recommend:

- 1) obliging the student or doctoral students to participate in anti-discrimination or anti-mobbing training and workshops;
- 2) obliging the student or doctoral student to apologise the aggrieved party in an agreed content and form, or
- 3) referring the case to the Disciplinary Ombudsman.

5. The Commission may recommend corrective measures towards persons affected by acts of unequal treatment, discrimination, and mobbing, in particular:

- 1) towards an employee: transferring within the University's structures, providing psychological support;
- 2) towards a student or doctoral student: change of the group, change of the thesis/dissertation supervisor or assistant dissertation supervisor, providing psychological support.

6. In exceptionally justified cases, the Commission may recommend the instigation of proceedings before the other Commission, i.e. the Unequal Treatment and Discrimination Commission may recommend the instigation of proceedings before the Mobbing and Other Undesirable Behaviour Commission, and the Mobbing and Other Undesirable Behaviour Commission may recommend the instigation of proceedings before the Unequal Treatment and Discrimination Commission.

7. If the facts established by the Commission indicate that an act containing elements of a disciplinary offence may have been committed, the Commission's opinion may include a recommendation for further action to be taken by the Rector in

this regard.

8. If the Commission finds that there is a reasonable suspicion that a criminal offence has been committed, it shall immediately notify the Rector thereof.

§ 11

Rights of persons affected by unequal treatment, discrimination, including harassment, sexual harassment, mobbing, and other undesirable behaviour

1. If the Commission finds unequal treatment, discrimination, including harassment, sexual harassment, mobbing, and other undesirable behaviour:

- 1) the aggrieved employee may apply to the head of the given organisational unit of the University to change their place of work. As far as organisationally possible, the head of the organisational unit of the University shall grant the application. If the application concerns the head of a University's organisational unit, it shall be filed with the Rector. The application may also be filed with the Rector if there is a reasonable suspicion of conflicting interests of the head of a University's organisational unit related to the particular case;
- 2) the aggrieved student or doctoral student may apply to the competent head of the teaching unit to change the study group, the examiner, the thesis/dissertation supervisor, or the assistant dissertation supervisor. As far as technically and organisationally possible, the head of the teaching unit of the University shall grant the application. If the application concerns the head of a University's teaching or organisational unit, it shall be filed with the Rector. The application may also be filed with the Rector if there is a reasonable suspicion of conflicting interests of the head of the University's teaching or organisational unit related to the particular case.

2. Notwithstanding the rights set out in section 1, any person affected by unequal treatment, discrimination, including harassment, sexual harassment, mobbing and other undesirable behaviour may take legal action.

§ 12

Actions taken by the Rector upon receipt of the Commission's opinion

1. If the Commission finds that an act of unequal treatment, discrimination, including harassment, sexual harassment, mobbing and other undesirable behaviour, has been committed, the Rector may accordingly decide:

- 1) to impose a warning if the act constitutes a minor disciplinary offence and proving guilt requires no instigation of an investigation;
- 2) to impose a disciplinary penalty under the Labour Code;
- 3) to instruct the Disciplinary Ombudsman (for Academic Staff or Students and Doctoral Students, respectively) to conduct an investigation and to initiate disciplinary proceedings if there are proper grounds therefor;
- 4) to terminate the employment relationship or the civil law contract.

2. The Rector may decide to apply the recommended corrective measures or refer the decision to the competent head of the University unit.

3. Within one month of receiving the opinion issued by the Unequal Treatment and Discrimination Commission or the Mobbing and Other Undesirable Behaviour Commission, the Rector shall notify in writing the relevant Commission, the relevant

Coordinator, the reporting person, the person concerned, and their supervisor or head of the relevant organisational unit, of any further action taken in the case in question.

§ 13

Disseminating knowledge of equality, anti-discrimination and anti-mobbing policies

1. On the date of commencing employment, the employee shall confirm in writing that they have read and understood this Ordinance. The declaration referred to in section 1 shall be included in employees' personal files. The template of the abovementioned declaration is set out in Appendix No 3 thereto.

2. On the date of commencing employment, the employee shall be notified of materials and training on countering unequal treatment, discrimination, including harassment and sexual harassment, as well as mobbing and other undesirable behaviour at the University.

3. First-year students shall be obliged to read and understand legal provisions on unequal treatment, discrimination, including harassment, sexual harassment and mobbing as part of the Health and Safety Training.

4. Once a year, at the beginning of the academic year, heads of teaching and organisational units, respectively, as well as Equality Plenipotentiaries, shall send information to the staff, doctoral students, and students, respectively, on materials and trainings on counteracting unequal treatment, discrimination, including harassment, sexual harassment, mobbing, and other undesirable behaviour at the University.

§ 14

In matters not regulated by this Ordinance, the provisions of the Labour Code, the Civil Code and the Act of 3 December 2010 on the implementation of some regulations of the European Union regarding equal treatment (Journal of Laws of 2023, item 970 as amended) shall apply accordingly.

TEMPLATE

**Declaration of
confidentiality for persons participating
in the proceedings**

I, the undersigned,

.....
(name and surname – legibly)

declare that I undertake to maintain confidentiality of any information obtained in the course of the proceedings in respect of and conducted by the Commission.

This declaration is unlimited in time and comprises information on both the participants in the proceedings, the time and place of the actions taken, and their course and content.

Furthermore, I declare that I understand and accept that the obligation of confidentiality shall be waived only upon the Rector's express consent and only in order to implement a settlement or recommendation produced in the course of proceedings or in order to discharge other obligations under generally applicable law and a decision or ruling issued within the scope of an authorised body's competence.

Warsaw,

.....
(signature)

Appendix No 3
to Ordinance No 21 of the Rector of the University of Warsaw dated 28 February 2024
on policies on preventing unequal treatment, discrimination, mobbing, and other
undesirable behaviour
at the University of Warsaw

TEMPLATE

.....
(name and surname)

.....
(organisational unit of the UW)

DECLARATION

I hereby declare that I have read and understood the equality, anti-discrimination and anti-mobbing policies established by Ordinance No ... of the Rector of the University of Warsaw dated on policies on preventing unequal treatment, discrimination, and mobbing at the University of Warsaw.

..... (place), (date)

.....
(signature)