Appendix to Regulation No. 131/2025
of the Rector of the University of Opole of 15 December 2025

ANTI-DISCRIMINATION POLICY FOR STUDENTS AND DOCTORAL STUDENTS AT THE UNIVERSITY OF OPOLE

General Provisions
Section 1

The University of Opole is committed to provide all students and doctoral students of the University of Opole with conditions conducive to learning and development, as well as respect for personal dignity. Academic work should be conducted in an atmosphere of mutual respect, professionalism and responsibility. This document sets out the University of Opole's approach to counteracting discrimination against students and doctoral students and establishes standards of conduct in situations where discrimination occurs.

Section 2

The aim of the anti-discrimination policy for students and doctoral students at the University of Opole is:

1) to take preventive measures and counteract discrimination in the academic environment;
2) to intervene and take corrective steps in the event of the occurrence or suspected occurrence of the phenomenon referred to in point 1;
3) to define rules of conduct in the event of the occurrence of the phenomenon referred to in point 1.

Definitions
Section 3

In the Anti-Discrimination Policy for Students and Doctoral Students of the University of Opole, the following definitions apply:

1) **doctoral student** refers to a person who is studying at the Doctoral School of the University of Opole;
2) **discrimination** means:
   a. direct or indirect discrimination, in particular on grounds of gender, age, disability, race, religion, nationality, political beliefs, trade union membership, ethnic origin, creed, sexual orientation of a student or doctoral student,
   b. harassment - any unwanted behaviour whose purpose or effect is to violate the dignity of a student or doctoral student and create an intimidating, hostile, degrading, humiliating or offensive atmosphere
   c. sexual harassment - any unwanted behaviour of a sexual nature or relating in particular to the gender of a student or doctoral student, the purpose or effect of which is to violate the dignity of the student or doctoral student, in particular by creating an intimidating, hostile, degrading, humiliating or offensive atmosphere; this behaviour may consist of physical, verbal or non-verbal elements,
   d. inciting others to violate the principle of equal treatment or instructing them to violate this principle,
   e. granting different rights or treating students or doctoral students differently even though they fulfil the same obligations;
3) **anti-discrimination policy** – hereinafter referred to as "the Policy" – refers to the anti-discrimination policy for students and doctoral students of the University of Opole, specifying preventive actions, procedures for handling

situations of actual or alleged discrimination, the rights and obligations of students and doctoral students in relation to discrimination, and the consequences of discrimination;
4) **victim** refers to a person who has been harmed as a result of discrimination;
5) **Rector** means the Rector of the University of Opole;
6) **Ombuds** refers to Omudsperson for Students and PhD Students
7) **complaint** refers to a formal notification by a student or doctoral student indicating that they or other students or doctoral students have been subjected to actions or behaviour on the part of members of the academic community of the UO that constitute discrimination, initiating anti-discrimination proceedings;
8) **student** refers to a person studying (having the status of a student of the University of Opole) at the University of Opole in a first-cycle programme, a second-cycle programme, a long-cycle programme or a postgraduate programme;
9) **University** refers to the University of Opole;
10) **academic community** refers to all members of the University of Opole community, i.e. employees, doctoral students, and students;
11) **report** refers to the communication of information by a student or doctoral student on the alleged occurrence of actions or behaviour bearing signs of discrimination, which does not constitute a formal complaint, but initiates actions of investigation and prevention;
12) **anti-discrimination committee** - hereinafter referred to as: 'committee' - refers to a committee appointed by the Rector of the University of Opole to investigate a complaint by a student or doctoral student;
13) **employee of the UO** - hereinafter referred to as “employee” - refers to any person employed at the University of Opole, regardless of the type of their contract, time and form of employment.

Scope of application
Section 4

1. The Policy applies to all students and doctoral students and covers situations related to participation in classes, use of the university's infrastructure, participation in research projects, academic events and all other activities carried out as part of academic life on the premises of the University.
2. The provisions of the Policy apply to all members of the academic community in their relations with students and doctoral students. The Policy applies both to actions undertaken on the university premises and to situations occurring outside the university, provided that they are related to the academic activity of the University.

