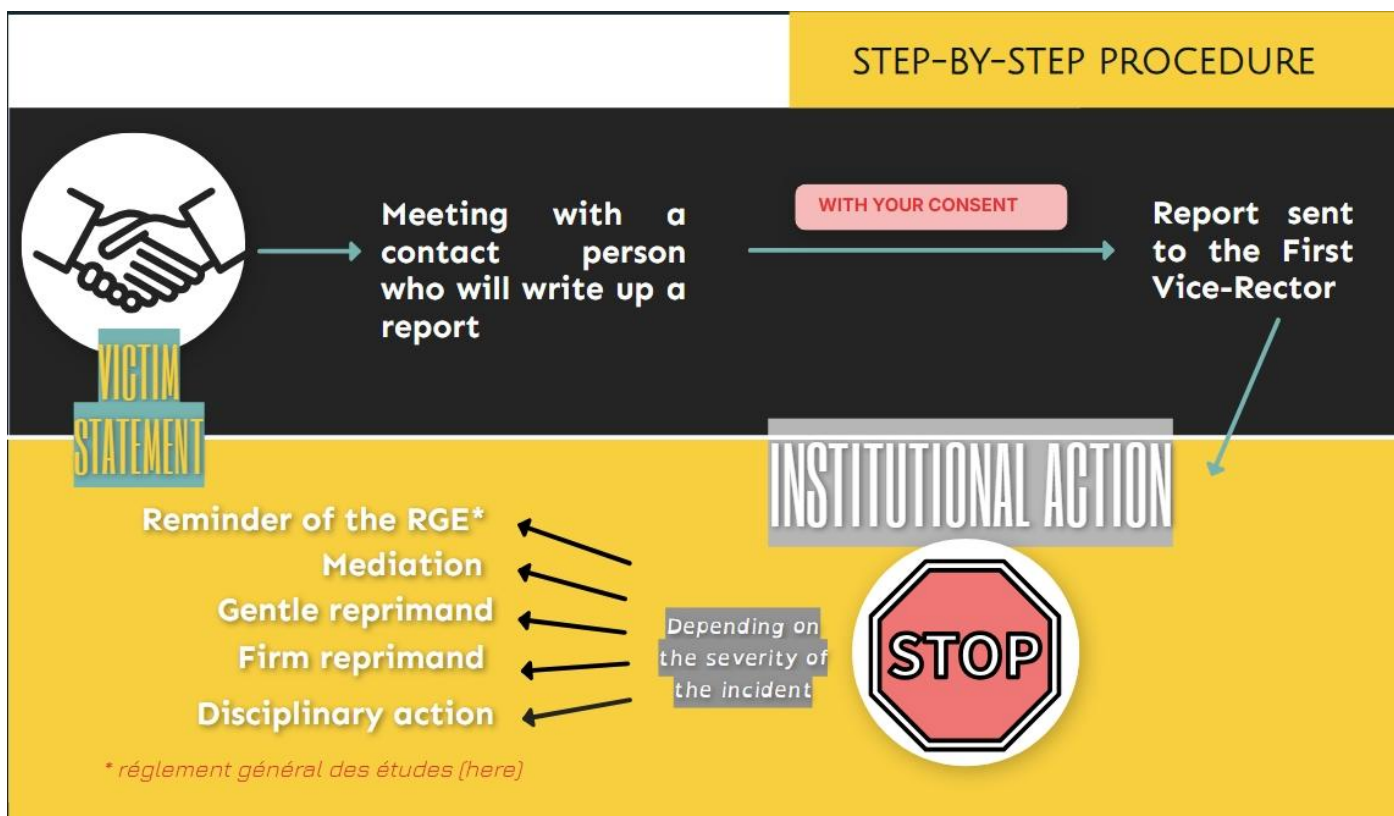


# 100% RESPECT

## OUTLINE OF MEASURES TO TACKLE ALL FORMS OF ABUSE AT UMONS



100% RESPECT combats and prevents incidents from occurring both at UMONS and in the context of off-site activities or events related to UMONS student associations, provided that a member of the UMONS student community is involved.

The scheme provides adequate information to victims, perpetrators and witnesses about the existing internal and external legislation and about the support services available to them. It also provides information to anyone who does not fall within the scope of their work and helps redirect them to the appropriate services.

