Intersectional Protocol for Preventing and Combatting Colonial and Patriarchal Violence

Servei Civil Internacional

With the support of:

Generalitat de Catalunya
Departament d'Igualtat i Feminismes

We would like to thank the following people for their involvement in the development of this protocol: Barbara Casas, Anna Carol, Poldi Galmes and Marta Palau, La Junta; the volunteers from L'Akelarre; Laura Curull, Blanca Foti, Clàudia Fluxà and Júlia Massagué of the SCI operational team; Maria Ginard, Cooperativa l'Esberla, and Karolyna Núñez G., Espai La Tregua.

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I. Introduction

The International Civil Service (SCI) is an international movement that works for peace and social justice as a means of achieving equal opportunities for all citizens. Born in 1982, SCI Catalonia is one of over 40 branches that make up the International Civil Service network. The SCI is known chiefly for its international volunteer work projects, in which more than 5,000 people from all over the world participate every year. In conjunction with local associations, it also organises seminars and training activities concerning a range of topics, such as: peace education, conflict, north/south relations and external debt. It offers volunteer work camps, medium- and long-term international volunteering, and volunteer awareness and training activities. SCI Catalonia works with a number of local volunteer groups and participates in a range of social movements and campaigns.

The SCI's values are: global justice, empowerment, environmentalism, defence of human rights, solidarity, critical thinking, non-violence, feminism, anti-fascism, diversity, anti-capitalism, volunteerism and decoloniality.

These values have informed our decision as an organisation to go one step further and politically commit, through the development of this protocol, to preventing and combatting sexist, racist, LGBTQIA-phobic and any other type of violence. This document has been created with the aim of ensuring that all of SCI Catalonia's spaces and activities are free of aggression.

Why is it important to have a protocol?

A protocol is an instrument for internal self-management, and functions as a collection of agreements and commitments adopted by the organisation in line with the policy goal of preventing and combatting sexist, racist, LGBTQIA-phobic and any other identifiable type of violence. As such, the development of a protocol entails a series of reflections which arise from the intersection of the issues at hand, which provide learning opportunities and challenges for the organisation.

This document was created with the aim of offering a useful and effective tool for preventing harm against individuals or groups, regardless of their origin, beliefs, sexual orientation or gender identity and expression. The protocol also aims to combat any instances of intolerance, xenophobia and racism towards those connected with the SCI, and to ensure that all of the organisation's spaces and activities are free of harassment and violence.

Furthermore, it endeavours to build, through collective effort, alternative ways of managing conflicts, based on a cultural and rights-focused approach, with the stated aim of offering statutory pathways towards ensuring freedom from violence.

The protocol incorporates an anti-racist perspective, and includes internal and external practices for the prevention of different forms of violence. It is also decolonial, insofar as it questions the framework of values of the dominant system and recognises that the path to freer, safer environments is long, deliberative, proactive and interconnected with others.

This reappraisal has enabled the development of an educative process geared towards creating a broad framework for prevention, detection, care, and redress, offering spaces for cognizant consensus, all of which enables the overcoming of fears and social stigma that hinder the legitimate exercise of legal rights, and which situate migration as a social and historical asset in the construction of citizenship.

A restorative justice approach is part of this, one which – in addition to focusing on the protection of victims – ensures that "secondary victimisation"[1] is avoided. Such victimisation occurs when no means of emotional and psychological support or preparation are offered to victims when they come face-to-face with their assailant in the course of a trial or other legal process.

This protocol aims to be of use in the organisation's day-to-day activities, as well as in its external operations, and thus to be adaptable to the open activities offered by the organisation, such as training, events and meetings, as well as our work camps.

1 http://biblioteca.udgvirtual.udg.mx/jspui/bitstream/123456789/3816/1/Manual_sobre_programas_de_justicia_restaurativa.pdf

II. Preliminary appraisal

2.1. Appraisal of the organisation from a feminist perspective

In mid-2022, the organisation undertook a **feminist process for change** which had several objectives. One of these was to undertake an **appraisal of the organisation**, which included the following points: organisational census; political commitment to feminism; transversality of the feminist perspective; work culture and working conditions; model for governance and participation; care, conflict and discrimination.

The organisational census showed an above-average presence **of women and young people in the SCI, in addition to being 95% white European, lower-middle class** and, in the main, born in the local area. Broadly speaking, the organisation is not especially diverse, although in this regard it does not differ greatly in demographic terms from other organisations of the same type and size. It is, however, a **diverse organisation in terms of sexual orientation**, with more than **50% identifying as bisexual or homosexual.**

The SCI is an organisation with **firm feminist political goals**, yet this is mainly due to the personal activism of the people who form part of it, and of all those who have previously participated in or worked with the organisation. This **feminist political commitment has been set out as part of the values** and DNA of the organisation, and is reflected in its mission, vision and values.

In general terms, **85% of those surveyed** considered that a **feminist perspective is embedded** in the organisation, with 95% considering that this perspective is taken as seriously as any other set of issues that the organisation is involved in addressing. In specific terms, a feminist perspective is present in the organisation's mission, vision and values, and also in its strategic framework. It also informs all projects, according to 95% of respondents. In terms of **internal practice and personal wellbeing**, although 95% of those surveyed considered that what is preached is put to practice, the discussion groups revealed that **there is room for improvement.**

The **main points of improvement** identified in **work culture and working conditions** concern the **relationship between the board and the operational team**, the existence of **spaces for cohesion, the definition of roles and positions, workloads** and work planning, coordination and teamwork, and the boundaries between personal commitments and work. **Work planning and workloads would appear to represent the biggest challenge for the organisation** in ensuring a balance between individuals, the group and the project, with the majority of efforts focused on guaranteeing project development and the economic sustainability of the organisation, to the detriment of group and individual care.

In terms of its model of governance and participation, 85% of those surveyed considered that the organisation's strategy and overall direction of travel as representative. Nevertheless, this contrasts with the 30% of respondents who said they were unaware of how the governance and decision-making spaces of the organisation work, and the 35% who considered that certain decision-making spaces were non-transparent. Although 100% of the respondents believed that the organisation is quite or very committed to the equitable distribution of power, for most, qualities such as having experience and training, speaking skills, dedication and/or seniority within the organisation meant greater recognition. By contrast, only 35% considered that characteristics such as empathy and sociability held the same weight.

Finally, with regard to care – a concept which cuts across all of the aforementioned axes of this appraisal – 70% considered that collective care is quite or very important to the organisation, compared to 30% who believed that it is of little importance. Broadly speaking, the functioning of projects and their dependence on grants is what caused most concern and ill-ease in structural terms. Therefore, in order to improve care within the organisation, it is essential to focus on its work culture and the distribution and planning of work.

2.2 Anti-racist appraisal

Working for social justice, as set out in the organisation's values, means recognising inequalities and injustices and committing to rooting them out. Consequently, an initial exercise was carried out to raise awareness of the role of individual and organisational privilege with respect to structurally subalternized groups. This began with a questionnaire aimed at envisioning our starting point in this process. A session was also held to gather objectives and needs, and to understand how the issue was being approached as part of this initiative.

