

Guidance Booklet for Women at the Federal University of Uberlândia

CAMPANHA MESES COLORIDOS

AGOSTO

*Lilás**

*Colourful Months Campaign: Lilac August





Directorate for Staff Wellbeing and Health (Dirqs)

Av. Mato Grosso, 3370
Block 4E, Umuarama Campus
Postcode: 38405-314 - Uberlândia - MG
(34) 3225-8080
www.progep.ufu.br/dirqs



SANTA MÔNICA OUTPOST

Av. João Naves de Ávila, 2121
Block 1J, Santa Mônica Campus
Postcode: 38408-100
Uberlândia - MG
(34) 3239-4168 and 3239-4361

GLÓRIA OUTPOST

BR 050, Km 78
Room 108, Block 1B - Gloria Campus
Postcode: 38410-337
Uberlândia - MG
(34) 3239-4411

Content development: multi-professional team from the Integrated Sector for Civil Servant Health Promotion (Siapss). Layout: Cristiano Vieira Sobrinho. Translation: Maria Clara Abrão, Igor Maestri and Anahi Vollet (ProInt Team).

Uberlândia, 2026.





CAMPANHA MESES COLORIDOS

AGOSTO *Lilás*

Guidance Booklet for Women at the Federal University of Uberlândia

Integrated Department for Staff Health Promotion
Directorate for Staff Well-being and Health
Vice-Dean's Office for Human Resources Management
Federal University of Uberlândia



Learn about “Agosto Lilás”

Awareness month for ending
violence against women

4

The ‘August Lilac’ campaign was created in reference to the Maria da Penha Law (Federal Law No. 11,340/2006), signed on 7 August 2006. It was designed to support women and to raise awareness within society of the need to end violence.

The Maria da Penha Law defines the crime of domestic and family violence against women as “any gender-based act or omission that causes death, injury, physical, sexual or psychological suffering, and moral or financial harm”.

Institutional Policy on the Empowerment and Protection of Women at UFU

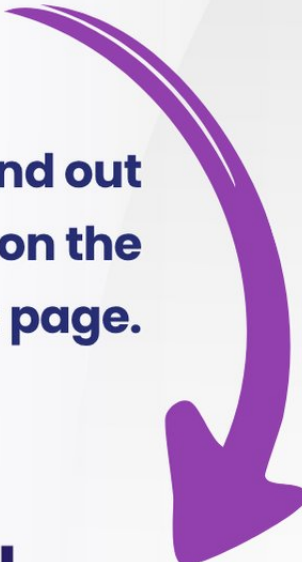
5

Since 2021, UFU has been implementing initiatives aimed at promoting and protecting women, and at tackling and preventing all forms of violence against women on the university campus. To this end, **CPMulheres – the Permanent Commission for Monitoring UFU’s Institutional Policy on the Promotion and Protection of Women – was established.**

CPMulheres

Av. João Naves de Ávila, 2121
UFU Santa Mônica Campus
Block 1A – Room 146

**Find out
more on the
next page.**



Institutional Policy on the Empowerment and Protection of Women at UFU

6

The Resolution defines violence against women as any gender-based act or conduct that causes emotional, psychological, social, moral or financial harm, or harm to racial integrity, as well as physical and sexual suffering and death to women, occurring within the university community.

In cases of harassment, additional characteristics include repetition or persistent importunity in the case of psychological harassment, and the harasser's position of hierarchical superiority in the case of sexual harassment.

CPMulheres of UFU

7

CPMulheres offers support to women who are victims of all forms of violence occurring on campus and is open to all women, regardless of their status, who work or study at UFU.

The Commission was formally established during “Agosto Lilás” and includes the participation of academic staff, administrative staff, students and support staff, as well as representatives from civil society who have experience in teaching, research, outreach or student support relating to the defence of women.

