



# CONFIDENTIAL ADVISOR

University of Messina

## ***Who is the Confidential Advisor?***

The confidential advisor is a specialised figure, external to the university, who can be contacted by anyone in the academic community needing to consult her/him in case of distress caused by harassment, bullying or discrimination.

## ***What can a Confidential Advisor do?***

In compliance with the 'Code of Conduct to protect the dignity of the community studying and working at the University of Messina', the Confidential Advisor provides listening, advice and assistance to any member of the academic community:

- complaining of discriminatory or oppressive behaviour that could result in harassment, sexual harassment or mobbing, and in any case detrimental to personal dignity and freedom in the working environment.
- believing they are being subject of harassing or discriminatory behaviour.

## ***How does a Confidential Advisor act?***

The Confidential Advisor detects any risk situation within the University environment and proposes suitable counter actions and organisational solutions in synergy with the Vice-Chancellor for Welfare and Gender Policies, together with the Unique Guarantee Committee (C.U.G.) that is committed to the enhancement of equal opportunities, welfare and actions against discrimination. She/He may also cooperate with stakeholders (e.g. student representatives, workers' representatives, Competent Doctors, etc.).

## ***How to contact the Confidential Advisor***

The Confidential Advisor in charge at UniME, Dr Mariella Crisafulli, receives on the second and fourth Wednesdays of the month from 3.30 p.m. to 5.30 p.m. or by appointment at the C.U.G. premises located at Via Consolato del Mare no. 41 (first floor) - Palazzo Mariani, Messina.

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All contact details, information and contents of the interviews with the Confidential Advisor will be treated with utmost confidentiality.