

What can we do for you

- **Informal Procedure**

You may informally explain your situation to the Confidential Counsellor or alternatively to one of the Students' Representatives (see previous page). We will assess together how to handle the problem and we will try to find an informal solution.

- **Formal Procedure**

If the informal procedure fails, we can file a formal complaint which will be handled by the Ethical Code Committee. The Committee can suggest the Governing Council to inflict a penalty as a way to protect the victim.



For more information:
art. 17-18 of the Ethical Code and art. 52 of the Statute of the Scuola.

Ethical Code

- Have you ever felt discriminated for your religion, gender, sexual orientation, origin, personal beliefs or disability?
- Have you received inappropriate requests violating your rights or felt a victim of workplace mobbing (e.g. systematically forced to work on Sundays, ...)?
- Have you ever felt harassed or a victim of any kind of violence in the Normale community?
- Do you believe someone has stolen your intellectual property?
- Do you believe that other students are favored by the academic staff regardless of their merits?

Don't worry, turn the page!

Values of the Scuola

The ethical code determines the fundamental values of the Scuola and promotes recognition of and respect for individual rights by curbing all forms of discrimination and abuse.

Among our values:

- Respect for human dignity
- Contrast of any kind of discrimination
- Respect for fundamental rights and freedoms
- Equity, fairness, solidarity, loyal collaboration and transparency
- Respect for the criteria of merit

For more information:



www.sns.it/it/normativa/codice-etico-2019

(or ask us)

Contacts

For any advice or report, you may informally contact:

- **Confidential Counsellor:**

consiglierafiducia@sns.it

“The role of the Confidential Counsellor is to prevent and contrast discrimination, abuse and molestation in the workplace. She gives assistance and monitors situations of risk guaranteeing anonymity”

- **Graduate and Undergraduate Students’ Representative:**

Tommaso Brusasca

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- **PhD Students’ Representative:**

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