



## THE BLACK CHURCH CEMETERY PROJECT BISERICA NEAGRĂ BIOARCHAEOLOGY FIELD SCHOOL Summer 2019

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### CODE OF CONDUCT AND SEXUAL HARRASSMENT POLICY

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The Biserica Neagră Bioarchaeology Field school team and supporting sponsors (History Museum of Gherla, Cluj-Napoca, the Institute of Archaeology 'V. Pârvan' in Bucharest and the Association 'Hieronymus' in Braşov, Romania) are committed to creating, maintaining and protecting a safe and accessible work and study environment free of any form of discrimination, victimisation, bullying and harassment.

The Black Church Cemetery Project is an educational community declaring zero tolerance for and condemning behaviours causing physical or psychological distress and the disruption of learning and social activities. As stated by the 1991 European Commission Recommendation on the protection of the dignity of women and men at work: 'Unwanted conduct of a sexual nature, or other conduct based on sex affecting the dignity of women and men at work, including the conduct of superiors and colleagues, is unacceptable'. Project staff and participants are expected to respect the rights of others, regardless of their economic status, race, colour, national or ethnic origin, language group, religion, gender, sexual orientation, age or ability.

**Sexual harassment** (verbal, non-verbal and physical) includes but is not limited to:

- 1) Inappropriate comments, derogatory remarks and inquiries about a person's private life, physical aspect or sexual orientation
- 2) Sexual advances, both of a verbal and/or physical nature
- 3) Sexually explicit statements and insults
- 4) Any behaviour that might be considered sexually aggressive

**Retaliation** against any individual reporting harassment or assisting someone who wants to report harassment is also prohibited and will be treated as misconduct.

Such behaviours and other disrespectful actions as described in the present policy and condemned by the Recast Directive 2006/54/EC repealed Directive 2002/73/EC under European Law will not be tolerated and, once witnessed, observed and/or denounced by members of the staff or participants, will be dealt with immediately and will result in a quick and appropriate response, which based on evidence might result in the immediate expulsion of the perpetrator in case of serious misconduct.

Participants are encouraged by the BCCP team to confront the offender and let them know their behaviour is inappropriate, unless they feel threatened or uncomfortable with this solution, in which case they are advised to report the incident to the field school organiser.

Any form of concern will be taken seriously and a civilised dialog will be sought throughout the investigation of the incident until its resolution.