9 people responded: 7 from the operational team, and 2 volunteer board members. The profile of those involved in the organisation is homogeneous in terms of age and origin, all of them being European. Both the questionnaire and the group session reflected a willingness to work to become an inclusive and anti-racist organisation, albeit more as a goal than an active endeavour. The preliminary anti-racist analysis points to a clear contradiction in terms of seeking to address racist violence while there are no people who suffer from racism on the team. This requires prior appraisal, that is, a reflection regarding those who are not present. The challenge, therefore, is to identify the causes, obstacles and fears that have led to this situation, which could even be understood as violence in itself, insofar as it is an initial barrier. Moreover, a push to diversify the team could open eyes and raise awareness of experiences that white people will never have had. As such, one key step in turning this situation around is to make a strategic recruitment plan, taking into account the time required to analyse and activate the entire process.

In terms of awareness about or degree to which issues related to racism have been worked on, a particular lack of knowledge of the Foreign Nationals Act was mentioned. This is in spite of the determinant role in the living conditions of almost 20% of the population of this law, which, for the purposes of "the orderly management of migrant labour flows, in accordance with national employment needs", bestows or limits rights as a matter of convenience. Intersectionality was considered an issue that had been quite or very much worked upon. This outlook allows us to understand violence in a complex and comprehensive way, and not as a series of isolated axes. Respondents highlighted the need for further understanding of the intersectional approach, and to make training a more regular and formal activity.

This first self-review stage generated consensus in terms of policy and strategy vis-a-vis the actions that should be protocolized, as well as which measures would be the most realistic for the organisation to adopt in the prevention, handling and redress of situations of racist violence.

III. Objectives of the protocol

The general objective of this protocol is to **offer a practical tool for preventing and combatting colonial and patriarchal violence which take the form of the infringement of rights or discrimination based on sex, gender, sexual orientation, racialisation, origin, ethnicity or culture.**

Arising from this are the following specific objectives:

- Systematically encourage participatory spaces for **training and exchange** on the issues addressed in this protocol and arising from its application.
- Offer internal spaces for mutual recognition and **building trust** on an intersectional and decolonial basis.
- Establish a **conceptual framework shared by the members** of the organisation and others linked to it, regarding anti-racism, decoloniality, violence and privilege – among other issues – as a means of pooling communication and reporting techniques.
- Develop mechanisms and tools for the **transfer and review of the comprehensive prevention and handling protocol** in order to deal with any and all types of violence.
- Ensure that anti-racism, critical thinking and **a greater diversity of approaches** play a transversal role in the work the organisation carries out.
- Offer **processes of empowerment** for any and all of those who may be victims of racist and/or patriarchal aggression, in order to provide them with resources for their defence, as well as to ensure they have access to information about their rights.

IV. Stakeholders involved and scope of action

4.1 Stakeholders involved

In order to ensure that the steps and actions contained in this protocol are carried out and properly monitored and evaluated, a standing committee made up of a team with awareness and training in dealing with violence must be set up.

In the initial draft stage of the protocol (sexist and LGBTQIA+phobic violence), a working committee was created, made up of activists from the campaign group Akelarre Violeta, board members, staff members and other partners, and interested volunteers. This committee has been kept on due to the expansion of its remit to cover anti-racism and decoloniality. From this point, said committee will be responsible for the development of this protocol, as well deploying the identification and prevention measures included therein, and for care when a case of potential violence is brought to their attention verbally or in writing via comissioprotocol@scicat.org.

4.2. Areas of action

This protocol is to be shared and applied by everyone involved in the professional and non-professional structure of the SCI, as well as any collaborator, supplier or organisation and institution that has a relationship with the organisation. Its application covers both the physical and virtual spaces where interactions can take place.

In order to define the scope for application, the organisation has been classified according to the following division: internal spaces; local activity base; international volunteering; peace education; informal spaces.

<table>
<tr><th colspan="5">AREAS OF APPLICATION</th></tr>
<tr><th>Internal spaces</th><th>Local activities base</th><th>Peace education</th><th>Informal spaces</th><th>International volunteering</th></tr>
<tr><td>Operational team</td><td>Local groups</td><td>Participants in Awareness-raising trainings and events</td><td rowspan="4">Informal spaces arising from formal spaces</td><td>Areas of work (outgoing)</td></tr>
<tr><td>SCI Catalonia board</td><td>Empowered members</td><td>International project stakeholders</td><td>Areas of work (incoming)</td></tr>
<tr><td>ESC SCI</td><td>AGO</td><td></td><td>ESC outgoing</td></tr>
<tr><td>Closed</td><td></td><td></td><td>ESC incoming</td></tr>
</table>

V. Benchmarks

5.1. Statutory framework

The statutory framework of this protocol is based on common principles and mandatory compliance with international law in the effective protection of human rights and prevention of violence against persons. As such, both Spanish and Catalan authorities (based on these principles, and as per article 38 of the Statute of the International Court of Justice), as well as other international legal measures such as the European Convention for the Protection of Human Rights and Fundamental Freedoms, approach the protection of human rights from a reflective and progressive standpoint[2].

In addition, and in compliance with these international commitments, customary law[3] holds that ancestral rights and laws of origin must also be taken into account in national legislation. The Spanish Constitution recognises these in Part I, sections 10, 13 and 14, which refer to fundamental rights and duties, human dignity and non-nationals. The Statute of Autonomy[4] has, in turn, paved the way for the passing of Catalan legislation on equal treatment and non-discrimination (Act 19/2020, December 30).

The adoption of these frameworks is essential in an anti-racist protocol, insofar as it must take cultural diversity into account, something which is often rendered invisible in law, resulting in ignorance or denial of other possible forms of justice. The report issued on 29 November 2022 by the Spanish Council for the Elimination of Racial or Ethnic Discrimination with respect to the second National Human Rights Plan pushes for the adoption of the predominant resolutions of international bodies on the matter in protocols and planning. The report also points out that racism and racial discrimination are structural, systemic, social and institutional issues, manifested not only through discriminatory regulations but also through the absence of regulations to counteract discrimination.

For this reason, it is essential that *Charter-based Mechanisms* – that is, specific instruments for the protection of human rights – are taken into account as a support resource. These mechanisms do not originate in international treaties or in law; instead, they are the result of resolutions adopted by UN bodies with jurisdiction over the matter, and which consist of tools that allow for the advancement of global justice:

2 This means considering these human rights in an extensive and inclusive way, and understanding that they are interconnected. For more information: link [in Spanish]
3 Precepts which exist, in legal terms, as a matter of custom. For more information: link [in Spanish]
4 Articles 2, 4, 15.2, 18, 19, 21.1, 22.1, 23.1, 24.1, 25.3, 28, 30, 40.8, 41, 52 and 53.

