Process of resolving discrimination and bullying complaints (employees)

I STAGE
- Resolving the situation independently
  - Talking/writing to the bully
    - Solution?
      - YES
      - NO
        - Immediate supervisor
          - Solution?
            - YES
            - NO

II STAGE
- Head of structural unit
  - Solution?
    - YES
    - NO

III STAGE
- Dean, area director, vice rector
  - Solution?
    - YES
    - NO

IV STAGE - OFFICIAL
- Academic secretary
  - Inquires the situation independently or forms an unbiased committee
    - Decision
      - Discrimination/bullying probably occurred
        - Applying appropriate measures
      - Discrimination/bullying probably did not occur
      - It is not possible to form an opinion about discrimination/bullying
    - Organises reconciliation
      - Solution?
        - YES
        - NO

Going to the police and/or calling ambulance (e.g. physical violence)