Counteracting discrimination
Section 5

Actions aimed at counteracting discrimination shall be taken by faculties, the Students' Union, the Doctoral Students' Union and other entities designated by the Rector. These may include, in particular:
1) promoting desirable attitudes and behaviours in relations within the academic community, in accordance with the principles of social coexistence;
2) disseminating knowledge about discrimination, methods of preventing it, and its consequences;

3) conducting awareness campaigns on discrimination and ways of counteracting it among employees, students and doctoral students;
4) monitoring the issue of discrimination and applying anti-discrimination procedures in practice.

Section 6

1. Any acts or conduct that could be considered discriminatory are prohibited.
2. Every student and doctoral student is obliged to comply with this Policy. Every student and doctoral student has the right to immediately report any instances of discrimination against themselves or other students and doctoral students, in accordance with the rules referred to in Sections 7-8 of the Policy.
3. Discrimination, as well as deliberately fostering situations conducive to such conduct, and deliberately tolerating discriminatory conduct, constitutes a violation of the fundamental obligations of students and doctoral students, which may result in consequences provided for by law.

Section 7

1. In order to counteract discrimination, students or doctoral students who notice irregularities that may constitute discrimination can report them to the following entities of the university:
   1) the vice-rector competent for student affairs,
   2) the Ombuds,
   3) the relevant dean,
   4) the relevant programme coordinator,
   5) the Director of the Doctoral School.
2. Reports may be submitted in writing, electronically (in accordance with Appendix 1 to the Policy) or verbally. A report does not constitute a complaint initiating anti-discrimination proceedings. As a result of the report, verification measures are taken to allow for the early elimination of conduct that could develop into discrimination.
3. The unit to which the report was addressed:
   1) promptly, not later than within 14 working days from the date of receipt of the report, conducts a preliminary evaluation and takes appropriate verification measures;
   2) draws up an official memo, report or other internal document based on the initial evaluation of the report, containing at least: the date of receipt of the report, the manner in which it was submitted, the details of the reporting person (if provided), a brief description of the circumstances reported and information on the actions taken;
   3) informs the reporting party about the actions taken or planned, provided that the reporting party has provided their contact details and has not objected to being contacted.
4. If, after reviewing the report, the unit to which it was addressed considers it justified, the reporting person may be offered, inter alia, psychological support from the Psychological and Therapeutic Support Centre of the University of Opole, mediation support from the University Mediation Centre, legal advice from the Law Clinic of the Faculty of Law and Administration of the University of Opole, and support from academic tutors for students experiencing difficulties related to learning, studying or planning their career path. The extent of support shall be agreed individually with the reporting person. The decision to offer support is made by the head of the unit to which the report was sent, in consultation with the relevant support units. Informing the reporting person of the possibility of receiving support does not oblige them to use it. Decisions in this regard are solely up to the student or doctoral candidate, and failure to use the support may not be interpreted to their disadvantage. Support is provided to the extent necessary to meet the needs arising from a given case, taking into account the organisational

and personnel capabilities of the units providing support. The scope of support is determined individually with the reporting person, respecting their needs and on a voluntary basis.

5. Documentation relating to reports, including notes and other records, is kept by:
   1) The Rector's Office: for reports addressed to the Rector or Vice-Rector for Student Affairs;
   2) The Doctoral School: for reports submitted to the Director of the Doctoral School;
   3) the relevant faculty office: for reports submitted to the dean or study programme coordinator;
   4) Ombuds' office: for reports submitted to the Ombuds
   – for a period of not less than 24 months from the date of completion of the case, subject to the provisions on personal data protection and the rules set out in Appendices No. 3 and 4 to the Policy.
6. If the reporting person deems that the steps taken in response to the report are insufficient, they have the right to refer the matter, with due regard for the wishes of the reporting person, by way of a complaint, in accordance with the rules referred to in Section 8 of the Policy.