Charter-based Mechanisms	Steering body
Special Procedures, created by Human Rights Council resolution 1235 (XLII) through the UN General Assembly resolution 60/251[5], mandated to report and advise on human rights from a thematic or country-specific perspective.	Human Rights Council: a mandated independent expert body.
Special Procedure to Eliminate All Forms of Discrimination[6]	Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance.
Complaint to the UN Human Rights Council (UNHRC)	Mechanism created by UNHRC resolution 5/1[7].
Universal Periodic Review (UPR)	Human Rights Council, created by resolution 60/251

In addition to the aforementioned, it should be borne in mind that the provisions of this protocol are based on those established by a multitude of widely recognised international and regional instruments and mechanisms referred to in the body of the document. Namely:

- International Covenant on Civil and Political Rights of 1966.
- The Committee on the Elimination of Discrimination against Women (CEDAW).
- Council Framework Decision 2008/913/JHA[8] of 28 November 2008 on combatting certain forms and manifestations of racism and xenophobia by means of criminal law.

With regard to national legislation taken into consideration in the protocol:

- Equal Treatment and Non-Discrimination Act 15/2022 (12 July).
- Guarantee of Sexual Freedom Act 10/2022 (6 September).
- Comprehensive Protection Measures against Gender Violence Act 1/2004 (28 December).
- Act 62/2003 (30 December), concerning fiscal, administrative and social order measures, which enshrines in law Council Directive 2000/43/EC, dated 29 June 2000, on the implementation of the principle of equal treatment of persons irrespective of their racial or ethnic origin.

5 United Nations General Assembly.
6 https://www.un.org/en/fight-racism/background/durban-declaration-and-programme-of-action
7 https://www.ohchr.org/en/hr-bodies/hrc/complaint-procedure/hrc-complaint-procedure-index
8 https://www.boe.es/buscar/doc.php?id=DOUE-L-2008-82444 [in Spanish]

- Article 184 of the Criminal Code on sexual harassment, Article 314 on discrimination in employment, Article 510 and 515 on hate crimes and aggravated offences as the latter are set out in Article 22 of the aforementioned document.
- Vicarious Violence Act 1/2000, amended on 7 September 2022.

In Catalonia:

- Equal Treatment and Non-Discrimination Act (19/2002, December 30).
- Act 17/2020, 22 December, amending the Right of Women to Eradicate Sexist Violence Act 5/2008, on the right of women to eradicate gender-based violence.
- Act 11/2014, 10 October, which guarantees the rights of lesbian, gay, bisexual, transgender and intersex people and for the eradication of homophobia, biphobia and transphobia.

The list of principles and, above all, of laws set out above serves to highlight the compliance of this protocol with current legislation. However, it can also serve a practical function, in encouraging awareness and empowerment. As such, the contents thereof are available to those who may need to know the statutory basis of their rights when asserting them and when reporting any violence they have suffered.

5.2. Conceptual framework

5.2.a. Structural violence

Contrary to the narratives of progress and emancipation associated with it, the modern era was founded on a web of violence. This does not mean that there were no acts of violence in the world before modernity. This era, however, saw the expansion of a European network of systems of oppression – the colonial matrix of power – which permeated the social, cultural, intersubjective, political and spiritual, affecting the global population. This is why, when discussing the violence that derives from these systems, we refer to them as structural.

The coloniality of power is evidence of how different forms of authority and domination are constructed and legitimised based on modernity. This means the way in which power is understood and distributed globally. The mechanisms that legitimise discourse are, for example, institutional order, history, and social structure. In the contemporary world, this "permitted and legitimised" the West's imposition of its worldview in terms of the correct way to structure society.

This universalist and self-legitimised Western outlook situates Eurocentrism as a comprehensive worldview, placing Europe and European experience at the centre. An ethnocentric analysis of reality serves to conceive of, understand and view the world, evidently casting aside all other forms of analysing society, history, cultural diversity, etc. This vision creates a colonialist hegemony of knowledge that supersedes all others, to the point of distorting, ignoring, suppressing or erasing the plurality of cultures that exist outside of the dominant one.

The coloniality of knowledge is the term used to refer to the colonial relationship at the heart of the production and validation of everything which is understood as knowledge in the modern era. This knowledge is legitimised as a means of deciding what is true and what is not, as ways of knowing and defining reality. All other forms of knowledge beyond the canons of Western thought cannot, therefore, be taken as reliable sources of knowledge.

The coloniality of being signifies the ontological negation of colonised people, in terms of their humanity, culture, corporeality, and ultimately, their human condition. It speaks to the subjective processes that both colonising and colonised beings undergo, leading colonised people to internalise the inferiority and contempt for their being.

Therefore, when we talk about coloniality, we refer to the forms of understanding, reproduction and production in the world as homogenised and hierarchised parameters that were established during the periods of colonisation and persist until the present-day. The narratives which underpin it are tools which legitimise abuse, plunder, inequality and murder, with impunity for those who carry these out. This is why it is considered the hidden face of modernity.

Gender must also be understood as a product of colonialism, which itself deepened dichotomies linked to gender and sexuality in a way crucial for the establishment of the productive order of emerging capitalism. Coloniality of gender, or sex-gender construction, rendered the diversity that existed among populations prior to the onset of colonialism invisible. In doing so, it established heterosexual norms, breaking from preexisting worldviews, structures and systems which were not based on segregation by gender. Thus, a great deal of violence and inequality cannot be understood without an appreciation of its colonial and racist dimensions.

Intersectionality arises from the intersection of violence, which in turn arises from the conditions that define us as people. These are possible axes of discrimination, which can be based on gender, origin, identity, class, sexual orientation, physical condition, etc. This multiplicity of axes draws together a violence that is both greater and more deeply interwoven the more excluded or oppressed the person is. It should be recalled that the discrimination an upper-class white cisgender woman may suffer will not be the same as that faced by a trans person from a working-class background in the Global South[9]. As a rule of thumb, gender-focused approaches have tended to concentrate on inequalities between white people, without inclusion of the differences between white women, racialised women, and people who fall outside these classifications.

In discussing the second National Human Rights Plan for Spain in its report issued 29 November 2022, the Council for the Elimination of Racial or Ethnic Discrimination (CEDRE) stated that an intersectional perspective should be introduced across all human rights protection texts as a specific axis to "prevent racism, racial discrimination, xenophobia, anti-Semitism, anti-Gypsyism, anti-African racism and other related forms of intolerance, and [to] promote understanding of the positive

9 "Cisgender" is a term coined in 1998 by the German psychiatrist and sexologist Volkmar Sigusch, who uses the distinction of cis- and trans- prefixes, derived from Latin and translatable as "on this side" (cis) and "on the other side" (trans). We refer to a person as cis when their gender identity and gender expression correspond to their biological identity, in a manner which reproduces gender binarism.

values of social and cultural diversity in Spain"[10]. Inclusion of this has been translated into a series of educational steps.

Consciously or not, we all hold different social identities as a consequence of categorisation or social situations arising from hierarchies of power within society. This has both an individual and a collective dimension. It is thus that people who fit the dominant definition are systematically created, as are those who do not. An individual may suffer oppression in the form of disadvantage, discrimination, and violence.

The systems of oppression (the patriarchy, colonialism and capitalism) are co-constituents of the colonial matrix. Racism, sexism and classism are the most material expressions of an interwoven global structure. This protocol takes an intersectional approach to racist, sexist and LGBTQIA-phobic violence, on the basis of an awareness of the complexity of the intersection of axes of oppression and privilege when addressing situations of violence.

