**UNIVERSITY of INFORMATION
TECHNOLOGY and MANAGEMENT**
in Rzeszow, POLAND

GENDER EQUALITY PLAN
for 2022-2025

CONTENTS

1. LEGAL AND FORMAL FRAMEWORK

The Gender Equality Plan adopted for implementation at the University of Information Technology and Management, based in Rzeszów, aims to create spaces of safety and equality that are conducive to the harmonious development of all members of the academic community, which consists of research and teaching staff, male and female lecturers, administrative staff and students.

Equality between women and men is, alongside pluralism, non-discrimination, tolerance, justice and solidarity, one of the core values common to the Member States of the European Union, which are guaranteed by **Article 2 of the Treaty on European Union**[1]. By establishing an internal market in **Article 3(3) of the Treaty on European Union** intended to lead to the sustainable development of Europe, the European Union aims, inter alia, to combat social exclusion and discrimination and to promote social justice and equality between women and men. **Article 21(1) of the Charter of Fundamental Rights of the European Union**[2] prohibits any discrimination on the grounds of sex, while **Article 23 of the Charter** explicitly states the need to ensure equality between women and men in all areas, including employment, work and pay.

The principle of equality between women and men is based on national law – **Article 33(1) of the Polish Constitution** states that a woman and a man in the Republic of Poland have equal rights in family, political, social and economic life. **Article 33(2) of the Constitution of the Republic of Poland** indicates the equal right to education, employment and promotion and to equal remuneration for work of equal value, as well as to social security and to occupy positions, perform functions and obtain public dignities and distinctions. The principle of equality/equal rights is a principle of the constitutional order, which must also be seen as a principle of the system of individual rights and freedoms and as a subjective right.

Both EU and national law accept that ensuring gender equality can be done by granting specific rights and privileges to the discriminated sex, which is accomplished through secondary legislation at EU level and through ordinary legislation at the national level. The University of Information Technology and Management conducts its activities in compliance with the applicable legislation in the fields of employment and higher education and science.

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1   Consolidated version of the Treaty on European Union (2016), *OJ C 202, 06.07.2016, p. 17.*
2   Charter of Fundamental Rights of the European Union (2016), *OJ C 202, 06.07.2016, pp. 393–405.*

This document refers to the strategies and public policies adopted at the European Union and national levels and implements the assumptions of the strategies and internal policies of the University of Information Technology and Management.

The European Union's gender equality goals and commitments are set out in the European Commission's **Strategy for Gender Equality 2020–2025**[3]. This strategy "aims to create a Europe based on gender equality, in which gender-based violence and discrimination and structural inequality between women and men are a thing of the past. A Europe in which women and men, girls and boys, in all their diversity, are equal". The strategy includes, inter alia, the following areas of action: freedom from violence and stereotypes, opportunities for development in a gender-equal economy, fulfilling important roles in society on an equal footing, gender mainstreaming and an intersectional perspective in EU strategies, action for gender equality and women's empowerment worldwide. As an international university, educating students from more than 70 countries around the world, the University of Information Technology and Management recognizes the need to disseminate and transfer the European Union's gender equality goals and values to the international academic community and relations with university and business partners around the world.

From 2022 onward, having a Gender Equality Plan has become a condition for allowing public administrations, universities (including non-public ones) and research entities to fund research under Horizon Europe[4].

The National Action Programme for Equal Treatment for 2022–2030[5], whose implementation is handled by the Government Plenipotentiary for Equal Treatment, under Priority II: Work and social security, indicates goals such as supporting equal opportunities for women and men in the labor market and promoting women in managerial positions. The National Action Programme for Equal Treatment 2022–2030 provides for a number of tasks, the implementation of which has been entrusted to, among other institutions, universities. Such tasks include promoting women's participation in decision-making processes by disseminating among businesses, institutions, universities and non-governmental organizations the benefits of women's participation in decision-making bodies and building networks.

The relaxation of the standard of non-discrimination between women and men was already occurring in the University of Information Technology and Management even before

3   Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – Equality Union: A Strategy for Gender Equality for 2020–2025, Brussels, 03.05.2020, COM/2020/152 final.

4   Horizon Europe Work Programme 2021–2022 General Annexes (European Commission Decision C (2022)2975 of 10 May 2022), pp. 12–13.

5   Resolution of the Council of Ministers No. 113 of 24 May 2022 on the establishment of the National Action Programme for Equal Treatment for 2022–2030, M.P. of 07.05.2022, item 640.

the Gender Equality Plan was developed, through the adoption of internal policies implementing the objective of ensuring gender equality.