UMONS ensures that the university community is informed about the existence of the 100% RESPECT scheme through all appropriate means of communication (awareness-raising activities, posters, social media, etc.) and undertakes to provide an institutional response to every situation falling within its scope of action.

As part of the 100% RESPECT scheme, psychological support is systematically offered to any student who feels the need for it. U-PSY offers all UMONS students this free and confidential first-line support service.

Coordinator: Isabelle Brumagne

## STUDENT-STAFF INTERVENTION GRID ( WHO ACTS ON WHOSE BEHALF?)

	Victim (person suffering) = <b>Staff Member</b>	Victim (person suffering) = <b>Student</b>
<p><b>Perpetrator of abuse</b> (the person committing the act of bullying...) = <b>Staff Member</b></p>	<p>The <b>100% Respect procedure does not apply</b>. The <b>UMONS Working Regulations</b> apply (<i>Chapter XV: Psychosocial problems, including violence and psychological and sexual harassment at work</i>).</p> <p>In this case, there is a procedure available to protect the aggrieved staff member which is also available on the Security Department's (DS) intranet:  <a href="https://alumni.umons.ac/sharepoint.com/sites/DS/SitePages/Charge-psychosociale.aspx">https://alumni.umons.ac/sharepoint.com/sites/DS/SitePages/Charge-psychosociale.aspx</a></p> <p>In short, the member of staff can call on a trusted person of their choice and/or call on a psychologist specialising in psycho-social risks from our external service (Spmt-Arista, which is now called COHEZIO)          → Either a conciliation process is reached and a solution is found, or an informal or formal complaint is made, at which point the authorities must intervene (the Rector and/or the Administrator, depending on the category of staff to which the bully and the victim belong). After analysing the situation, the authorities propose appropriate measures and decide, if necessary, to initiate a disciplinary procedure.</p> <p>Concrete example: A teacher (teaching staff category) harasses a technician (PATO). The technician complains to the Spmt-Arista and files an informal complain          → The Administrator, who is the technician's manager, proposes solutions to solve the problem, and the Rector, who is the teacher's manager, notifies them and decides on possible measures....</p> <p>Distinction between two categories of staff:</p> <ul style="list-style-type: none"> <li>- Academic staff in the broad sense (teachers and scientists) = ACA</li> <li>- PATO staff</li> <li>- 4 possible cases: ACA /ACA; PATO/PATO; ACA/PATO; PATO/ACA</li> </ul>	<p>In this case, the student will initiate the <b>100% Respect</b> procedure which will explain how to proceed.</p> <p>The student may also speak directly to U-PSY, who will then redirect the student to the contact persons of the 100% Respect procedure. The U-PSY psychologists will nevertheless provide 'psychological' support for the student, if necessary.</p> <p>It is therefore up to the contact persons to see the student and to compile the file in the usual way.</p> <p>Then, the difference between this and the 100% Respect procedure is the kind of reprimand, as here it's about reprimanding a staff member.</p> <p>The authorities are then immediately informed of the situation and a solution is sought to resolve it. When a student is concerned, the file is forwarded to the First Vice-Rector in charge of student affairs (or, in their absence, to the Student Affairs Advisor) who forwards it to the Rector (for teaching and scientific staff) or to the Administrator (for PATO staff) for follow-up. After analysing the situation, the authorities propose appropriate measures and decide, if necessary, to initiate a disciplinary procedure.</p>

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<p><b>Perpetrator of abuse</b> (the person committing the act of bullying...) = <b>Student</b></p>	<p>The <b>100% Respect procedure</b> applies (because we are looking at the situation from the point of view of the <b>perpetrator</b> whom we want to reprimand), but there is a difference in the way we deal with it:</p> <ul style="list-style-type: none"> <li>- <b>Institutional action</b> (reprimand by the First Vice-Rector in charge of student affairs, follow-up email)</li> <li>- If necessary, the victim is <b>supported</b> by a trusted person at UMONS or by an external psychologist for psycho-social risks from our external service (Spmt-Arista, now called COHEZIO)</li> <li>- If necessary, the victim is <b>supported</b> by U-PSY.</li> </ul>	<p>The <b>100% Respect procedure</b> is applicable as follows:</p> <ul style="list-style-type: none"> <li>- <b>Institutional action</b> (reprimand by the First Vice-Rector in charge of student affairs, follow-up email, mediation offered)</li> <li>- If necessary, the victim or the offending party, is <b>supported</b> by U-PSY.</li> </ul>