Anti-discrimination proceedings
Section 8

1. Any student or doctoral student who has been a victim of discrimination or has information about acts or conduct on the part of members of the academic community that constitute discrimination against other students or doctoral students has the right to lodge a complaint with the vice-rector competent for student affairs, indicating the irregularities, who will initiate anti-discrimination proceedings.
2. Complaints may be submitted in writing or electronically (see Appendix 2 to the Policy)
3. Every student or doctoral student who has been a victim of discrimination has the right to demand that steps be taken to stop the discrimination and to investigate the causes and effects of such behaviour, while also taking measures to prevent it from happening again.
4. In addition to actions taken on the basis of the Policy, every student and doctoral student has the right to seek legal protection under generally applicable laws.
5. False accusations of discrimination are prohibited and may be considered a violation of the rules of social coexistence in force at the University of Opole.
6. The complaint must be made in writing, dated and signed by hand by the complainant or signed electronically, bearing a qualified electronic signature or a trusted signature provided by the complainant. Anonymous complaints will be treated as reports referred to in Section 7(1) and (2) of the Policy.
7. A complaint referred to in subsection 4 should include, in particular:
   1) indication of the place where the discriminatory acts or behaviours occurred;
   2) indication of specific acts or behaviours considered by a student or doctoral student to be discriminatory, together with a description of the specific situations and circumstances in which, in the opinion of the student or doctoral student, they took place;
   3) indication of the period during which the reported acts or conduct took place;
   4) identification of the victim;
   5) identification of the student, doctoral student or university employee whose behaviour, action or omission is reported as discrimination;
   6) identification of potential witnesses to the reported actions or behaviour;
   7) identification of any other evidence confirming the occurrence of the reported actions or behaviour.
8. The Rector may, ex officio, initiate proceedings in a discrimination case.
9. The student or doctoral student who has made a complaint, as well as the person who has been wronged, is entitled to psychological support offered by the

Psychological and Therapeutic Support Centre of the University of Opole, on a confidential and voluntary basis. The use of the support is voluntary and failure to use it does not affect the handling of the complaint or the credibility evaluation of the complainant or the victim. The psychological support is provided by the Psychological and Therapeutic Support Centre of the University of Opole within the forms resulting from its tasks, taking into account the needs of the person concerned and the organisational and personnel capacity of the UO Psychological and Therapeutic Support Centre. If necessary, the student or doctoral student may also be offered legal support within the Law Clinic of the Faculty of Law and Administration of the University of Opole, under the conditions applicable to that unit.

Section 9

1. The proceedings in a case of discrimination against students or doctoral students shall be conducted by a committee consisting of at least three persons with voting rights. The composition of the committee shall be determined by the Rector, depending on the status of the persons appearing in the case as complainant or accused. The members may include:
   1) a person representing the Rector - the Chair of the Committee (with voting rights);
   2) the Ombuds (with voting rights); in the event of a conflict of interest or other exclusionary reason, a deputy ombuds designated by the Rector, or in the absence of a deputy ombuds, another person designated by the Rector, shall take their place;
   3) a representative of the Students' Union (with voting rights) - shall be included only in cases in which a student is the complainant, wronged or accused party;
   4) a representative of the Doctoral Students' Union (with voting rights) - shall be included only in cases in which a doctoral student is the complainant, wronged or accused party;
   5) a representative of employees (with voting rights) - shall be included only in cases where the accused is an employee:
      a) an academic staff member
      b) a non-academic staff member,
      c) if the accused persons are from both employee groups - two employee representatives shall be included
   6) the Employee Ombudsperson (with voting rights) - in cases where the accused is an employee of the university;
   7) the Rector's Proxy for Equal Treatment (without voting rights) - as an observer in an advisory capacity;
   8) a representative of the UO Psychological and Therapeutic Support Centre (without voting rights) - as an observer in an advisory capacity.

2. Observers shall not take part in the deliberations and voting on the merits of the case; they may speak only at the Chair's request for advisory opinions.
3. A member of the committee referred to in section 1(5) is appointed by the Rector from among persons indicated by:

a. deans - one person from each faculty as a representative of an academic staff member. The list of persons appointed by the deans of faculties shall be made public by means of a Rector's announcement.
b. the Chancellor - six persons from different administrative units as representatives of non-academic staff members. The list of the Chancellor's appointees shall be made public by means of a Rector's announcement.

