



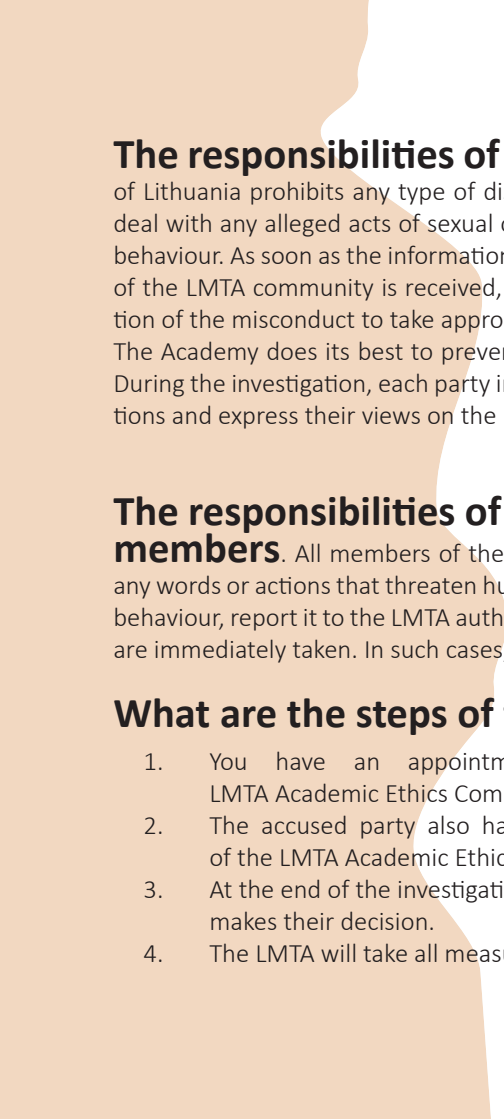
LITHUANIAN ACADEMY OF MUSIC AND THEATRE

EQUAL OPPORTUNITIES

At the Lithuanian Academy of Music and Theatre (LMTA), discrimination, social and any other kind of harassment is strictly prohibited. This booklet governed by the provisions of **LMTA Equal Opportunities, Inclusion and Diversity Policy** is for all the members of the LMTA community – staff, teachers, and students.

What happens when a member of the LMTA community faces discrimination or hatred?

The LMTA community strives for equality of individuals and non-discrimination based on age, gender, sexual orientation, disability, race, nationality, language, origin, beliefs, or views. The Academy must be a safe place for all its members – students, teachers, and all other staff. At the Academy, we do not tolerate discrimination, sexual or other kind of harassment or disrespectful and abusive behaviour. The Academy encourages respect for human dignity, promotes equal rights, and has measures for protecting the dignity of every single member of the LMTA community. It is extremely important that an individual who has faced discrimination, harassment, or hatred recognises the misconduct and boldly reports it to the authority responsible for initiating the process of dealing with and solving the issue.



The responsibilities of the LMTA. The legislation of the Republic of Lithuania prohibits any type of discrimination. The Academy ensures that it will deal with any alleged acts of sexual or other kind of harassment, hostile or abusive behaviour. As soon as the information regarding violation of the dignity of a member of the LMTA community is received, the Academy will always initiate the investigation of the misconduct to take appropriate measures.

The Academy does its best to prevent any further occurrences of dignity violation. During the investigation, each party involved in the misconduct can provide explanations and express their views on the issue.

The responsibilities of the LMTA community members

All members of the LMTA community must respond to any words or actions that threaten human dignity. If you witness any misbehaviour, report it to the LMTA authorities so that appropriate measures are immediately taken. In such cases, prompt action is vital.

What are the steps of the investigation?

1. You have an appointment with a representatives of the LMTA Academic Ethics Committee.
2. The accused party also has an appointment with a representatives of the LMTA Academic Ethics Committee.
3. At the end of the investigation, the LMTA Academic Ethics Committee makes their decision.
4. The LMTA will take all measures to stop the intolerable behaviour.

What is important to know?

- The LMTA will also take action if a case of dignity violation among the LMTA community members has been reported, but no formal complaint has been made. Any format of reporting a case of harassment or dignity violation experienced by an LMTA student, teacher, or other staff member is sufficient for justifying the investigation into and assessment of the misconduct.
- Formal complaints are dealt with by the LMTA Academic Ethics Committee. During the meeting and throughout the investigation, the Committee will keep the individual who has faced the intolerable behaviour informed of the course of the investigation. To thoroughly investigate into the misconduct, the accused party will also have a meeting(s) with the same representatives of the LMTA Academic Ethics Committee.
- The LMTA Academic Ethics Committee then decides whether the misconduct is defined as a case of sexual or other type of harassment, discrimination, disrespectful and abusive behaviour or a crime that has to be investigated into in compliance with the legislation of the Republic of Lithuania. The LMTA will take all measures to prevent further violations of human dignity. The Academy will develop an action plan and implement control measures.
- The individuals who object to the decision made by the Committee can appeal to the LMTA Senate.
- Human rights are also protected by Committee on Human Rights and the Court of the Republic of Lithuania.

