

Definitions

Workplace harassment

This refers to exposure to intense psychological violence, directed repeatedly and over a prolonged period toward one or more people by others who act from a position of power—not necessarily hierarchical but psychological—with the purpose or effect of creating a hostile or humiliating environment that disrupts the victim's working life.

Harassment based on sexual orientation and gender identity and expression

Any verbal or physical behavior based on a person's sexual orientation or gender identity that is intended to or results in undermining the dignity of an LGBTI person and creating an intimidating, degrading, or offensive environment. Conditioning a right or an expected right on accepting a situation that constitutes harassment based on sexual orientation or gender identity will also be considered an act of discrimination.

Sexual harassment

Sexual harassment is any unwanted verbal or physical behavior of a sexual nature that is intended to or results in undermining a person's dignity, particularly when it creates an intimidating, degrading, or offensive environment.

Harassment on the basis of sex

This refers to any behavior based on a person's sex that is intended to or results in undermining their dignity and creating an intimidating, degrading, or offensive environment. It is rooted in gender stereotypes and typically aims to demean people of one sex simply because they belong to that sex, to undervalue their abilities, technical competencies, and/or skills.

Cyberharassment

When the behaviors referred to in this Protocol occur using information and communication technologies (ICT), such as the internet, email, instant messaging, telephone, or social networks. Some forms of digital violence include:

- Digital psychological harassment: control, intimidation, or humiliation through technological means.
- Online harassment: sending threatening or repetitive messages.
- Digital sexual harassment: sending non-consensual sexual content.

On July 16, 2025, the management of CIC biomaGUNE, in collaboration with the Works Council and the Equality Committee, ratified a new protocol addressing workplace harassment, including sexual harassment, discrimination based on sex, sexual orientation, sexual identity, or gender expression.

Principles of the Protocol:

- Confidentiality and respect.
- Presumption of innocence.
- Prohibition of retribution.
- Efficiency and promptness in the process.
- Assurance of an unbiased hearing and equitable treatment for all parties involved.
- Protection of the labor and social rights of victims.
- Restoration of working conditions where appropriate.

To whom does it apply?

To all personnel and individuals associated with CIC biomaGUNE (including staff on assignment, interns, collaborating companies, or subcontractors), in all workspaces and during activities organized or related to the center (both in-person and digital).

What to do if you suffer or witness a harassment situation?

Contact one of the members of the Confidential Advisory Service (AC):

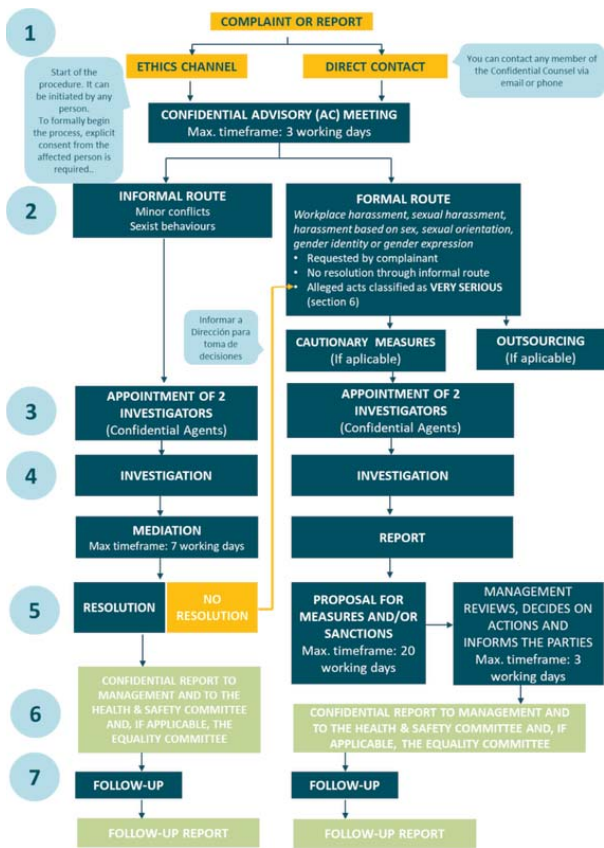
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You can also report through the Ethics Channel:



You can also contact the Occupational Risk Prevention Service (IMQ Prevención) or the Emakunde Ombudsperson.

