The “Comitato Unico di Garanzia” (Unified Guarantee Committee) operates in the work and study environment of the University, by promoting the culture of gender equality and equal opportunities, of respect and dignity of the person and of organisational well-being.

The CUG acts as a tool to prevent and oppose discrimination, not only of gender, but also of age, disability, ethnicity, language, and sexual orientation.

Promotes and supports the three-year Plan of Positive Actions to foster work and study equality between men and women and to prevent work-related distress conditions.
SERVICES

**Corporate nurseries** in the Leonardo and Bovisa campuses for children from 3 to 36 months old, is reserved in the first instance to the children of people working or studying at the Politecnico.

**Day-Centres** in the Leonardo and Bovisa campuses are open during school holidays, when Politecnico is not closed. The service is for children aged between 4 years (children who have attended first year of elementary school) and 13 years old (boys and girls who have completed the third year of middle school).

Listening and Work-related Distress Counselling Desk offers advice on relationships and organisational issues to those who are in distress in their work environments. The service is guaranteed by external staff.

For appointments: sportellodiscolto@polimi.it

Personal Advisor offers support and advice to victims of discrimination, mobbing, sexual harassment, moral and psychological harassment. The Personal Advisor, an external consultant, acts totally independently and performs a preventive, listening, informing and training function aimed at promoting wellbeing in the work and study environment. treats specific cases under her/his supervision with the strictest confidentiality.

For appointments: consiglierdifiducia@polimi.it

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