

## Guidelines for equal treatment at Estonian University of Life Sciences

The directive is based on Estonian University of Life Sciences Statutes § 16 (3).

### 1. General principles

1.1. The purpose of Estonian University of Life Sciences (hereinafter: the University) shall be to ensure a working environment where staff members are valued and treated with respect.

1.2. To ensure equal treatment, the University shall follow these guidelines, the Equal Treatment Act, and the Constitution of the Republic of Estonia.

1.3. The guidelines shall apply to all staff members of the University and the staff recruitment process.

1.4. The principles established in the guidelines shall be followed at and outside of workplace if the staff member represents the University.

1.5. The University shall value differences among people and the right of all people to dignity and equal treatment regardless of nationality, race, colour, gender, language, origin, religion, beliefs, property or social status, age, disability, sexual orientation or other circumstances.

1.6. The principle of equal treatment shall not always mean comparable treatment of staff members, but taking into account different needs of staff members.

1.7. The University shall adjust the premises if the working conditions of a staff member with physical disability are insufficient.

1.8. The University shall condemn all misconduct.

### 2. Workplace misconduct

2.1. Workplace misconduct shall include, among other things, discrimination, including bullying and harassment.

2.2. Discrimination is unequal treatment of staff based on nationality, race, colour, gender, language, origin, religion, belief, property or social status, age, disability or sexual orientation.

2.3. Harassment is conduct with the purpose or effect of violating the dignity of a person or creating an intimidating, hostile, degrading, humiliating, or offensive environment.

2.3.1. Gender harassment is degrading treatment of a person because of their gender.

2.3.2. Sexual harassment is conduct of a sexual nature that is undesirable and degrades the dignity of a person.

2.4. Bullying is repeated and prolonged and unreasonably hostile and unethical conduct towards another person.

3. Reporting discrimination, harassment or bullying

3.1. In accordance with [Procedure for processing proposals and complaints](#) established by the Rector, a staff member shall have the right to file a complaint with the employer about discriminatory, harassing or bullying conduct.

3.2. The complaint shall be processed in accordance with [Procedure for processing proposals and complaints](#) established by the Rector.

4. Directive shall enter into force upon notification.