If you have faced harassment

SPEAK UP!

Openly show that such behaviour is intolerable.

REPORT!

Inform the head of your department or unit or another member of the LMTA community that you trust.

COLLECT EVIDENCE

Save a copy of written evidence (emails, text messages), make video recordings, etc.

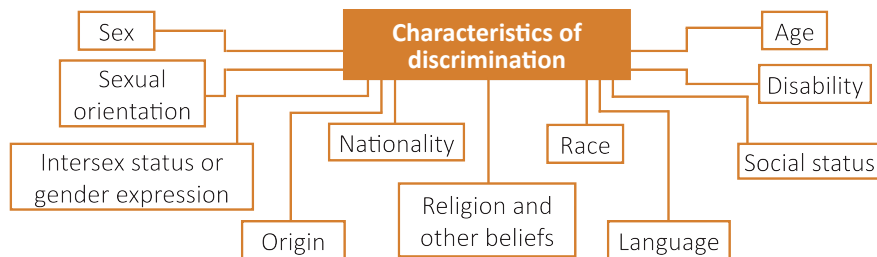
Your responsibility

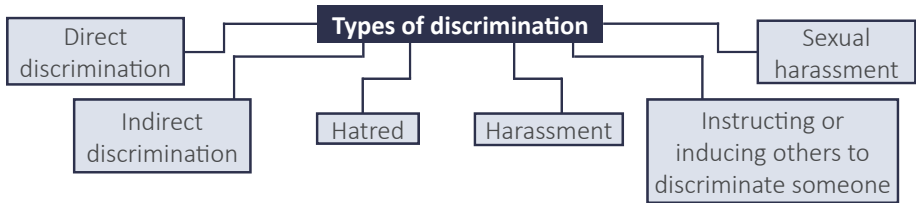
1. Be open. It is your responsibility to decide if the dignity violation you have faced is unwanted and abusive behaviour. According to the legislation of the Republic of Lithuania, the person who makes the allegations of the misconduct assumes responsibility for the validity of the accusations. If you have experienced harassment or other violation of human dignity, you must first talk about it with the person who is harassing or abusing you, although in some cases the harassment is so evident that to you it all looks obvious. **If a crime has been committed, always report to the police.**
2. If you have faced harassment, say how you feel. Clearly state that such actions of the assaulter are unwanted. If you don't want to say it directly, send the person an e-mail and save its copy or ask someone else to talk to the harasser.
3. Report to the LMTA. Write an e-mail to the LMTA Academic Ethics Committee etika@lmta.lt, contact the chair of the LMTA Academic Ethics Committee or another person at the Academy you trust, and report the case of harassment, discrimination, abusive behaviour, or violation of equal rights.
4. Collect evidence. Make copies of emails, text messages, make written notes of the events. This will help you easily remember the dates, places, and names of the witnesses.
5. Report to the police. If you have become a victim of a crime, report to the police. Sexual assault is a criminal offence. A person who sends you sexually explicit information or images, makes inappropriate verbal sexual advances towards you, demonstrates their body, sexually harasses you or violates your physical privacy in any other way can be charged with sexual assault. If you are unsure whether the behaviour you have faced is attributable to sexual assault, you can call and ask the police.
NB! The LMTA cannot report your case to the police for you, but the Academy can support your decision to contact the police.

After the investigation. The decision that harassment or violation of human dignity has indeed occurred may result in a case to be submitted to a higher authority or lead to other consequences. The decision is made considering the seriousness of the case and if the case has affected the safety of the learning and/or working environment. If the accused person is a student, they may receive a warning or be expelled from the Academy. If the accused person is a staff member, they may be dismissed.

Discrimination and dignity violation

Discrimination is an unfair or illegal act towards a person.





Violation of human honour and dignity. Harassment is an act of violating human honour and dignity. There are several types of sexual harassment: obscene advances or demands; ambiguous jargon or offensive language; unwanted compliments, invitations, and hints; unwanted physical contact. All members of the LMTA community – students, teachers, and staff members are subject to the same rules and regulations.

Where to get help

Police	112
Youth Helpline	+37080028888
Helpline for Women	+37080066366
Helpline for Men <i>Nelik vienas</i>	+37060411119
LMTA Students' Union	lmtasa@lmta.lt
LMTA psychologist in Vilnius	nijole.gostautaite@lmta.lt
LMTA psychologist in Klaipėda	gabijasruog@gmail.com
Lithuanian Centre for Human Rights	https://manoteises.lt/pranesk/
LMTA Chaplain	Dovydas Grigaliūnas +37068080078

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