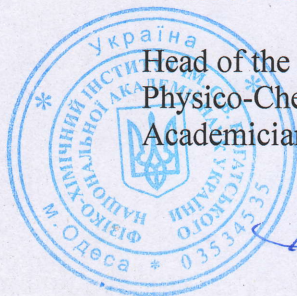


APPROVED

Academic Council of the O. V. Bogatsky
Physico-Chemical Institute of the NAS of Ukraine
Protocol No. 7 of July 29, 2026.



Head of the Academic Council of the O. V. Bogatsky
Physico-Chemical Institute of the NAS of Ukraine
Academician of the NAS of Ukraine, professor

Viktor KUZMIN

REGULATIONS

on the policy of preventing and combating sexual harassment
at the O. V. Bogatsky Physico-Chemical Institute of the NAS of Ukraine

Odesa - 2026

Regulations on the policy of preventing and combating sexual harassment at the O. V. Bogatsky Physico-Chemical Institute of the National Academy of Sciences of Ukraine is based on the principles of equal opportunities and rights for all employees of the Institute, regardless of their gender, gender identity, age, nationality, social status, etc.

In its activities, the O. V. Bogatsky Physico-Chemical Institute of the NAS of Ukraine (hereinafter the Institute) in the field of ensuring gender equality and combating discrimination complies with the legislation of Ukraine, in particular, the Constitution of Ukraine, the Laws of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men", "On the Principles of Preventing and Countering Discrimination in Ukraine", "The Plan for Establishing Gender Equality and Preventing Gender Discrimination in the National Academy of Sciences of Ukraine" and is guided by these Regulations (hereinafter the Regulations).

1. GENERAL PROVISIONS

1.1. The Institute condemns gender-based violence, including sexual harassment in the workplace and in the educational process, and undertakes to counter this phenomenon in the event of its occurrence.

1.2. In order to prevent sexual harassment, the Institute prohibits:

- discriminatory statements containing offensive, humiliating statements about persons on the basis of gender, appearance, clothing, sexual orientation, etc.;
- oppression, undesirable behavior for a person and/or a group of persons, the purpose or consequence of which is to humiliate their human dignity on certain grounds or to create a tense, hostile, offensive or disrespectful atmosphere for such a person or a group of persons;
- hate speech, statements containing insults, threats or calls for violence against a certain person or groups based on gender.

1.3. The provision applies during employment, labor relations, remuneration, educational process at the Institute, etc.

1.4. For the purposes of this document, sexual harassment is considered to be acts of a sexual nature expressed verbally, such as threats, threats, indecent/unsolicited offers and/or remarks, jokes, messages and letters, displays of images, etc.) or physically, such as unwanted touching and patting, etc., that humiliate, offend a person who is in a relationship of labor, service, material or other subordination.

1.5. The Institute undertakes to monitor compliance with the provisions of the Regulation during labor relations and the educational process.

1.6. The administration of Institute, heads of the structural subdivisions are obliged to conduct internal information and educational campaigns aimed at raising the level of awareness of the workforce and applicants on the prevention of sexual harassment.

1.7. The application of the norms of the Regulation does not exclude the possibility of applying the norms of the current legislation of Ukraine regarding the protection of a person's rights.

2. FILING A SEXUAL HARASSMENT COMPLAINT

2.1. If an employee / applicant believes that the norms of this Regulation have been violated in relation to them at the Institute, he or she may file a complaint.

2.2. The complaint is submitted to the Administration of the Institute in electronic or paper form and must contain a description of the violation of a person's right, an indication of the moment (time) when the violation occurred, facts and possible evidence supporting the complaint. A complaint can be filed within 30 days from the day the act was committed or from the day it became known about its commission.

2.3. The complaint can be sent to the electronic mailbox of the Institute. Written complaints are submitted through the Office of the Institute.

3. EXAMINATION OF SEXUAL HARASSMENT COMPLAINTS

3.1. After the Administration receives a complaint, the Institute establishes a Commission for Combating Sexual Harassment (hereinafter referred to as the Commission), which consults with all parties to the conflict.

The complainant can choose the following methods of solving the issue of sexual harassment:

- informal procedure;
- formal procedure;
- rejection of the need to react.

3.2. Informal procedure.

The Commission (representative of the Commission) receives in writing from the complainant clarifying and additional details related to sexual harassment, including date, place, time, and persons involved in the situation, witnesses, etc. Within 15 working days, the Commission holds meetings with the complainant, the defendant, witnesses and other persons who can provide the necessary information. If necessary, the Commission may request additional information, as well as seek advice and/or information from employees of the Institute, who are disinterested persons in the situation under consideration. The commission studies the complaint, provides consultations to both sides of the conflict, and offers ways to resolve the situation that arose in connection with sexual harassment, which do not involve the adoption of administrative / disciplinary decisions by the administration of the Institute. If a joint decision is reached, it shall be made in writing and signed by the complainant, the defendant. A copy of such a joint decision must be kept for five years.

3.3. Formal procedure.

The formal way of responding to sexual harassment occurs in the case of:

- if the complainant has chosen a formal procedure;
- refusal of the defendant / defendants from the informal procedure;
- if a joint decision was not reached through an informal procedure;
- if sexual claims were made against a minor;
- if the complaint was filed without grounds.

3.4. The Commission, within the framework of the formal procedure, upon receipt of a complaint, must inform the management of the Institute about it. Within 5 working days, a meeting of the Commission must be held, at which it must be decided whether the complaint really concerns sexual harassment and whether its consideration falls within the competence of the Commission. Within 15 working days from the date of receipt of the complaint, the Commission must be held meetings with the complainant, the defendant, witnesses and other persons who can provide the necessary information. If necessary, the Commission may request additional information, as well as seek advice and / or information from employees of the Institute who are disinterested persons in the situation under consideration.

3.5. The Commission conclusion on the compliance of the complaint and the decision on the situation described in the complaint shall be prepared within the established deadlines and submitted immediately to the Director of the Institute, to the complainant and the respondent. Based on the Commission's decision, the Director of the Institute shall take the appropriate decisions provided for and permitted by applicable law.

4. FINAL PROVISIONS

4.1. The Regulation shall enter into force from the moment of its adoption by the Academic Council of the O. V. Bogatsky PCI of the NAS of Ukraine.

4.2. Control over the implementation of the Regulation shall be exercised by officials of the Institute within the limits of their powers established by functional responsibilities.