Procedure phases



CIC biomaGUNE
MEMBER OF BASQUE RESEARCH
& TECHNOLOGY ALLIANCE

hr
HR EXCELLENCE IN RESEARCH

Zero tolerance for workplace harassment, sexual harassment, sex-based harassment, harassment based on sexual orientation and gender identity or expression at CIC biomaGUNE



Access the
protocol



Examples of sexual or gender-based harassment:

Verbal:

- Persistently requesting dates.
- Sexual remarks, humor, or insinuations.
- Inappropriate catcalls, whistling, or sexual rumors.
- Inquiries regarding personal relationships that induce unease.
- Derogatory remarks pertaining to gender, identity, or sexual orientation.
- Mocking or jesting about capabilities based on gender.

Physical Interaction:

- Intrusion into personal space.
- Unwelcome touches: pats, pinches, caresses, kisses.
- Preventing movement through the pursuit of physical contact.

Written/Digital:

- Distributing pornography or suggestive messages (including through digital channels).
- Distributing offensive messages, images, or demeaning videos.
- Disseminating information regarding the manipulation of intimate photographs.
- Establishing fraudulent profiles for the purpose of harassment or mockery.
- Impersonating individuals on social media or via email.
- Cyberstalking and intimidation in digital environments.
- Cyber extortion or intimidation.

Visual:

- Continual observations of the body
- Exhibiting sexual imagery or indecent gestures
- Indecent gestures or displays of exhibitionism.
- Spying.

Examples of workplace harassment (Mobbing):

Misuse of authority:

- Issuing unreasonable directives
- Failing to delegate responsibilities
- Altering roles without justification
- Enacting reprisals following a grievance
- Delivering disparaging critiques, or assigning demeaning tasks.

Verbal hostility:

- Yelling
- Derogatory remarks
- Spiteful criticism
- Intimidation

Infringements on privacy:

- Persistent criticism
- Derision regarding their personal lives or disabilities
- Public scorn
- Implications of psychological issues.
- Physical violence: intimidation, shoving, or abuse.

Social isolation:

- Preventing interaction with colleagues
- Disregarding inquiries
- Treating an individual as though they are invisible.

Rumors:

- Disseminating remarks that undermine personal or professional reputation.

Instances of harassment related to sexual orientation, gender identity, and gender expression

Verbal

- Sexist or disparaging remarks rooted in gender bias.
- Burlesque or ridicule based on sexual orientation.
- Refusing to acknowledge the name or pronouns by which an individual identifies.
- Derogatory remarks regarding trans individuals.
- Jokes concerning LGBTI individuals, regardless of their presence or absence.
- Utilization of sexist or LGBTphobic humor.

Conduct deemed EXTREMELY SERIOUS (General Collective Agreement of the Chemical Industry, art. 65)

Sexual harassment refers to any unwelcome verbal, non-verbal, or physical behavior of a sexual nature that undermines dignity and fosters a hostile, humiliating, or offensive atmosphere.

Mistreatment, abuse of power, or disrespect towards colleagues, superiors, subordinates, family members, or the organization. This encompasses insults, derogatory or discriminatory remarks based on origin, gender, religion, age, sexual orientation or identity, disability, and similar factors.

Workplace bullying (mobbing) refers to sustained psychological violence aimed at discrediting, isolating, or coercing an employee to resign. The severity of this behavior is heightened when it is perpetrated by an individual in a position of authority.

Harassment based on nationality, gender, religion, disability, age, sexual orientation or identity, gender expression, or sexual characteristics directed at any individual associated with the company (employees, suppliers, clients, visitors, etc.).

Significant violation of the Occupational Risk Prevention Law when it presents an imminent threat to safety or health.