Get to grips with the concepts:

(In accordance with UFU Policy)

8

Types of violence:

Physical: punching, kicking, hitting, pushing, spitting, shouting, intimidating;

Moral: defaming, slandering, spreading rumours, insulting, undermining self-esteem, mocking, using derogatory graffiti, using prejudicial language;

Property-related: stealing, robbing, totally or partially destroying another person's belongings, preventing the use of property, controlling access to property, financial control, restricting freedom of movement;

Psychological: stalking, frightening, terrorising, intimidating, dominating, manipulating, blackmailing and making life miserable, mocking;

Get to grips with the concepts:

(In accordance with UFU Policy)

9

Racial: disparaging characteristics or physical features associated with the Black community; inciting or encouraging discrimination against Black women;

Sexual: harassing, inciting and/or abusing; forcing someone to witness lewd behaviour;

Social: belittling, ignoring, isolating and excluding;

Verbal: insulting, swearing at and giving derogatory nicknames;

Online: disparaging, sending intrusive messages of an intimate nature, sending or altering photos and personal data that cause distress or with the intention of creating psychological and social embarrassment.

Get to grips with the concepts:

(In accordance with UFU Policy)

10

Cyberbullying: behaviour by a person who threatens, harasses, humiliates or molests another via electronic means such as the internet, websites, social media, blogs, email, text messages, video recordings or any other form of non-face-to-face violence;

The examples of violence listed above do not exclude other cases that may also cause harm to women's physical, psychological, professional, academic or social well-being.

A few more concepts:

11

Sexual Harassment

Committing a lewd act against someone without their consent, with the aim of satisfying one's own or a third party's sexual desires. The penalty is imprisonment for 1 to 5 years. Law No. 13,718/2018.

Examples: *embarrassing compliments or invitations, catcalls, inappropriate touching (hugs and kisses without consent), etc.*

Sexual Assault

Causing distress to another person with the intention of obtaining a sexual advantage or favour, by taking advantage of one's position of authority or seniority inherent in the exercise of employment, office or function. The penalty is imprisonment for 1 to 2 years. Law No. 10.224/2001.

Examples: *exposing private parts, inappropriate touching and caressing, etc.*

Please be aware!

Not all harassment is sexual, so please see the definition below and learn to distinguish between them:

12

Moral harassment:

Any abusive behaviour (gestures, words and attitudes) that is repeated systematically, undermining an employee's dignity or mental or physical well-being. (CNJ)

Examples: *repeatedly criticising someone, excluding them from team interactions, deliberately overloading an employee with tasks, etc.*

Other laws in this context:

Law No 14.540/2023 - Programme for the Prevention and Combating of Sexual Harassment and other Crimes against Sexual Dignity and Sexual Violence within the public administration.

Law No 14.457/2022 - Emprega + Mulheres Programme.

On the perpetrators of violence

(In accordance with UFU Policy)

Who may be the perpetrators of violence?

Staff members, contractors, associates or students who are alleged to have committed acts of violence against women with whom they have an academic, professional or civil relationship, or who, for various reasons, are present in any capacity on UFU premises at the time of the incident, those who engage in or commit, either themselves or through another person or persons, conduct constituting harassment.

Discover some of the objectives of UFU's Institutional Policy on the Empowerment and Protection of Women

14

- To combat violence, discrimination, racism, intolerance and the suppression of rights that prevent women from participating in the active life of the institution and making full use of its resources;
- To promote cultural change through the dissemination of best practices in preventing and tackling discrimination, violence and racism against women within the University;
- To recognise violence against women as structural, institutional and historical, which must be addressed as an issue of safety, social justice, education and the exercise of citizenship within university spaces;
- To reaffirm the University's role as an agent of social transformation and humanistic education.

Reporting Channels

15

Submit your report to the UFU Ombudsman's Office

Santa Mônica Campus – Block 1A – Room 133

Open Monday to Friday from 7.30 am to 5 pm

ouvidoria@reito.ufu.br | (34) 3239-4074

If you prefer, file your report via Fala.Br

Visit: www.falabr.cgu.gov.br



Ethics Committee of the Federal University of Uberlândia

Av. Francisco Vicente Ferreira, 126 – Santa Mônica District

FAU Block – Room 304 on the 3rd floor.