4. The deputy Ombuds referred to in subsection 1(2) is appointed by the Rector on a rotating basis from among the representatives of the University Mediation Centre of the University of Opole.
5. Members of the committee referred to in subsection 1(3) and (4) shall be appointed by the Rector from among persons nominated by the Students' Union and Doctoral Students' Union respectively - three persons each from among students and doctoral students. The list of persons appointed by the Students' Union and Doctoral Students' Union respectively shall be made public by means of a Rector's announcement.
6. The Rector shall appoint representatives of students, doctoral students and employees from among the persons referred to in subsections 3 and 5, taking into account the nature of the breach and the status of the parties to the proceedings (a student, a doctoral student, an employee).
7. The following may not be voting members of the committee:
    1) a person suspected of discriminatory actions or behaviour;
    2) the head of the organisational unit in which the complainant/wronged student, doctoral student or the person suspected of discriminatory actions or behaviour is employed;
    3) a person employed in the organisational unit in which the complainant/wronged student, doctoral student or the person suspected of discriminatory actions or behaviour is employed;
    4) a witness summoned by one of the parties to the proceedings;
    5) a person who is a spouse, relative or relative by affinity - up to and including the second degree - of any of the parties to the proceedings, or who remains with the party in a legal or factual relationship raising doubts as to their impartiality;
    6) a person acting as the head of an organisational unit.
8. The provisions of subsection 7 shall apply mutatis mutandis to the Ombuds (where he or she is a member of the committee with voting rights), to the deputy Ombudsperson, and to the observers referred to in subsection 1(7) and (8) respectively.
9. The grounds for exclusion continue even after the circumstances justifying their exclusion have ceased to exist.
10. Deans or the Chancellor shall promptly inform the Rector if the persons indicated in accordance with subsection 3 are unable to serve on the Committee, at the same time indicating other persons. The Ombudsperson and the Employee Ombudsperson (when he or she enters with the right to vote) shall immediately inform the Rector of the occurrence of a conflict of interest or other reason for exclusion; in such a case, a duly appointed and approved deputy shall take their place. The bodies of the Students' Union and Doctoral Students' Union shall inform the Rector of changes in the lists of their representatives. If the Rector's Equal Treatment Proxy or a representative of the Psychological and Therapeutic Support Centre is unable to attend, the Rector may appoint another person to act as an observer in an advisory capacity.

11. If a voting member of the committee is excluded from the work of the committee or found to be unable to attend its meetings, the Rector shall promptly appoint another person from the same group referred to in subsection 1(1) to (6) in their place in accordance with the principles set out in subsections 3 to 6. The appointment of an substitute member shall be made in such a way as to ensure that the minimum number of members of the committee with voting rights referred to in subsection 1 and subsection 12(2) is maintained and that the composition of the committee is as impartial and representative as possible.
12. Voting rules:
    1) the committee shall deliberate and take decisions with a minimum of three voting members;
    2) decisions shall be taken by a simple majority;
    3) in the event of a tie, the Chair shall have the casting vote; the use of the casting vote shall be recorded in the minutes with a brief explanatory note;
    4) the presence of the observers referred to in subsection 1 (7) and (8) or of non-voting invitees shall not be counted in the quorum and shall not affect the outcome of the vote.
13. The Ombuds and their deputy and, when he/she enters with voting rights, the Employee Ombudsperson, may not act as proxies for the parties before the committee.
14. When appointing members of the committee for a particular case, efforts shall be made, as far as objectively possible, to maintain the diversity and representativeness of the committee members. The committee shall ensure that the proceedings are accessible to persons with special needs through appropriate adaptations (e.g. interpreter, assistant support, remote solutions).

Section 10

1. The Rector shall appoint a committee within 14 days of receipt of a complaint. The committee shall be established for the duration of the proceedings.
2. The Chair of the committee shall convene the first meeting of the committee within 14 days of the appointment of the committee by the Rector.
3. The Committee shall conduct its proceedings, which shall be completed within 60 days of the date on which the first meeting of the Committee is convened. In special cases justified by the circumstances of an individual case, this deadline may be extended. The committee shall inform the Rector of the need to extend the deadline for hearing the case.
4. Committee meetings are run by the Chair of the committee, ensuring that they are conducted properly and in accordance with law and this Policy.
5. The Committee shall meet when convened by the Chair in accordance with the needs of the proceedings. Minutes of each meeting shall be kept and shall be signed by the Chair and all members of the Committee present at the meeting.
6. Oral statements given by parties to the proceedings or witnesses shall be recorded using sound recording equipment for the purpose of drawing up a written report of the explanations given. Before recording begins, the Chair of the Committee shall inform the parties and witnesses of the fact of recording. The recordings shall be stored and protected under the rules referred to in Section 12 of the Policy. In justified cases, at the reasoned request of a party or parties, the committee may dispense with the recording of the hearing in the form of an audio recording.
7. The presence of all members of the committee at meetings is mandatory, with the proviso that meetings may be held by means of direct remote communication where it is possible. In the case of meetings involving summoned persons, the meetings should take place without the use of means of direct remote communication.