5.2.b. Types of violence

Given the challenges in addressing and defining violence, this section offers an overview of the different forms that such violence can take.

From a broad understanding of violence, both Spanish (Act 15/2022) and Catalan law (19/2020) concerning equal treatment and non-discrimination consider discrimination as conduct that undermines equality, directly or indirectly. Both consider discriminatory acts as being committed in a context of structural discrimination – arising from historical inequalities which, in turn, are the result of systematic social exclusion and subjugation – expressed through social practices, beliefs, prejudices and stereotypes.

In a cisheteropatriarchal and colonial society, those who deviate from the established social norm suffer multiple forms of violence, both implicit and explicit, since value – and, therefore, privileges – is afforded to some and not to others. This favours those who, for example, are men, white and/or homosexual over women, sex or gender non-binary people, those born in the Global South, those with a disability, etc. Heteronormativity - that is, the imperative that everyone is heterosexual, and experiences sexual attraction as such - is in and of itself an example of violence against LGBTQIA+ people.

Gaining awareness of the different types of racist, sexist and LGBTQIA-phobic violence is essential in order to put an end to them, and to develop useful tools for doing so. This means addressing all forms of violence, and not only the most socially obvious, explicit or physical ones, since these are only the tip of the iceberg of an entire network that underpins them.

Violence is structured and sustained between three interrelated areas:

10 https://igualdadynodiscriminacion.igualdad.gob.es/novedades/novedades/2022/pdf/Informe_CEDRE_II_Plan_Nacional_DDHH.pdf [in Spanish]

- Direct violence: defined in both Catalan law (Act 19/2020) and Spanish law (Article 6 of Act 15/2022), this can be directed at an individual or group of people. The law refers to direct social relationships. Such violence can be physical, psychological, sexual or economic, and ranges from discriminatory jokes and insults to deliberate privation, social isolation, harassment, physical violence, abuse and rape. It covers all forms of violence that have material/physical consequences, and which therefore constitute visible violence.
- Symbolic or cultural violence: this refers to social beliefs or worldviews, unwritten norms and narratives used to justify other types of violence or hatred, as well as internalised discourses which, as a result of certain inputs, lead us to believe that certain prejudices or forms of violence are normal.
- Structural violence: refers to violence legitimised by social, economic, hierarchical, gender, racist or other structures. We find this violence in laws, in institutions, in the criminal justice and policing system, in budgets and the distribution of resources, etc. This includes institutional violence, which occurs when institutions, their norms and actions are not neutral, or when they fail to develop appropriate policies and provide sufficient resources for equal opportunities and the eradication of all forms of violence

It is a type of structural violence and, as such, must be addressed through consideration of racism as an oppressive tool of social classification, which dehumanises and nullifies the agency of those who have been classified as inferior from a colonial or western perspective. This tool is crucial for the reproduction of capitalism.

The International Convention on the Elimination of All Forms of Racial Discrimination defines racial discrimination as: “any distinction, exclusion, restriction or preference based on race, colour, lineage or national or ethnic origin, which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life”[11]. This definition addresses racism in its dimension as an individual or voluntary act. Nevertheless, the structural character that underpins and legitimises it must be recognised, as is addressed in the EU Anti-Racism Action Plan (2020-2025).

Consequently, we must understand what racialisation means, in terms of the process of discrimination, violence and inequality suffered by certain people and/or groups that can be "differentiated" by their skin colour, religion, culture, origin, etc. This oppressive social classification has a negative impact on the life chances of the racialised person, and its consequences are multiple and lasting in both scope and form. Racialisation occurs when the human race is categorised according to the superiority of some (white, Caucasian) and the inferiority of others, who are subject to discrimination and oppression by the dominant race. This definition may vary depending on social and cultural contexts, circumstances, and temporality.

11 https://www.ohchr.org/en/instruments-mechanisms/instruments/international-convention-elimination-all-forms-racial

These three pillars of violence (direct, symbolic, structural) lie at the heart of how we communicate with and relate to one another, and can reach very serious and painful extremes. Often, in the media, in education, in politics, in our workplaces and in our daily lives, more importance is given to direct, subjective violence, because the effects are observable to the naked eye. However, we must be aware that harassment and violence are not individual acts, but have their origin in the structural and cultural foundations of society. Consequently, we must deal with all three dimensions in order to ensure they are prevented and eradicated, and to build a new world free from violence.

At this point, it is also worth highlighting the specific violence that may occur in the workplace, given that it is one of the areas of action included in this Protocol, contained in Provision 9978 No.143 2022. Act 17/2020 – passed on 22 December of the same year as an amendment of Act 5/2008 concerning the right of women to eradicate gender-based violence – defines the concept of violence in the workplace *as "physical, sexual, economic, digital or psychological violence that occurs in the public or private sphere during the working day, as well as outside the workplace and working hours if it is related to work"*. This law includes the following typologies and definitions:

Type	Definition	Examples
Sexual harassment	"Any unwanted verbal, non-verbal or physical behaviour of a sexual nature which is intended as or has the effect of an assault on the dignity and freedom of a woman, or creates an environment that is intimidating, hostile, degrading, humiliating, offensive or upsetting", as per article 184 of the Criminal Code concerning sexual harassment.	Obscene sexual comments. Making offensive sexual jokes. Denigrating or obscene forms of address. Spreading rumours about a person's sex life. Offensive comments about a person's body or physical appearance. Demanding sexual favours. Staring in a lascivious manner. Use of images, photographs etc. featuring sexually explicit content. Invasion of personal physical space. Cornering, deliberately and unnecessarily seeking to be alone with the person. Deliberate and unsolicited physical contact (tickling, touching, unwanted massages). Intentionally touching sexual parts of the body without consent.
Gender-based harassment	"Any unwanted verbal or physical behaviour related to the sex or gender of women carried out with the purpose or effect of violating a woman's dignity, integrity or	Offensive forms of address. Condescending or paternalistic attitudes. Ridiculing or belittling an

	working conditions, on the basis of their being a woman, by creating an intimidating, hostile, degrading, humiliating, offensive or upsetting environment that hinders their promotion, occupation of posts, access to decision-making positions, remuneration and professional recognition on an equal basis with men"	individual's skills, abilities and intellectual potential. Ignoring their contributions, comments or actions, excluding them or not taking them seriously. Making sexist comments. Underestimating the work done by women. Ridiculing someone whose role has traditionally been associated with the other sex.
Discrimination on grounds of pregnancy or maternity	"Any adverse treatment of women arising from existing or potential pregnancy or maternity that constitutes direct discrimination and a violation of their fundamental rights to health, physical wellbeing and dignity and their employment rights".	Making jokes or insulting comments about pregnancy and whether the person should take leave. Assigning women to a position of responsibility lower than their skill level or professional category prior to pregnancy/maternity. Denying a pregnant woman or mother of a baby leave to which she is entitled. Not hiring or renewing the contract of a woman due to pregnancy (potential or real). Impeding a woman's professional development on account of their pregnancy or maternity (passing over for promotion).

