

PROCEDURE

regarding compliance with the principle of equal opportunities and treatment between women and men and the prevention of discrimination

I. PURPOSE OF THE PROCEDURE

This procedure establishes the institutional framework for promoting and respecting the principle of equal opportunities and treatment between women and men, preventing and combating discrimination, as well as ensuring a professional environment based on respect and professional integrity within the Institute of Social and Human Research in Craiova – C.S. Nicolăescu-Plopșor, of the Romanian Academy.

II. SCOPE OF APPLICATION

This procedure applies to all employees of the institute, research staff, administrative staff, collaborators, committee members, and all persons involved in the activities carried out within the institution.

III. LEGISLATIVE FRAMEWORK

This procedure is based on the following legislative acts: The Constitution of Romania; Law No. 202/2002 on equal opportunities and treatment between women and men, as republished; The Labor Code; Government Ordinance No. 137/2000 on the prevention and punishment of all forms of discrimination; The European Strategy for Gender Equality 2020–2025; The Institute’s Rules of Organization and Operation; The Code of Ethics.

IV. DEFINITIONS

Equal opportunities and treatment between women and men refer to non-discriminatory access to:

- employment;
- professional advancement;
- participation in research activities;
- leadership positions;
- professional training;
- institutional resources and benefits.

Discrimination means any distinction, exclusion, restriction, or preference based on sex or other criteria provided by law, which has the effect of restricting or preventing the exercise of professional rights on an equal footing.

Harassment is any unwanted conduct that affects a person’s dignity and creates an intimidating, hostile, degrading, or offensive environment.

V. GENERAL PRINCIPLES

The Institute promotes the following principles: equal opportunities and treatment; non-discrimination; respect for human dignity; transparency in decision-making; gender balance; respect for professional and personal life; zero tolerance for harassment and gender-based violence.

VI. RESPONSIBILITIES

The Director of the Institute:

- oversees the implementation of this procedure;
- implements measures to prevent discrimination;
- ensures that staff are informed.

The Scientific Council:

- supports the implementation of equal opportunity measures;
- monitors compliance with ethical and professional principles.

Institute employees:

- adhere to the principles of equal opportunity;
- contribute to maintaining a professional environment based on respect and collaboration;
- report any instances of discrimination or harassment.

VII. IMPLEMENTATION PROCEDURES

The Institute ensures: equal access to employment and professional advancement; the use of non-discriminatory language in institutional documents; balanced representation on committees and in decision-making bodies; equal participation in scientific projects and activities; equitable access to professional training and development.

VIII. PREVENTION OF DISCRIMINATION AND HARASSMENT

The following are prohibited within the Institute: direct or indirect discrimination; moral or sexual harassment; victimization of individuals who report misconduct; abusive or offensive behavior.

The institute promotes preventive measures through: regular staff briefings; consultation with employees; monitoring of the organizational climate.

IX. REPORTING AND RESOLVING ISSUES

Individuals who believe they have been subjected to discrimination or harassment may submit written complaints to the institute's administration.

Complaints will be reviewed in accordance with:

- confidentiality;
- impartiality;
- the right to a defense;
- protection of the complainant.

The institute's management may order administrative measures or refer the matter to the competent authorities, in accordance with applicable law.

X. MONITORING AND REPORTING

The implementation of this procedure will be reviewed periodically by the institute's management and the Scientific Council, in accordance with the Gender Equality Plan approved at the institutional level.

XI. FINAL PROVISIONS

This procedure enters into force on the date of its approval by the institute's management and applies to all departments and employees of the institution.

The procedure may be revised periodically, depending on legislative changes and institutional needs.

Scientific Council of June 15, 2026

Director,
Prof. Dr. Sevastian Cercel