8. Should the Rector become aware of a prolonged absence of one of the committee members, the Rector may decide to replace that member with another person. In such a case, the previous part of the proceedings shall not be repeated and the new member of the committee shall be obliged to familiarise themselves with the proceedings to date and the material gathered during the proceedings.
9. Meetings and deliberations of the committee shall not be public. Apart from the members of the committee, only persons summoned by the committee for a specific meeting may attend. The committee shall examine the complaint in an impartial manner.
10. The committee is entitled to inspect the documents necessary to clarify the case.
11. In the course of the proceedings, witnesses who have been summoned to a meeting of the committee may be heard. Witnesses shall be bound to keep confidential any fact or circumstances of which they have become aware in the course of the proceedings or of the committee meeting.
12. It is the duty of staff members, students and doctoral students to attend the committee's meetings and to give evidence if they are called as witnesses in a discrimination case, including making documents relevant to the discrimination proceedings available to the committee upon request.

Ruling on the discrimination case
Section 11

1. After hearing from the complainant, the aggrieved person, the person suspected of discriminatory actions or behaviour, any witnesses, and after acquaintance with the evidence gathered, the Committee shall make an evaluation of the validity of the complaint.
2. The committee shall discuss and vote on the ruling to be taken and the principal reasons for it.
3. Voting on the ruling shall be by secret ballot, and the ruling shall be made by simple majority in the presence of all committee members.
4. The minutes of the meeting, which shall be signed by all members of the committee, shall include the principal reasons for the ruling.
5. In deciding on a complaint, the Commission may find that:
   1) actions fulfilling the characteristics of discrimination have occurred and the complaint is justified;
   2) actions fulfilling the characteristics of discrimination have not occurred and the complaint is unfounded.
6. The Chair of the committee shall draw up the operative part of the ruling of the committee. The operative part of the ruling should include:
   1) a list of the members of the Committee;
   2) an indication of the recorder;
   3) the date and place of the hearing of the case and the issuance of the ruling;
   4) a list of the parties to the proceedings;
   5) the substance of the ruling;
   6) recommendations for further proceedings.
7. The operative part of the ruling shall be signed by all members of the committee with their full names. The operative part of the ruling shall be attached to the minutes of the meeting.
8. A written justification of the ruling made shall be drawn up by the Chair of the Committee on the basis of the fundamental reasons for the ruling, as indicated in the minutes of the meeting at which the vote on the ruling took place, within 14 working days of the day on which the ruling was made.

