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**ORDINANCE No. 50/2019**

**of the Rector of Lodz University of Technology**

**of 23 September 2019**

**on the introduction of the Regulations on Anti-Discrimination Practices**

 **at Lodz University of Technology**

Pursuant to Article 23 (1), (2) of the Act of 20 July 2018 - Law on Higher Education (Journal of Laws of 2018, item 1668, as amended) in connection with Article 183a of the Act of 26 June 1974 Polish Labour Code (i.e. Journal of Laws of 2019, item 1040, as amended) and §15(2) and (3) of the Statute of Lodz University of Technology in connection with Article 227(3) of the Act of 3 July 2018 Provisions introducing the Act - Law on Higher Education and Science (Journal of Laws of 2018, item 1669 as amended), I order as follows:

§ 1.

I introduce the Regulations of the Internal Anti-Discrimination Policy of Lodz University of Technology, constituting Appendix 1 to this Ordinance.

§ 2.

The Ordinance comes into force on 1 October 2019.

 R E C T O R

OF LODZ UNIVERSITY OF TECHNOLOGY

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Appendix 1

to the Regulation No. 50/2019

of the Rector of Lodz University of Technology

of 23 September 2019

INTERNAL ANTI-DISCRIMINATION POLICY REGULATIONS OF LODZ UNIVERSITY OF TECHNOLOGY

§ 1

The object of these Regulations is to prevent discrimination in employment.

§ 2

Where the content of the Regulations refers to:

1. **Employer** – it shall mean Lodz University of Technology in Łódź,
2. **Employee** – it shall mean a person with whom Lodz University of Technology has entered into an employment relationship,

§ 3

1. Employees have the right to equal treatment with regard to the starting and termination of employment, employment conditions, promotion and access to training in order to improve professional qualifications, in particular, regardless of sex, age, disability, race, religion, nationality, political beliefs, trade union membership, ethnic origin, religion, sexual orientation, and regardless of employment for a fixed or indefinite period, or full-time or part-time.
2. It is unacceptable to use any direct or indirect discrimination, as well as harassment and sexual harassment against the employee.

§ 4

1. Recruitment procedures for individual job positions are to be created in a non-discriminatory manner.
2. Job advertisements are to be prepared with respect to the principle of equal treatment and not to contain discriminatory content.
3. The recruitment committee is obliged to take into account equal access to employment for all candidates and is obliged to assess the competences of the candidates in a professional, reliable, impartial and objective manner.

§ 5

1. Employees have the right to equal remuneration for work of the same or equal value, where work of equal value is defined as work the performance of which requires comparable effort, comparable professional qualifications and comparable responsibility.
2. All terms and conditions of employment of employees are determined in accordance with the principle of equal treatment in employment and in a non-discriminatory manner.
3. The rules of access to training for employees to improve their professional qualifications are established in accordance with the principle of equal treatment in employment.
4. Access to promotions is implemented on an equal and non-discriminatory basis for employees.

§ 6

1. Decisions to terminate the employment relationship may not be made based on grounds that discriminate against employees.
2. The principles of selecting employees for dismissals for reasons not related to employees are developed in a non-discriminatory manner.

§ 7

1. The Employer does not accept harassment or sexual harassment behaviour.
2. Each supervisor and employee is obliged to observe the rules of social coexistence and to refrain from any behaviour that may be considered as harassment or sexual harassment towards other employees.

§ 8

1. Each Employee is required to read the Regulations of the Internal Anti-Discrimination Policy of Lodz University of Technology and submit a declaration of reading its content. The form of the declaration is attached as Appendix 8 to the Work Regulations.