



Wrocław  
University  
of Science  
and Technology

# Equality at Wrocław Tech

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**“All human beings are born free  
and equal in dignity and rights.”**

- The Declaration of Human Rights, The UN General Assembly, December 10, 1948.

# NO! to DISCRIMINATION, HARASSMENT, AND BULLYING

At Wrocław University of Science and Technology, we understand how important **all** studying and working people are. Even though we are all **different**, as human beings we all remain **equal** and none of us can be treated less favourably because of our belonging to a group or possessing certain characteristics.

## What is discrimination?

It is the unequal, unfair or hostile treatment of people simply because they belong to a group distinguished by characteristics such as gender, age, disability, sexual orientation and identity, skin colour, national or ethnic origin, religion, denomination, or world view.



## Types of discrimination

**DIRECT (interpersonal)** discrimination is treating another person in an inferior way in direct interpersonal interactions simply because of seeing them from the angle of a legally protected characteristic (or characteristics). This phenomenon takes a variety of forms - ranging from ignoring the presence of the discriminated person to offensive jokes or excluding their voice in teamwork or discussions, or outright unfair and hurtful behaviour, e.g., failing to give them a well-deserved bonus or overlooking them for a promotion.

**INDIRECT (institutional)** discrimination occurs if an unequal distribution of rights, responsibilities, and opportunities between individuals and groups is incorporated into the rules governing an institution. It is a situation where laws, various regulations, criteria or a commonly accepted practice of social life leads to unequal treatment of specific individuals compared to others in a similar situation.

**HARASSMENT** is any undesirable behaviour whose purpose or effect is the violation of a person's dignity and creating an intimidating, hostile, degrading, humiliating, or derogatory atmosphere around them. Violations of dignity can take a variety of forms - gestures, words, insults and offensive conduct, or other behaviour aimed at harassing an individual.

**SEXUAL HARASSMENT** is a type of gender discrimination. It is any unwanted conduct of a sexual or gender-specific nature that has the purpose or effect of violating a person's dignity. This behaviour may consist of physical, verbal, or non-verbal elements. Sexual harassment may also constitute a criminal offence under the Criminal Code.

## Discrimination and bullying

**BULLYING** is deliberate and long-term behaviour that results in feelings of inferiority, exclusion, isolation, and loss of self-esteem in a person. This will include, for instance, constant and unjustified criticism, ridicule, humiliation, ignoring, spreading rumours, and making the victim do harder work or tasks beyond their capabilities to prove their professional incompetence.

**DISCRIMINATION AND BULLYING** manifest themselves similarly but are not the same thing. Occurring in various spaces of social life, discrimination constitutes the violation of the principle of equality and implies violence against a person because of a legally protected characteristic. Bullying occurs in the work environment and may have various causes and determinants, but the aggression that manifests itself is not motivated by resentment towards representatives of a stigmatised group.



# Equality Plan for Wrocław University of Science and Technology

At Wrocław Tech, we promote equality and diversity as the principles that enable all those working and studying at the university to thrive, develop, and fulfil their potential as well as deepen their independence in thought and action. We oppose and counteract all signs of discrimination.

Since 2019, we have been implementing the “Equality Plan for Wrocław University of Science and Technology”.

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