Harassment of LGBTQIA+ people is defined in **Act 11/2014, which safeguards LGBTQIA+ rights and aims to combat homophobia, biphobia and transphobia,** as follows:

Type of violence	Definition	Examples
Harassment based on gender identity	"Any behaviour which, based on a person's gender identity, has the purpose or effect of undermining their dignity, threatening their physical or psychological wellbeing, or creating an intimidating, hostile, degrading, humiliating, offensive or otherwise disturbing environment for them".	Repeatedly making offensive comments or gestures towards a person because of their gender identity. Failing to respect a person's chosen name. Ignoring a person's gender identity. Not using the pronouns with which a person asks to be identified. Making fun of a person who expresses their gender in a different or non-binary way. Repeatedly asking a non-binary person about their gender. Use LGBTQIA-phobic language.
Harassment based on sexual orientation	"Any behaviour which, based on a person's sexual orientation, has the purpose or effect of undermining their dignity, threatening their physical or psychological wellbeing, or creating an intimidating, hostile, degrading, humiliating, offensive or otherwise disturbing environment for them".	Repeatedly making offensive comments or gestures regarding the sexual orientation of a co-worker or their partner. Insulting someone due to their sexual orientation. Discriminating against a colleague because of their sexual orientation. Addressing a gay, lesbian, bisexual or asexual person in an offensive manner. Ignoring the contributions of a colleague due to their sexual orientation. Using LGBTQIA-phobic language.
Harassment based on gender expression	"Any behaviour which, based on a person's gender expression, has the purpose or effect of undermining their dignity, threatening their physical or psychological wellbeing, or creating an intimidating, hostile, degrading, humiliating, offensive or otherwise disturbing environment for them".	Making fun of a person on account of non-normative gender expression. Attacking/insulting a man whose gender expression is markedly feminine. Attacking/insulting a woman whose gender expression is markedly masculine.

It is worth highlighting three factors that can lead to situations of violence if they are not visibly addressed. Privilege, in this context, is defined as the full range of manifest advantages that certain groups have over others. It is self-perpetuating and can be tied to a lack of understanding of the forms of oppression conditioned by our structural standing in society. A lack of critical awareness of what our privileges are and how we use them, means that these inevitably become part of the system of oppression. The political, social and economic system bestows structural and systemic advantages and privileges upon the racially white over other groups, for the mere reason that this group is identifiably white.

White fragility must also be taken into account. This is a behaviour which arises when white privilege is disturbed or broken through criticism of their social position or unconditional privilege. It often takes the form of a defensive reaction, in the face of a supposed attack or offence. This is a consequence of the position afforded by whiteness. It is, as such, a way of evading responsibility through awareness of privilege.

Lastly, white supremacy is the ideological belief that the white race is superior to the rest. Examples of this ideology are Nazism, the Ku Klux Klan, the South African apartheid and the Israeli Zionist state. Its main objective is to establish a clear moral, cultural or religious superiority of white people over other, non-white people, even to the point of genocide in extreme cases.

VI. Prevention and detection measures

Any measures must be taken in line with the objectives of the protocol (see section 2: objectives). Training is given greater weight as a tool for detention and protection, and as a means for managing issues relating to the protocol in a collective and participatory manner.

Measure 1: Training and awareness-raising

Inform everyone involved with the SCI of the existence of the protocol and its introduction, and ensure they are able to access training and awareness-raising activities concerning the violence addressed in the protocol: workshops on feminism, intersectionality, different types of violence, roles of power, paternalism, etc.

How?	Oversight	Audience	Timescale	Resources	Monitoring, evaluation and indicators:
Conduct information and training sessions to publicise the protocol and address the types of violence it covers. These sessions will ensure participation and involvement of the attendees, according to format, schedule, duration and incentives.	Protocol committee (responsible for training)	1 session each involving the operational team, board and activists and volunteers from Akelarre 1 session for work camp coordinators 1 session for volunteers (as part of initial training)	Start of 2nd trimester (to be repeated annually) From May to July: for coordinators and volunteers	Internal	The indicator for this measure is for at least 90% of people new to the SCI to receive training on violence in the initial months of their involvement, and that 60% receive continuous training after their first year.
Conduct a protocol briefing at the start of the work camps.	Work camp coordinators	Volunteers from the different work camps	Beginning of work camps	Internal	Introductory session.
Conduct awareness-raising and training workshops on feminism, intersectionality, violence, roles of power, etc.	Peace Education techniques	Entire organisation	Yearly	External organisations	No. of workshops.

Measure 2: Safe spaces

In order to ensure that everyone involved in the organisation feel supported and listened to should they experience any type of violence, care must be taken to ensure that all SCI Catalonia spaces are safe spaces for the organisation's members, workers, volunteers and participants, as well as for those involved in the SCI's activities.

How?	Oversight	Audience	Timescale	Resources	Monitoring, evaluation and indicators:
Establish an organisational culture in which sexist, racist and LGBTQIA-phobic attitudes and habits are not tolerated, with the provision of safe spaces for emotional support and conflict resolution that serve to detect and address needs.	Care Committee. Temporary role, in order not to overburden any one individual, and to ensure care is a collective responsibility.	All persons linked to the SCI. Those responsible will be those who ensure its implementation.	Throughout the year. Bi-annual change of role	Internal	Increase in organised meetings. Increase or maintenance of participation.
Facilitation and self-assessment spaces will also be provided in order to address power dynamics and roles that could lead to violence.	Care Committee	Operational team and board	Close of year	Internal	Minutes and evaluation provided by participants.
Carry out an internal self-assessment in order to detect power dynamics, microaggressions and other types of symbolic violence that may occur within the organisation.	Care Committee	Operational team and board	Close of year	Internal	Participant evaluation through a biannual anonymous survey (upon role handover).

Measure 3: Protocol review and circulation

The work of those involved in the permanent oversight committee will be key to monitoring the implementation of the Protocol, including its proper circulation and accessibility to all users.

How?	Oversight	Audience	Timescale	Resources	Monitoring, evaluation and indicators:
Carry out training in care and initial point-of-contact in handling racist, sexist and LGBTQIA-phobic violence.	Protocol Committee (responsible for training)	Protocol Committee	Yearly	Specialist external organisation	No. of training sessions received by those responsible.
Carry out training on restorative justice, in order to provide support through alternative tools.	Protocol Committee (responsible for training)	All persons linked to the SCI (internal and external)	Yearly	Seek benchmarks from other organisations. External training and support	No. of training sessions received.
Ensure the utmost rigour and support in dealing with incoming complaints, as well protection for victims.	Protocol Committee	Protocol Committee	Year-round	Internal	Record follow-up of complaints received and protective steps taken.
Send an anonymous survey at the end of the work camps to gather information and detect any possible instances of violence.	Work camp operational team	Volunteers from the different work camps	End of work camps	Internal (coordinators)	Record of surveys sent and responses received. Document for systematisation and analysis of responses.

Measure 4: Reception, support and redress.