9. In justified cases, in particular due to the volume of evidence gathered in the course of the proceedings, the nature and complexity of the case, the deadline for drafting the justification for the ruling may be extended, but no longer than up to 30 working days.
10. The justification shall be signed by the Chair of the Committee and shall not require the signatures of the other members of the Committee.
11. The justification of the committee's ruling should include:
    1) a concise description of the facts established during the proceedings;
    2) an indication of evidence in support of the circumstances invoked (subject to the confidentiality of witnesses' personal data);
    3) an indication of the circumstances demonstrating the presence/absence of discrimination;
    4) arguments justifying the proposed recommendations.
12. If it is not possible for the Chair of the Committee to draw up a written justification of the ruling within the prescribed time limit, the Rector may appoint another member of the Committee to draw up the justification.
13. The committee shall send its ruling and its justification to the Rector, the aggrieved party and the person accused of discriminatory actions or behaviour in writing within three working days from the date of drafting the justification of the Committee's ruling. The aggrieved party and the person accused of discrimination shall acknowledge receipt of the written ruling and its justification by signing it.
14. After having been acquainted with the committee's ruling, the Rector decides on further action in the case, taking into account the nature of the violation, the status of the parties to the proceedings (student, doctoral student, employee) and the committee's recommendation.
15. Within the limits of the applicable legislation and internal legal acts in force at the University, the Rector may in particular:
    1) stop at cautioning the person whose actions have been deemed discriminatory, or direct them to participate in educational activities, training or other forms of awareness-raising on anti-discrimination;
    2) offer the parties to participate in mediation or other forms of conflict resolution, respecting the voluntary basis of participation;
    3) apply organisational measures aimed at ensuring the safety and comfort of education or work, in particular: reassignment of classes, change of class group, limitation or exclusion of direct contact between the parties, change of supervisor or academic tutor, insofar as this is possible and in accordance with the law and internal acts of the University;
    4) refer the matter to the appropriate disciplinary commissioner for consideration of disciplinary proceedings against a student, doctoral student or employee, in the event of a breach of student, doctoral student or employee duties respectively;
    5) take any other corrective, orderly, preventive or educational action provided for by the law or by internal legal acts in force at the University.
16. The victim and the accused person have the right to lodge with the Rector written objections or comments to the ruling of the committee within 14 days from the date on which the justification for the ruling is delivered to them.
17. The Rector shall consider the objections referred to in subsection 16 and, if necessary, may refer the matter to the committee with a request to supplement the evidence or provide additional explanations. The submission of objections does not prejudice the right to seek protection under the applicable legal provisions.

18. The lodging of objections does not automatically suspend the action taken by the Rector on the basis of the committee's ruling, unless the Rector decides otherwise.

Confidentiality and protection of personal data
Section 12

1. Any action taken in the context of a report or complaint is subject to confidentiality rules, in accordance with the applicable legislation on the protection of individuals with regard to the processing of personal data and on the free movement of such data and internal legal acts.
2. The University shall ensure the protection of personal data of reporting persons, victims, witnesses and other participants in the proceedings, in particular as regards sensitive data, and only authorised persons shall have access to such data. The information obligation referred to in Articles 13 and 14 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC is implemented through the information clauses constituting Appendices No. 3 and 4 to the Policy.
3. Due to the processing of special categories of personal data, the disclosure of which could entail a serious risk to rights and freedoms, all persons participating in the proceedings shall sign a detailed confidentiality clause drawn up by the Data Protection Officer of the University of Opole, the template of which is set out in Appendix 5 to the Policy.
4. The members of the committee (with and without voting rights) and all persons participating in the proceedings are obliged to maintain confidentiality as to: the identity of parties, witnesses and third parties; the content of depositions, documents and other materials, the content of deliberations and draft rulings.
5. information subject to confidentiality may only be disclosed to the extent necessary for the conduct of the proceedings, the enforcement of the ruling or the fulfilment of the University's legal obligations.
6. Breach of confidentiality constitutes grave misconduct and may result in dismissal from the Committee, disciplinary liability or other consequences provided for by law.
7. Decisions, rulings and external releases shall be drawn up in such a way as to ensure the anonymisation of personal data and personally identifiable information of the parties, unless otherwise stipulated by law.

Education and prevention
Section 13

1. The university undertakes educational and awareness-raising actions on anti-discrimination in the university community. These actions shall include, inter alia:
   1) organising training courses, workshops and seminars for students, doctoral students and employees;
   2) providing information materials regarding anti-discrimination rights and obligations;
   3) promoting good practices in communication and cooperation in the academic community;
   4) supporting initiatives of students and doctoral students related to anti-discrimination issues.

2. The aim of these actions is not only to prevent incidents of discrimination, but also to foster attitudes that encourage responsible and informed participation in academic life.
3. The Rector shall be responsible for planning and coordinating the educational and preventive actions referred to in subsection 1. The Rector may entrust the performance of these tasks to the competent organisational units of the University and to bodies representing students and doctoral students in accordance with their respective areas of competence.
4. The actions referred to in subsection 1 shall be implemented in particular by: faculties, the Doctoral School, other organisational units of the University indicated by the Rector and the competent bodies of the Students' Union and Doctoral Students' Union - within the scope of their tasks and competences.