In 2017, the University of Information Technology and Management received the **HR Excellence in Research** award from the European Commission[6], which commits the university to applying the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and to implementing the Human Resources Strategy for Researchers (HRS4R) in its activities. One of the objectives of the strategy is to work toward a *gender balance* in various aspects of employment at the university.

In 2019, the University of Information Technology and Management signed up to **the University's Declaration of Social Responsibility**. One of its objectives remains the promotion of equality, diversity, tolerance and the respect and protection of human rights for the entire academic community.

In 2020, the university introduced:

1) **a policy against bullying, discrimination and violence against employees of the University of Information Technology and Management**[7] and
2) **an anti-discrimination and anti-violence policy toward students and postgraduate students of the University of Information Technology and Management**[8].

The day-to-day implementation of the aforementioned policies has been entrusted to the Anti-Harassment, Discrimination and Violence Commissioner.

In September 2022, the University of Information Technology and Management adopted **the University of Information Technology and Management Sustainability Strategy 2022–2024**[9], which commits the university to achieving the goals of Agenda 2030, including Goal 5 Gender Equality. The Sustainability Report for 2020–2021[10] highlighted the university's efforts to achieve Goal 5 in the period prior to the adoption of the Strategy.

On 28 September 2022, University of Information Technology and Management joined the ranks of signatories to the Diversity Charter. The Charter is a written commitment, signed by an organization, which obliges it to prohibit discrimination in the workplace. The organization overseeing the implementation of the Charter in Poland is the Responsible Business Forum. The University of Information Technology and Management is the first non-public university in Poland to accept the obligations of the Diversity Charter.

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6 The duration of the award, by decision of the commission after an evaluation of the first two years of HRS4R implementation, has been extended until 2023.

7 Management No. 72/2020 of the Rector of the University of Information Technology and Management, based in Rzeszów, dated 09.25.2020 on the policy of counteracting the mobbing, discrimination and violence of employees at the University of Information Technology and Management, based in Rzeszów (published in the Public Information Bulletin: wsiz.edu.pl/bip).

8 Order No. 73/2020 of the Rector of the University of Information Technology and Management, based in Rzeszów, dated 09.25.2020, on the policy of preventing discrimination and violence against students and postgraduate students at the University of Information Technology and Management, based in Rzeszów (published in the Public Information Bulletin: wsiz.edu.pl/bip).

9 https://wsiz.edu.pl/wp-content/uploads/2022/07/Strategia-Zrownowazonego-Rozwoju-WSIiZ--na-lata-2022-2024.pdf

10 https://wsiz.edu.pl/wp-content/uploads/2022/09/raportzr.pdf

2. DIAGNOSIS

The internal documents indicated in para. 1, as well as the EU and national regulatory environment in which the University of Information Technology and Management operates, have for years set the objectives and scope of equality measures at the university.

As of December 31, 2021, women accounted for 58.35% of the university's total workforce. Among research and teaching staff, women accounted for 50.40%, but only 14.28% among research staff. The largest number of women in research and teaching positions is employed in the College of Medicine and the smallest in the College of Applied Informatics.

Among the research and teaching staff, women account for as much as 69.44% of the assistants, and among assistant professors they account for 64%, while in terms of the university professors (with a doctoral degree) women account for only 20%. There is not a single woman among the so-called "belvedere professors" employed at the university.

At the end of 2021, there was one female member of the rector's college (alongside the rector and pro-rector). As a result of the change in rectoral authorities in May 2022, there are two female vice-chancellors (vice-chancellor for teaching and vice-chancellor for science and international cooperation) in the three-member rectoral college.

The positions of deans of colleges are filled by 50% women. Among the pro-deans, women make up as much as 80%. Only in the College of Applied Informatics is there no woman in the dean's authority (including the vice-deans). Among department heads, women account for 26%. The largest number of female heads of department are in the College of Medicine, but no women are heads of department in the College of Management or the College of Applied Informatics (in this college, women hold deputy head of department positions in two departments).

The management of the administrative units of the University of Information Technology and Management is entrusted to female managers in 72.41% of the units (this includes such key departments for the functioning of the university as the Teaching Department, the Science Department or the Organization and Cooperation Office).

Women accounted for 49% of total University of Information Technology and Management students at the end of 2021. Of those graduating in 2021, 47.15% were women.