How?	Oversight	Audience	Timescale	Resources	Monitoring, evaluation and indicators:
Send the protocol, with a brief explanation, in the "welcome"/"info sheet" e-mail prior to work camps.	Work camp operational team	Volunteers from the different work camps	Beginning of work camps	Internal	Registration of the number of issued welcome e-mails.
Add to monthly newsletter: reminder of protocol and communication and reporting channels	Protocol Committee (responsible for communication)	Entire organisation	Monthly	Internal (responsible for communication)	No. of appearances in the monthly newsletter: reminder of the protocol and the communication and reporting channels, as well as all open training related to the prevention of violence.
Record and prepare evaluations or summary reports on the cases handled and actions carried out, in order to systematise and monitor cases, ensure correct handover to those taking on roles in the committee, and evaluate, improve and renew the protocol with as much information as possible.	Protocol Committee	All persons linked to the SCI (internal and external)	Throughout the year.	Look for other reports from similar organisations as a benchmark, as well as experts in assessment and report drafting both within and outside of the organisation, in order to advise on the implementation of the protocol.	Produce an annual report and didactic material for its circulation.

VII. Pathways and areas for action

Both the Catalan and Spanish governments offer a range of pathways, backed by law, to eradicate xenophobia and racism through effective criminal sentencing. However, from a restorative justice standpoint, the construction of community links is the basis for any effective preventive education. Several official pathways have been designed in order to break the silence in the face of acts of abuse and prevent impunity. Be that as it may, the involvement of people close to those who suffer abuse is extremely relevant. Knowledge of the facts is important in terms of guiding and contributing decisively to the eradication of this type of violence.
As such, any strategy must approach this from two angles: first, believing the victim, and second, supporting them in reporting events.

Preventive measures:

These are the same measures as those proposed in section 6 of this protocol; others may arise during its application. The main goal of these measures is to reduce the risk of suffering violence.

Precautionary measures:

Temporary measures aimed at protecting the person affected and avoiding the aggravation of the situation (included in point 8.2.1).

7.1 Addressing violence based on sex, gender, racialisation, origin or culture within the organisation: circuits and pathways for action

This section presents the phases and characteristics which determine the circuit for addressing cases of violence based on sex, gender, racialisation, origin or culture that may occur within the SCI. This circuit must be activated whenever a complaint or report of an instance of violence is received.

There are two ways in which violence can be reported: via informal communication (internal) or as a complaint to an official authority (external).

By external, we mean those registered through official or criminal judicial channels. Any internal channel refers to those within the organisation itself. The former imply a greater degree of formality and legal validity. On the other hand, internal channels can allow for preventive and precautionary measures to be taken more immediately to address any situation of violence. It should be noted that these two pathways are not incompatible, and use of both can be made when deemed appropriate. Taking one or another, or both, is a decision that only the person affected can take.

Whichever pathway is chosen (internal or external), from the moment an instance of violence is known about, the Protocol Committee will be activated immediately. Below is a brief guide to each pathway for addressing gender-based and LGBTQIA-phobic violence.

7.1.a External reporting

Official and criminal judicial channels offer one means of achieving resolution. In the event that the person affected requests advice from the Protocol Committee on available external pathways which could be of use to them, it will be necessary for those involved to:

- Jointly assess with the person affected the context and severity of the incident(s).
- Take the wishes and needs of the person affected into account.
- Clarify any doubts regarding the characteristics and objectives of each of the available pathways (civil and criminal)
- The Committee may provide support or refer them to the corresponding judicial bodies, as required.

If necessary, those involved may call on the support of a specialist in the matter (lawyer, psychologist, etc.), when providing this support. The Committee will carry out continuous follow-up of the case.

7.1.b Internal reporting or pathway

Anyone who believes they have experienced racist, sexist, sexual or LGBTQIA-phobic violence in any area of the organisation (defined in the section concerning applicability) should communicate this verbally or in writing to the Protocol Committee. In addition, anyone who witnesses an instance of violence is obliged to report it to the Protocol Committee.

7.1.b.1 Internal communication channels

Verbal communication. Anyone who has experienced or witnessed violence may speak to the Protocol Committee in order to report it. Violence may be reported:

- To any of the members of the Protocol Committee.
- To a trusted person, who must then communicate this to the Protocol Committee.

Regarding violence reported by a witness, the Committee must immediately contact the person affected to inform them that the incident has been reported, explain the obligation to report included in this protocol and listen to their version of events, inform them about any steps to be taken, and to find out their needs and wishes in this regard.

Written communication. A situation can be reported in writing by the following means:

- Sending an e-mail to the Protocol Committee (provided with its own email address, which must be reviewed periodically, and to which only members of the Committee have access). This e-mail is comissioprotocol@scicat.org.

In the event that the e-mail is sent by a person who witnesses an instance of violence, it will be necessary to contact the person affected immediately and find out what their needs and wishes are with respect to the next steps to be taken.

Once reporting of an incident has been made verbally or in writing, the Protocol Committee must ensure that contact is made with the person concerned in a period of no more than one week, to arrange a telephone call or meeting (online or in-person) with them, for the purposes of:

- Recording the version of events of the person affected, identifying any aspects which may constitute racism, harassment, sexist violence and/or LGBTQIA-phobia, and determining the severity of the incident(s).
- Assessing the level of risk.
- Assessing the feasibility of internal or external pathways for reporting or complaint.
- Providing information about the options available (externally and internally).
- Providing information about psychological, social and legal care resources.

Good practice for handling the complaint and providing support to those affected through any of the aforementioned channels

- Actively asking and listening
- Believing. Not doubting, questioning or blaming the person and their version of events
- Avoiding revictimisation
- Conveying calmness and assuredness
- Backing and supporting the person affected
- Not minimising or relativising the impact of violence
- Always keeping the needs of the person affected in mind
- Ensuring the person affected is not constantly required to retell their version of events
- Respecting privacy and confidentiality
- Respecting and following their rhythms (not pressurising them)
- Providing an interpreter with sensitivity concerning sexual violence, in the event that the person speaks a language other than the language(s) spoken by those who receive the report, in order to ensure clear and fluid communication
- Condemning sexist and LGBTQIA-phobic violence. Not viewing it as an isolated or private matter
- Fluid communication with the person affected, informing them thoroughly of the steps being taken and the agreements reached

After the initial meeting, the following outcome may arise:

- **Where the reported incident does not conform to any of the types of violence included in the protocol**, efforts should be made to identify the reason for its reporting, in order to understand any needs which could be met by other spaces/services to whom the case could be referred.
- **Where the reported incident must be communicated to an external body, or if the person affected decides to opt for this pathway,** the Committee will advise them on the external resources and procedures available and offer support and follow-up on the case.
- **Where it is determined that the reported incident should be the subject of an external complaint, and the person affected agrees to this**, the types of violence covered by and the nature of this pathway should be explained to them (see section 8.1).
- **Where it is determined that the reported incident should be the subject of an internal investigation, and the person affected agrees to this,** the types of violence covered by and the nature of this pathway should be explained to them (see section 8.2).
- **Where the person affected decides not to proceed,** taking into account that employment regulations do not allow a change in working conditions if no official complaint is made, the Protocol Committee will monitor the situation and apply any

preventive measures it deems appropriate. In the event that the incident takes place in an associative or volunteer-related context, the Committee may assess whether to apply any precautionary measures, such as the separation of spaces. Wherever possible, they must endeavour to agree upon this with the person affected.