Monitoring and evaluation
Section14

1. The University commits to systematic monitoring of the implementation of the provisions of the Policy and to periodic evaluation of its effectiveness. These actions are aimed at evaluating the performance of the adopted solutions, identifying areas for improvement and adapting the Policy to the changing needs of the academic community.
2. Monitoring and evaluation shall include:
   1) an analysis of the number of reports and complaints of discrimination;
   2) an evaluation of response times and how reports are handled;
   3) a review of educational and preventive actions;
   4) examination of the level of awareness of students and doctoral students in relation to discrimination;
   5) consultation with representatives of the Students' Union and Doctoral Students' Union.
3. The indicators of the Policy's effectiveness include:
   1) number of reports and complaints;
   2) response time to notifications (from notification to first action);
   3) the number of educational activities (training courses, workshops, information campaigns per academic year);
   4) the level of satisfaction of reporting persons (evaluation of the quality of support and the way in which the report was handled, e.g. on the basis of anonymous surveys);
   5) participation of students and doctoral students in preventive actions (attendance at educational events, number of grassroots initiatives);
   6) Changes in the perception of the problem of discrimination (results of surveys conducted at the University at least every two years).
4. Units responsible for data collection:
   1) Rector's Office: in terms of complaints and reports addressed to the Rector or Vice-Rector competent for students;
   2) Doctoral School: in terms of reports from doctoral students submitted to the Doctoral School and the number of preventive actions dedicated to doctoral students;
   3) Faculty Offices: in terms of reports from students submitted to the dean or programme coordinator and the number of preventive actions dedicated to students;
   4) Ombudsperson: in terms of reports from students and doctoral students and the number of preventive actions dedicated to students and doctoral students;
   5) Psychological and Therapeutic Support Centre: in terms of the number and response time in providing support and the number of preventive actions dedicated to students and doctoral students.
5. An evaluation of the Policy is conducted at least once every two academic years by a unit or team appointed for this purpose by the Rector.

The results of the evaluation are made available to the academic community in the form of a report.

Final provisions

Section 15

The Rector shall grant members of the Committee, parties to the proceedings and witnesses release from activities and tasks arising from their job, student and doctoral duties for the time necessary to conduct the proceedings in the case, with pay in the case of employees.

Section 16

1. The Chair of the committee is responsible for the documentation of the proceedings of the case, including the minutes of the meeting.
2. Organisational support for committee meetings shall be provided by the unit responsible for student affairs, which shall in particular:
   1) designate an employee to take part in the committee meetings, without the right to vote and without the right to take any action affecting the ruling in the case, except for technical, organisational actions;
   2) keep the documentation for a period of 10 years after the ruling in the case.
2. Employees of the unit competent for student affairs who have access to information related to the proceedings shall be bound to secrecy.
3. Given the nature and specificity of discrimination cases, the case file is only made available upon request by a party or its proxy.
4. The applicant may make photocopies from the documentation provided. It is also possible to copy the documentation, but in this case the university may charge a fee.
5. The data contained in the Committee's materials and documents shall be subject to the protection provided for the protection of personal data. No personal data shall be disclosed except full name.
6. If there is a well-founded fear of danger to the life, health, freedom or property of the witness or of a person close to them, the committee, may decide to keep confidential the circumstances that allow disclosure of the identity of the witness, including personal data, if they are not relevant to the ruling in the case. The proceedings in this regard shall take place without the participation of the parties and shall be confidential.

Section 17

1. Parties may act in person or by proxy.
2. A party's proxy may be an employee of the University of Opole, an advocate or a legal counsel - holding an authorisation (power of attorney) to represent a party in proceedings before the committee.

Section 18

1. Generally applicable laws shall apply to matters not covered by this Policy.
2. In matters not regulated by this Policy or the provisions of generally binding legal regulations, as well as in matters of dispute, decisions are taken by the Rector.
3. The Rector is entitled to a binding interpretation of the Policy.

Prepared by: Proxy for Equal Treatment, Dr hab. Dominika Malchar-Michalska, prof. UO
Approved by: Vice-Rector for Student Affairs, Dr hab. Joanna Ryszka, prof. UO