

Dear colleagues,

In the light of the events related to various cases of harassment that have recently been disclosed, and which affect different Catalan, Spanish and foreign universities, as a committee for equality and intersectionality, we consider it appropriate to address a message to all the IAUB staff. The CCI-IAUB firmly rejects any expression related to inappropriate and oppressive behaviour resulting in harassment incidents in any of its forms. It is our conviction, that the university as an institution should be based on tolerance, diversity, and inclusion, constituting a free and safe space that encourages personal and epistemic collective growth.

Safe spaces for the creation of knowledge must be built, free from assault and abuse, and where psychosocial risks or extractive behaviours cannot be tolerated. In this regard, research institutes, especially those that depend on universities and other public bodies, must also be committed to promoting zero-tolerance policies. This involves placing at the disposal of their members a series of prevention mechanisms or protocols, where protection rights are guaranteed to safeguard everyone's wellbeing.

The research working environment, which is currently in the spotlight of the media, is, in our view, complex and specific. There is no doubt that a process of structural reform is needed to prevent the recurrence of this kind of behaviour. We are aware that a series of hierarchical logics operate in the field of academic education and research, some of which seem to be more opaque than transparent, and that does not always allow us to identify, tackle, or guarantee prevention and safety principles. Thus, harassment in all its forms, toxic working environments, intellectual extractivism, and abuse of power, both social and economic, are commonplace in an area that is increasingly competitive and precarious, and in which each one of us must reflect on the role we can play in favour of a change. In this context, we have started to contact the equality committees of other institutes, faculties, and other units of the University of Barcelona to discuss what measures could be taken - in a collaborative and united manner.

Therefore, the CCI-IAUB is currently considering the best ways to be more proactive in promoting tolerance and awareness of issues related to harassment and its identification and prevention. We do not believe that this can be reached individually. It is here that we would like to invite all of you to collaborate in the elaboration of an IAUB Code of Good Practice, where you can all share your suggestions to prevent harassment in the different actions that we carry out at the Institute. In parallel, as you know, we are working to have a Diversity, Equality, and Ethics Plan for the Institute of Archaeology of the University of Barcelona (IAUB), as well as, as soon as possible, to develop a protocol on harassment during excavations and other fieldwork.

Nevertheless, given this chain of events that have occurred recently, we want to reassure everyone that the CII-IUAB is here to listen to you and to build a referent and safe space where, through dialogue and education, we can deconstruct the abuses of power and where everyone can grow in a freeway. The IAUB has set up this committee precisely to ensure that all of its members within the framework of the Institute are treated with respect, equality, and kindness. The IAUB will not tolerate any practice or attitude that infringes on people's freedom.

CIIA-IAUB