Permanent Commission for Monitoring the Institutional Policy on the Empowerment and Protection of Women at UFU (CPMulheres)

The contact e-mail is cpmulheresufu@gmail.com.

Please note!

Complaints at UFU are dealt with solely at an administrative level. If you wish to file a criminal complaint, you must contact the following authorities:

Reporting Channels

16

Helpline for Women Experiencing Violence:

Call **180** (open 24 hours a day; the call is free of charge).

Military Police:

Call **190** (in case of emergency).

National Human Rights Ombudsman:

<https://www.gov.br/mdh/pt-br/ondh>

Important:

ou can report cases of gender-based violence at any police station, even if it is not a specialist unit.

If you are experiencing any form of violence or know a victim, **REPORT IT!** Even if the victim does not file a report, neighbours, friends, relatives or strangers can also report an assault they have witnessed.

Women's Support Network

17

Acolhidas

A feminist collective working to challenge and combat gender-based violence, providing free legal and psychological support to victims of gender-based violence within UFU.

An outreach project linked to ESAJUP.

Instagram: @acolhidas.ufu

Email: acolhidas.ouvidoria@gmail.com

Todas Por Ela

ESAJUP/UFU Extension Project.

FREE legal advice for women who are victims of domestic and family violence. Instagram: @todasporela

Nefri

Feminist Centre for International Relations

Aims to promote studies and discussions on the role of women internationalists in national and global contexts; accepts reports for referral.

Instagram: @nucleofeminista

Women's Support Network

18

Nuavidas

Comprehensive Care Centre for Victims of Sexual Assault.

This is an outpatient service run by HC-UFU, aimed at supporting, treating and advising people who have experienced sexual violence.

Instagram: @nuavidas

Telephone: (34) 3218-2157

Did You Know? You do not need to file a police report to seek help at Nuavidas.

SOS Mulheres

WhatsApp: 34 99900-7862

Instagram: @sosmulheresudi

www.sosmulheres.org.br

Psychosocial Support Services at UFU

Integrated Department for Staff Health Promotion (SIAPSS) – Dirqs/Progep

Psychosocial support for UFU staff and staff of affiliated institutions.

Av. Mato Grosso, 3370 – Umuarama campus

Book an appointment:

(34) 3225-8071 (phone and WhatsApp)

University Health Division (Disau) – Dirve/Proae

Psychosocial support for UFU students

Block 3E, room 125 – Santa Mônica campus

Book your appointment:

(34) 3239-9558 (phone and WhatsApp)

Contract workers should contact their company's human resources department for support.

Protect yourself

Psychosocial support for the whole community

<https://conferenciaweb.rnp.br/wenconf/Atende>



References

20

CAMPANHA Agosto Lilás traz reflexão sobre mulheres em situação de violência: Agência Câmara de Notícias, Brasília, 12 de agosto de 2024. Disponível em: <https://www.camara.leg.br/noticias/983502-campanha-agosto-lilas-traz-reflexao-sobre-mulheres-em-situacao-de-violencia/>

LEI dos crimes de importunação sexual e estupro (Lei nº 13.718 de 24 de setembro de 2018) - Disponível em: https://www.planalto.gov.br/ccivil_03/_ato2015-2018/2018/lei/113718.htm

LEI Maria da Penha (Lei nº 11.340 de 7 de agosto de 2006) - Disponível em https://www.planalto.gov.br/ccivil_03/_ato2004-2006/2006/lei/111340.htm

RESOLUÇÃO Consun nº 2, de 3 de maio de 2021 - Institui a Política Institucional de Valorização e Proteção das Mulheres da Universidade Federal de Uberlândia.



CAMPANHA MESES COLORIDOS

AGOSTO *Lilás*

**Guidance Booklet for women at the
Federal University of Uberlândia**