The effectiveness of the measures taken by the University of Information Technology and Management in terms of gender equality can be testified to by the highest grade "A" in the criterion "Gender Balance" in the U-Multirank 2021 ranking (an independent international ranking of universities developed within the framework of the European Commission's Erasmus+ program. The U-Multirank 2021 edition involved 2202 universities from 96 countries).

Since the academic year 2020/21, the university has had a Rector's Plenipotentiary for Anti-Bullying, Discrimination and Violence. In the version of this report for the academic year 2021/2022, there were four reports of incidents of inappropriate behavior/ treatment (reported to the plenipotentiary) – two of which can be interpreted in terms of gender inequality. In the 2021/22 academic year report, there were five reports of discriminatory incidents, two of which required investigation from a gender discrimination perspective. Among the summary recommendations of the plenipotentiary's reports were three recommendations related to the issue of gender equality: (1) to consider conducting mandatory training of teaching staff on the topic of discrimination, in particular on the basis of gender; (2) to conduct a survey among employees to obtain information on the level of awareness (knowledge) of the incidence and scale of bullying, discrimination and violence and the expectations/postulates of employees in this regard; and (3) to consider carrying out a survey among students to obtain information on the level of awareness (knowledge) and scale of the occurrence of discrimination and violence and the expectations/postulates of students in this regard.

3. THE PROCESS OF IMPLEMENTING THE GENDER EQUALITY PLAN

Preparation: The basis for the preparation of the plan was an analysis of the regulatory framework and the content of public policies taken into account in the university's activities, a diagnosis of the state of gender equality (quantitative analyses), analyses (qualitative) of the previous experience of the Rector's Plenipotentiary for Anti-Harassment, Discrimination and Violence and the ombudsmen and disciplinary committees. The first proposal of the Gender Equality Plan was developed by Dr Iwona Leonowicz-Bukała.

RELATED ACTS

- Management No. 72/2020 of the Rector of the University of Information Technology and Management, based in Rzeszów, dated 09.25.2020, on the policy against bullying, discrimination and violence of employees at the University of Information Technology and Management, based in Rzeszów;
- Decree No. 73/2020 of the Rector of the University of Information Technology and Management in Rzeszów of 09.25.2020 on the policy of counteracting discrimination and violence against students and postgraduate students at the University of Information Technology and Management in Rzeszów;
- Procedures to report cases of gender discrimination: on the basis of the aforementioned Decrees No. 72/2020 and No. 73/2020 of the Rector of the University of Information Technology and Management in Rzeszów.

SCHEDULE

- 2022: Carry out a diagnosis and quantitative and qualitative analyses to prepare the Gender Equality Plan; development by the working team; adoption of the Gender Equality Plan; entry into force of the plan (from November 4, 2022);
- 2023: Implementation of planned activities, interim evaluation;
- 2024: Implementation of planned activities, interim evaluation;
- 2025: Implementation of planned activities, evaluation and validation of the Gender Equality Plan.

MONITORING
(ON A CONTINUOUS BASIS)

- Entities responsible for implementing the Gender Equality Plan: the authorities of the University of Information Technology and Management
- Units involved in the implementation of the Gender Equality Plan: college authorities; administrative departments of the university
- Person coordinating and monitoring the implementation of the Gender Equality Plan: the Rector's Plenipotentiary/Proxy for Anti-Harassment, Discrimination and Violence

4. AREAS/OBJECTIVES/ACTIVITIES OF THE GENDER EQUALITY PLAN

STRATEGIC OBJECTIVE

SCIENCE AND EDUCATION

Integrating gender equality into research and teaching

LEARNING

OPERATIONAL OBJECTIVES

1. Raise awareness of the need for gender equality in the academic community;
2. Improve the knowledge of research and teaching staff on unconscious gender biases in the research topics being pursued;
3. Promote gender equality as a research area across disciplines, including mainstreaming the gender dimension in research;
4. Increase the number of women as leaders of research teams.

ACTIVITIES

1. Organization of gender equality training for university staff;
2. Create an online course for staff on gender equality, language in science and academia;
3. Increase the presence of gender equality themes in staff research projects (internal grants, PhDs, post-doctorates, theses promoted, external grants, publications in context)
4. Additional points in the evaluation of internal grants for addressing gender themes.

INDICATORS

1. List of persons trained (target 80%);
2. Number of online courses/training materials (at least 1);
3., 4. Number of research projects submitted and implemented with gender equality themes (at least 30%).

