

---

## Harassment and ethical issues

The Institute for Medieval Studies is committed to preventing and combating all types of harassment and other practices that violate or jeopardize established rights and standards.

To this end, IEM makes available on its website the Reporting Portal of its host entity, the Universidade Nova de Lisboa, for the communication of practices that constitute infractions, including:

- Harassment practices (moral and/or sexual) and discrimination;
- Offenses, acts of corruption, or others within the scope of application of the General Regime for the Prevention of Corruption (RGPC);
- Acts that violate European Union law.

This Whistleblowing Portal mechanism is governed by the principles of impartiality, independence, secrecy and confidentiality, from the receipt and processing of complaints to their resolution.

Thus, if you have serious grounds to believe that the complaint you are making is true, you can do so through this channel, and the privacy and confidentiality of the information provided will be ensured.

Link:

[ENG] [https://whistleblowersoftware.com/secure/canal\\_de\\_denuncia\\_UNL](https://whistleblowersoftware.com/secure/canal_de_denuncia_UNL)

More information:

Ethical Issues - Regulation of the Ethics Council of NOVA University Lisbon

[https://www.unl.pt/sites/default/files/reg\\_cons\\_etica\\_ceunl.pdf](https://www.unl.pt/sites/default/files/reg_cons_etica_ceunl.pdf)

IEM and NOVA University Lisbon actively promotes a policy of non-discrimination, so that IEM member can't be privileged, benefited, disadvantaged or deprived of any right or exemption from any duty owing, in particular, to ancestry, age, sex, sexual orientation, marital status, family status, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs and trade union membership.