

Pursuant to Article 6 of the Higher Education Act (Official Gazette of RS, Nos. 32/12 - official consolidated text, 40/12 - ZUJF, 57/12 - ZPCP-2D, 109/12, 85/14, 75/16, 61/17 - UPS, 65/17, 175/20 - ZIUOPDVE and 57/21 - CC decision) and Article 21 of the Statute of the EMUNI University (hereinafter: Statute), the Senate of the EMUNI University adopted at its 42nd session on 2 March 2022, the following:

**NON-DISCRIMINATION POLICY  
AT THE EURO-MEDITERRANEAN UNIVERSITY**

**I. GENERAL AND COMMON PROVISIONS**

**Article 1  
(Purpose and content)**

(1) The main purpose is to establish uniform guidelines to promote a work and educational environment at Euro-Mediterranean University (EMUNI) that is free of discrimination and harassment, and to pronounce the University's commitment to equal opportunity and affirmative action.

(2) EMUNI University is committed to a policy of non-discrimination and equal opportunity in all its operations, educational programmes, and related activities.

(3) EMUNI University prohibits discrimination against and harassment of any student, employee, visitor, or any affiliated persons based on race; colour; national or ethnic origin; age; religion or belief; disability; sexual orientation; sexual identity and sexual expression; social status; gender; gender identity and expression; including a transgender identity; genetics or any other fundamental circumstance of human rights and freedom, in other legal relationships in the political, economic, social, cultural, civil or other fields.

(4) The aim is to prevent the following actions being taken by EMUNI University staff members, students, and persons affiliated with EMUNI University and to provide support and remedies where they occur:

- Unfair discrimination
- Hate speech
- Harassment
- Violence

(5) The University expects all EMUNI employees, students, and other persons affiliated with EMUNI University to engage in and uphold this commitment.

**Article 2**  
**(Policy tenets)**

- This policy governs the EMUNI University's response to all forms of discrimination and harassment, and sexual misconduct. Such behaviours are unacceptable under EMUNI University policy.
- The EMUNI University does not tolerate conduct in violation of this policy and will take serious action to prevent and address such misconduct.
- Retaliation against anyone who makes a report of discrimination, harassment and/or sexual misconduct, or who participates in an investigation under any of the complaint resolution procedures set forth herein, is prohibited.
- Individuals who make reports that are later found to have been intentionally false or misleading or made maliciously and without regard for truth may be subject to disciplinary action up to and including termination or expulsion. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by an investigation.

**Article 3**  
**(Appeal procedure and Disciplinary Measures)**

- Individuals who believe they have experienced discrimination, harassment and/or sexual misconduct in violation of this policy, and all members of the EMUNI University who may be aware of such incidents, may send a letter (electronically or in hard copy) addressed to the Human Resources of EMUNI University to report incidents of discrimination, harassment, and/or sexual misconduct.
- The EMUNI University will respond within 30 days upon receiving a complaint.
- After receiving the complaint, the Human Resources will initiate an investigation to determine whether there is a reasonable basis for believing that the alleged violation of this policy occurred.
- When a formal complaint is filed or initiated, the EMUNI University will provide a fair and impartial investigation and resolution, provide supportive and interim measures and, in the event a policy violation is found, impose appropriate sanctions, and provide remedial measures.
- The appropriateness and severity of the sanctions imposed, up to and including termination or expulsion of the offender, will depend on the circumstances of the case.

- If the Respondent is not a member of the EMUNI University or is no longer affiliated with the university at the time of the report or at the time a formal complaint is initiated (including when the Respondent has graduated or left the EMUNI University), the EMUNI University typically is unable to take disciplinary action or investigate through the complaint resolution procedures herein.

**Article 4**  
**(Confidentiality)**

- Any allegation of discrimination or harassment brought to the attention of the EMUNI University will be discreetly addressed.
- All complaints and investigations will be conducted in a confidential manner to the greatest extent possible.
- However, the investigation of complaints may also require disclosure to the accused individual and to other witnesses for the purpose of gathering pertinent information. In such case, disclosures will be limited to the extent possible.
- Individuals involved in investigations are encouraged to exercise discretion in sharing information to safeguard the integrity of the process and to avoid the appearance of retaliation.
- While discretion regarding the process is important, complainants and respondents are not restricted from discussing and sharing information with others who may support or assist them in presenting their case.
- If necessary, the complainant and the respondent will be separated during the investigation, either through internal transfer or administrative leave.

**Article 5**  
**(Validity of the Rules)**

This policy shall enter into force on the day of the adoption of the Senate of EMUNI University and will be published on the EMUNI bulletin board and EMUNI website.

Prof. Dr. Abdelhamid El-Zoheiry  
President of the EMUNI University