

Tool for reporting discrimination at UNIFR

EquOpp is AGEF's commission for equity and social justice. Its aim, objective and duty is to ensure that the students, faculty, administrative and technical staff as well as the decision-making body (Rectorate, Dean's Office, Faculty Councils, etc.) evolve and communicate in a safe and inclusive environment.

This sense of security and inclusion also comes from the absence of discrimination against, among others things, gender, sexual orientation, skin color, ethnic origin, religion.

EquOpp is committed to taking into consideration every report and every event that could go against a healthy and safe atmosphere at the University of Fribourg. For this reason, a working group (WG) was created in November 2020 in collaboration with the AGEF executive committee.

The WG has set up this reporting tool which allows to report discriminatory behaviours or remarks that may occur within the University. It does not matter who the perpetrator or the victim is: student, professor, doctor, janitor, secretary, director, etc.

The data is processed anonymously. We also ask you not to mention the identity of the target(s) of the discriminatory attitude(s) or remarks, nor the identity of the author of the discrimination(s) reported here.

The ultimate goal of this tool is to identify potential problems within the University and to encourage positive changes for a more inclusive and safe university life for all.

Thank you for your input.

- The WG against Discrimination at UNIFR (discriminations@unifr.ch
([mailto:discriminations@unifr.ch?](mailto:discriminations@unifr.ch?subject=Tool%20for%20reporting%20discrimination%20at%20UNIFR)
subject=Tool%20for%20reporting%20discrimination%20at%20UNIFR))

There are 13 questions in this survey.

Personal situation

I am studying and/or working in the following faculty/department: *

Please choose **all** that apply:

- Faculty of Law
- Faculty of Humanities
- Faculty of Science and Medicine
- Faculty of Management, Economics and Social Sciences
- Faculty of Theology

Other:

I wish to testify as: *

❗ If you choose 'Other:' please also specify your choice in the accompanying text field.

Please choose **only one** of the following:

- Direct victim (these comments/behaviours were addressed directly to me)
- Indirect victim (I am part of the group discriminated against by these comments/behaviours)
- Witness (I have witnessed problematic statements/behaviours that do not affect me personally but that I feel are important to report)

Other

Type(s) of discrimination encountered

Please specify what type of words/behaviour you were victim/witness.

I felt discriminated against or witnessed type discrimination: *

Please choose **all** that apply:

- on the basis of the gender (sexism)
- on the basis of the gender (transphobia)
- on the basis of the sexual/affective orientation (LGB-phobia)
- on the basis of the skin colour (racism)
- on the basis of the origin (xenophobia)
- on the basis of the religious affiliation and/or beliefs
- on the basis of the appearance
- on the basis of a situation of disability (ableism/psychophobia)
- on the basis of the social background (classism)
- without apparent or known reason(s)

Other:

I have encountered or am currently encountering this type of discrimination: *

Please choose **only one** of the following:

- Once only
- Rarely
- Sometimes
- Often
- Almost every week
- Almost every day

In my opinion, this type of discrimination affects my physical integrity (I am a victim)/the physical integrity of others (I am a witness): *

Please choose **only one** of the following:

- Yes
- No

This type of discrimination makes me fear for my physical integrity (I am a victim)/the physical integrity of others (I am a witness) in the future: *

Please choose **only one** of the following:

- Yes
- No

Relationship to the author of the problematic behaviours/proposals

In order to assess whether the event took place in a context of authority / exercise of power, we would like to know whether there is a hierarchical difference between the victim and the perpetrator of the problematic words / behaviour.

These questions are not mandatory

The victim has the following type of relationship with the perpetrator of the discrimination:

Please choose **all** that apply:

- a friend
- a fellow student
- a work colleague
- a stranger
- I don't know

Other:

Is there a hierarchical relationship between the victim and the person who has had problematic words/behaviour?

❗ If you choose 'Other:' please also specify your choice in the accompanying text field.

Please choose **only one** of the following:

- Yes, the victim is hierarchically below this person
- Yes, the victim is hierarchically above this person
- No, there is no hierarchical relationship between this person and the victim
- I don't know

Other

Location of the event

These questions are not mandatory

I have experienced/assisted discrimination in the next building on the UNIFR campus:

🗳️ If you choose 'Other:' please also specify your choice in the accompanying text field.