VIII. Internal handling of reported racist, sexist and/or LGBTQIA-phobic violence

PHASE I: Care and support

Once the person affected gives express consent to activate the protocol by way of an internal complaint, the Protocol Committee will create a specific Case Committee, which will be the only body aware of the details of the case in question, and will designate a person to the case within a maximum of 3 working days.

It is important that those involved in this committee foster trust and a sense of safety on behalf of the person affected. Once a case handler has been appointed, they will conduct a second interview with the person affected, with the aim of:

- Providing care and support to the person affected in the drafting and formalisation of an internal complaint
- Aiding in the drafting of their version of events once the facts of the case have been established
- Gathering additional evidence
- Communicating the possibility of applying protective and precautionary measures, and asking for the affected person's opinion

Protective and precautionary measures: depending on the risk and/or harm to the person affected, once the procedure has been initiated and until its closure, the Case Committee may propose the adoption of precautionary measures. These are temporary measures aimed at protecting the person concerned and preventing any aggravation of the situation.

The implementation of these measures are subject to the consent of the person affected. Among the indicators which may guide the need to implement these types of measures are: the person affected manifests emotional suffering, feelings of fear, insomnia or misunderstanding on the part of their colleagues, or where precedents or threats to their wellbeing exist (a proposal for measures is included in section 8.2.1).

PHASE II: Gathering information

The aim of this phase is to carry out an exhaustive investigation of the facts, in order to issue a binding report on the incident and identify the type(s) of violence involved, and subsequently be able to specify the relevant measures to be taken. In order to carry out this phase, any and all information regarding the incident(s) reported by the person affected will be gathered. It is important that this phase is carried out in a period of no more than a month.

The next step is to inform the person subject of the complaint of their alleged conduct, giving them the opportunity to present their version of events. Where necessary, potential witnesses may be summoned, with a guarantee of confidentiality.

The interview of the person reported – to be carried out by the case handler and, if necessary, with the support of another person from the Case Committee – aims to:

- Inform the person of the fact that they have been reported for violent conduct (as contemplated in the protocol)
- Listen to their account of events
- Clarify allegations without disclosing data that violates the privacy of the person affected
- Ask for clarification of the events reported insofar as these are considered relevant or constitutive of sexist and/or LGBTQIA-phobic harassment or violence
- Ask that the person provides evidence or witnesses, if applicable

Considerations during this phase

At the time of the interview with the person reported, where the incident(s) concern harassment in the workplace, it is obligatory to specify the name of the person who has reported them. However, should any incident pertain to the associative or voluntary sphere of the organisation's operations, this is not obligatory.

The Case Committee is responsible for the oversight and safeguarding of any documents created during this phase, with their confidentiality being paramount. Should any party request a meeting or interview, this request must be granted. All persons involved have the right to be assisted by representatives or advisers.

Any and all parties can refuse to provide a statement. However, it must be remembered that it is the responsibility of everyone involved in the organisation to report and act if an instance of violence or harassment is believed to have occurred.

Any and all of the parties involved have the right to appeal should they disagree with the decision of the Case Committee.

The person against whom a complaint has been made has the right to receive information on the progress of the case, and to be notified of any precautionary and disciplinary measures which may be applied.

Reversal of the burden of proof: where the case pertains to harassment in the workplace, it is up to the person reported to demonstrate that they have not violated the right to privacy and dignity of the person affected.

Under no circumstances shall mediation be used as a mechanism to resolve an instance of harassment or violence.

Aspects to be taken into account in the event that an incident occurs during a work camp, youth exchange programme or international volunteering project:

The work camp coordinator will, in all likelihood, take responsibility. If the case is reported to them, they will be in charge of communicating it to a member of the Protocol Committee. In the event that a coordinator is accused of harassment or violence, the Protocol Committee should be contacted directly .

- Where a minor act of misconduct is detected, preventive and precautionary measures will be applied (see those presented in section 8.2.1).
- Where an act of serious or very serious/gross misconduct is detected, this will result in immediate expulsion. A posterior review period may be set up, as required, to assess whether this expulsion is temporary or permanent.

PHASE III: Case resolution

Once the information gathering phase has been completed, the resolution of the case will be reached and presented in a binding report, drafted by the Case Committee, which will include its conclusions and proposals for disciplinary and redress measures (see section 8.2.3).

The report shall include, at minimum, the following information:

- Identification of the person who filed the complaint.
- Identification of the person against whom the complaint has been made.
- Identification of the case handler and the members of the Case Committee.
- Summary of the main facts and arguments raised by the persons involved.
- Summary of any interceding action taken by the Case Committee or expert personnel, and the evidence obtained thereof.
- Any additional evidence which has proven useful to the process.

Resolution (conclusions):

- Assessment of the case.
- Type of misconduct (minor, serious, very serious/gross).
- Measures to be taken, differentiated by type (recovery and redress, disciplinary): these measures must be accompanied by a specific timeframe or schedule so as to be able to monitor and review their degree of compliance.

Aggravating circumstances observed:

- The person reported has a track record of violent conduct.
- Two or more people have been affected.
- The person reported has been found to engage in intimidation or retaliation.

- The person reported holds a role of privilege within the organisation.
- The person affected is disabled.
- The person affected is vulnerable as a result of any physical, intellectual or general health factor.
- A serious impact has been noted on the physical or psychological condition of the person affected and duly accredited by medical/health personnel.
- The person affected has experienced pressure or coercion from witnesses or people around the person reported, with the intention of hindering or stopping the investigation that is being carried out.

Once the measures proposed by the Case Committee have been included, they will be handed over to the Protocol Committee which, upon their approval, will be charged with taking said measures.

PHASE IV: Monitoring and evaluation of the case

Following definition of the response mechanisms and timeframe for carrying these out in the report, the Case Committee will be responsible for monitoring the measures agreed upon both with the person who has made the complaint and the person reported, in addition to the broader community. It will also be responsible for addressing any situations or conflicts related to the case that may arise later within the community.

8.1. The complaint

Procedure in case of reported ongoing racist, sexist and/or LGBTQIA-phobic violence. Reporting of an instance of symbolic violence or microaggression that occurs either in the workplace or in the community may be made verbally or in writing. The circuit is as follows:

First contact with the person affected

- Two members of the Protocol Committee or the Care Committee will meet with the person who has reported the behaviour/incident, in order to gather all necessary information.
- Information on how this will be taken up with the person reported upon will be provided.

Initial notice provided to the person reported

The same members of the protocol and/or the Care Committees who have made first contact with the person affected will meet with the person subject of the complaint in order to bring this to their attention, and will:

- inform them that this is constitutive of racist, sexist and/or LGBTQIA-phobic behaviour which has made one or more people within the organisation feel uncomfortable and unsafe, and that it must stop it immediately.
- The way in which this violence is regarded will be made explicit to them, as will their need to be more conscientious about it.
- They will be offered resources and steps to work on the matter, including: personal work on reviewing racist and/or sexist behaviour, workshops on alternative masculinities and white privilege, among others.
- They will be informed that, should the situation continue, a secondary warning will be issued that may result in the activation of the internal complaint procedure (see section 8.2).

Secondary warning provided to the person reported

In the event that the person reported upon continues to behave in ways which are violent (either towards the initial affected party, another person, or as observed by the Committee), or shows no willingness to address the matter:

- The person affected will be offered the option to activate the internal complaint procedure (see section 7.1.b), and the matter will be treated as a case of harassment or gender-based violence.

At any time during the process, the Protocol Committee can propose and introduce **preventive measures** in order to address specific sexist attitudes and behaviours collectively (with the entire workforce or community).

8.2. Internal pathway

8.2.1 Precautionary measures

These apply to the person found to have engaged in violent behaviour, with the aim of protecting the person affected, above all by separating their shared physical spaces. Under no circumstances can these measures undermine the working conditions of the person affected.

In the workplace:

- Reorganisation of work schedule
- Working from home
- "Freezing" certain activities or projects that are being carried out together

In the social/community sphere:

- Temporarily barring entry to spaces/projects frequented by the person affected
- Temporarily vetoing attendance at meetings which the person affected attends

- Reviewing schedules so that the two people do not physically coincide

In work camps, youth exchange programmes or international volunteering projects:

In cases of minor misconduct:

- The camp coordinator can provide support and advice to the person affected and remain involved in addressing the matter.
- Ensuring that the person affected and the person reported do not coincide during activities (avoid close interaction). In this case, it is not necessary to notify the person reported.
- Undertaking preventive measures

In serious or very serious cases: temporary expulsion of the person reported from the work camp.

8.2.2 Disciplinary measures

Establishing the full range of disciplinary measures in one protocol is a complex task. We have done so in line with the regulations which govern the organisation, in this case, the SCI Catalonia founding statutes. Chapter 10 of the statutes sets out the range of disciplinary measures available to the organisation. In particular, article 32 states that "*breaches of discipline can be classified as minor, serious and very serious, and the corresponding sanctions can range from a reprimand to expulsion from the association, according to that which is established in the internal regulations*". Taking the above into account – and the fact that the organisation does not have its own internal regulations – we propose the following table of disciplinary measures, according to the nature (minor, serious and very serious) of the breach of discipline:

	Proposed measures
Minor cases	• Written warning. • Partial withdrawal of participation in the organisation (attendance, voice and vote at general meetings, working groups, meetings, etc.) during the period of time deemed necessary. • In the workplace, implementation of working from home for the period deemed necessary. • Temporary veto on participation in community activities for the period deemed necessary.

Serious cases	• The same disciplinary measures established for minor misconduct. • Suspension of the right to hold positions at a higher level within the organisation. • Financial penalty correspondent to the costs which arise following the resolution of the case (applicable to those earning above the minimum wage: 30% for those earning up to €2,500, 60% for those earning up to €6,000). • Expulsion from the organisation (general meetings, working groups, meetings, etc.) for the period of time deemed necessary.
Very serious cases	• The same disciplinary measures established for minor and serious misconduct. • Permanent expulsion and, if necessary, referral of the case to an external body.

The Case Committee must classify any misconduct and propose disciplinary measures based on an assessment of the information gathered, taking into account the regulatory framework. The approval and implementation of these measures shall be the responsibility of the board of directors.

Whatever the classification (minor, serious, very serious), anyone who has committed an act of harassment will be given the opportunity to engage in a process of restorative justice, provided they are willing to take responsibility (reparative measures). However, it must be noted that in no case will these replace the disciplinary measures established in this protocol. Moreover, in the event that the person is unwilling to engage in the accountability process, disciplinary measures must be taken directly.

8.2.3 Measures for redress and reparation

Redress for the person affected	
Definition and application of specific measures for redress	These measures are determined by the needs of the victim and the resources available. Possible measures: ● Establish alliances and referrals with external organisations or agents specialised in restorative justice. ● Offer support for the creation of a support network if the victim needs it (at the community level), or referral to local feminist groups that can provide support. ● Social, psychological and physical health care or support aimed at overcoming or redressing the harm caused. ● Compensation of the economic costs arising from the case, paid by the SCI (to a maximum of €500/case) or the person found to have engaged in violence. ● In the workplace: modification of schedules, permits, flexible working hours, working from home, etc. ● Offer the person affected the opportunity to propose restorative measures to the Committee with respect to the person who has engaged in violence. ● In the event that the victim seeks to contact their aggressor to understand their motives and express their suffering, a safe and non-revictimising space must be guaranteed (through an external agent, etc.)
Public condemnation	● Through the tools and means deemed appropriate, a notice may be published via websites and social networks, public statements can be made by representatives, etc. In addition, these will appear in the complaint process in criminal proceedings, for the purposes of restorative justice.

Process of accountability involving the person who has engaged in harassment	
Awareness and recognition of behaviour	• The person who has engaged in harassment or other violent behaviour will be given the opportunity to get involved in a process of redress, by means of acknowledging, taking onboard and understanding what they have been accused of. • This also involves recognising the ways in which their behaviour has caused harm, and being able to identify and name the types of situations that trigger or facilitate abusive or harmful behaviour, in order to develop clear strategies to ensure that this does not occur again.
Participation by the organisation in the proposed actions in order for responsibility to be taken	The Case Committee, taking into account the available resources, may propose the following actions: • Individual therapy (we recommend SAH: Servei d'Atenció a Homes) • Support group to work on masculinities (preferably with other men) • Guide to resources for questioning hegemonic masculinity: organisations that work on the issue, workshops, reading material, etc. • Inclusive critical spaces which address non-hegemonic and decolonial feminism.

Community action, care and accountability work	
Communication and awareness throughout the organisation	When the person who has been affected is ready, the case should be made known to the organisation's entire staff. Awareness should also be raised through review of any aspects which may have contributed to harassment taking place in the work environment: ● Recognising collective responsibility in the culture and conditions that facilitate violence. Taking into account the role of the organisation's culture or conditions in the perpetration, tolerance, excusing or encouragement of harassment, injustice and sexist violence. ● Preventive measures to address and transform the organisation's culture, structures and practices, where these may indicate tolerance, approval, encouragement or perpetration of harassment, injustice and sexist violence .
Carrying out a restorative justice process with the groups involved	● If all parties agree to it and feel sufficiently prepared, one or more restorative justice circles (chaired by an external support specialist) may be held in order to provide a space for addressing the unease and suffering that the handling of the case may have caused to those people involved, and to provide redress, healing and closure of the entire process.
Assessment, evaluation and monitoring	● Internal (Case Committee): those who have handled the case should evaluate and assess the entire process; space should also be provided to share their feelings and determine if they wish to continue being part of the Protocol Committee or, otherwise, if there is the need for their substitution. ● With the person affected: a final closing meeting should be held, in which the person affected can share and provide feedback on their experience of the process as a whole.
Annual assessment and reporting	● An annual report should be prepared in order to register the number of times the protocol has been activated, and thus highlight these situations as an important element in the redress process. ● Information should be shared in the report, with graphs covering the organisation (these can also be shared on social media).