Please choose **only one** of the following:

- Beauregard (I don't know where exactly)
- BRG 01
- BQC 11
- BQC 13
- BRG outdoor spaces
- Miséricorde (I don't know where exactly)
- MIS 01
- MIS 02
- MIS 03
- MIS 04
- MIS 05
- MIS 06
- MIS 07 (Mensa)
- MIS 08
- MIS 09
- MIS 10
- MIS 11
- Uni-Info of MIS (MIS 10)
- MIS outdoor spaces
- Pérolles (I don't know where exactly)
- PER 01
- PER 02
- PER 03
- PER 04
- PER 05
- PER 06

- PER 07
- PER 08
- PER 09
- PER 10
- PER 11
- PER 12
- PER 13
- PER 14
- PER 15
- PER 16
- PER 17
- PER 18
- PER 19
- PER 20 (Mensa)
- PER 21
- PER 22 (Joseph Deiss Auditorium and library)
- Uni-Info of PER (PER 20)
- PER outdoor spaces
- Régina-Mundi (I don't know where exactly)
- RM 01
- RM 02
- Mensa of RM
- RM outdoor spaces
- Other

I have suffered/assisted discrimination in the following part of the UNIFR building mentioned above:

❗ If you choose 'Other:' please also specify your choice in the accompanying text field.

Please choose **only one** of the following:

Classroom / conference room

Laboratory / practice room

Meeting room

Corridor / hall

Toilets

Workspace / personal office

Shared workspace / office

Other

Improvement and safety

These questions are not mandatory

In your opinion, what is the best way to prevent this kind of situation from happening again?

🗨️ Please select at most 6 answers

Please number each box in order of preference from 1 to 6

One time communication campaign

Annual communication campaign

Biannual communication campaign

Prevention stands at events

Legal department

Mediation Service

The choices proposed can be ranked from the most important (top) to the least important (bottom) according to your opinions.

The above choices are not complete? Do you have other ideas to suggest? You can write them down below.

Please indicate only one per field. If there is not enough space, a "remarks and comments" section is available right after and you can use it for this (among other things).

Remarks, comments

This question is not mandatory

If there is anything else you would like to share with us (ideas for improvement, remarks, comments, positive/negative criticism), don't hesitate, this section is made for it.

Please write your answer here:

This area will not be taken into account for statistical purposes. We remind you that you must not give your identity, neither the victim's or the perpetrator's of the discriminatory comments/behaviour.

Thank you!

Thank you very much for your testimony. It is a very valuable contribution to improving the life and atmosphere of study and work within UNIFR.

Do not hesitate to contact the services of the University :

- Mediation Service (<https://www3.unifr.ch/uni/en/administration/mediation-office.html>) of the University of Fribourg
- Deaneries of the Faculties of the University of Fribourg (law (<https://www3.unifr.ch/ius/fr/faculte/decanat/conseildecanal.html>), humanities (<https://www3.unifr.ch/lettres/fr/faculte/equipe-du-decanat.html>), science and medicine (<https://www3.unifr.ch/scimed/en/deanery>), management, economics and social sciences (<https://www3.unifr.ch/ses/en/fac/contact/>), theology (<https://www3.unifr.ch/theo/fr/fac/decanat.html>))
- Rectorate (<https://www3.unifr.ch/uni/fr/organisation/direction/>) of the University of Fribourg
- Office for Gender Equality (<https://www3.unifr.ch/uni/en/administration/acad/gender/equipe-et-contact.html>) of the University of Fribourg
- Psychological counseling for students (<https://www3.unifr.ch/uni/en/administration/acad/cpe/>) of the University of Fribourg
- AGEF (<https://www3.unifr.ch/agef/fr/agef-en-bref/contact.html>), the students' association of the University of Fribourg
- EquOpp (<https://www3.unifr.ch/agef/fr/sengager/egalite-equopp.html>), AGEF's commission for social justice and equity

The Working Group (WG) is composed of students. As such, it is not a competent authority to make decisions and/or take action on the data collected. No procedures will be derived from the data collected.

Thanks again!

- The WG against Discrimination at UNIFR (discriminations@unifr.ch
(mailto:discriminations@unifr.ch?
subject=Tool%20for%20reporting%20discrimination%20at%20UNIFR))

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Submit your survey.

Thank you for completing this survey.