SOURCES OF VERIFICATION

1., 2. Report of the plenipotentiary/advocate for the prevention of bullying, discrimination and violence;
3., 4. Periodic reports of the Science Department.

SCIENCE AND EDUCATION

Integrating gender equality into research and teaching

EDUCATION

OPERATIONAL OBJECTIVES

1. Increase in popular science activities related to gender equality;
2. Promote the presence of gender equality themes in education programs;
   Raise awareness of the situation of female
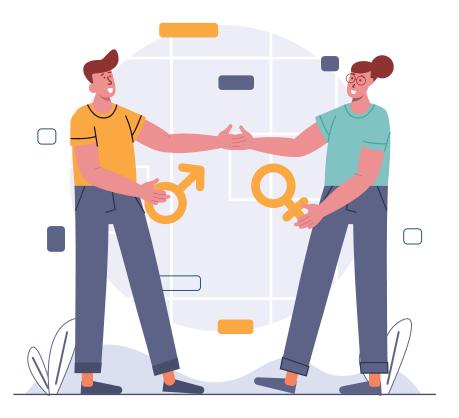3. students at university and in the labor market.

INDICATORS

1. Number of popular science events aimed at the academic community and the outside world (at least 4/year);
2. Number of subjects with gender equality content taught; (at least 2 subjects in each field of study);
3. Number of materials promoting women's careers (at least 4/year).

ACTIVITIES

1. A continuation of the University of Information Technology and Management Talks series; Thematic magazine Intro.media; Social equality project competition for ALO students and pupils; Deliver lectures on equality and anti-discrimination policies as part of the "High-Five Science" series;
2. Integration of gender equality content in the curricula of subjects in various fields of study; offer an anti-discrimination workshop as part of the "I want more" activity;
3. Studies of the course of study and careers of female students compared to those of male students;
4. Encourage male/female applicants to study in subjects where one gender is underrepresented – promotion targeting women.

SOURCES OF VERIFICATION

1., 3. Communications in the media, on the website and social media;
2. Self-evaluation and evaluation of lecturers; student surveys.

STRATEGIC OBJECTIVE

DECISION-MAKING AND ADVISORY PROCESSES

> **Ensure balanced gender representation in university management and other decision-making and working teams and groups**

OPERATIONAL OBJECTIVES

Normalize analyses of university structures and areas of activity in the context of gender inequality.

INDICATORS

1. Proportion of gender representatives in advisory teams (target 50%/50%);
2. Balance of responsibilities (1:1).

ACTIVITIES

1. Establish a system for the cyclical analysis of the presence of women and men in advisory teams and the roles they play in them;
2. Examination of inequalities in teams and decision-making groups (as to the gender composition and responsibilities of those employed in identical positions).

SOURCES OF VERIFICATION

1., 2.   Analysis and research reports with recommendations.

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RECRUITMENT AND CAREER DEVELOPMENT

OPERATIONAL OBJECTIVES

1. Mainstream gender equality in HR policies;
2. Seek gender-equitable candidates for scientific careers.

INDICATORS

1. Number of notices reviewed and newly developed (at least 4/year);
2. Gender proportions of new recruits;
3. Gender ratio in decision-making bodies (50/50);
4. Development of the system (1);
5. Number of female scientists mentored.

ACTIVITIES

1. Vet job adverts for non-discriminatory language on the basis of gender, appearance or age (analysis of previously placed adverts and planning of the vetting procedure for new ones);
2. Affirmative action (with identical qualifications);
3. Gender balance of employment decision-making bodies;
4. Establishment of a system to collect data on applicants' applications and admissions by gender;
5. A mentoring system for women at the initial (PhD) and subsequent career stages (postdoctoral).

SOURCES OF VERIFICATION

1.   Content of recruitment notices;
2., 3., 4.   Recruitment process reports;
5.   Reports of the Science Department.

ORGANIZATIONAL CULTURE

Facilitate the reconciliation of work and family life

OPERATIONAL OBJECTIVES

1. Raise managers' awareness of gender inequalities in the area of reconciling work and family life;
2. Raise awareness among university staff and students about the use of inclusive language (inclusive);
3. Facilitate job combinations for parents caring for pre-school children (0–6).

ACTIVITIES

1. Organization of a popular science seminar presenting the results of the COVID G.A.P. Poland project;
2. Take into account the personal factor in staff appraisal at different career stages (caring for dependents);
3. Inclusive language training;
4. Introduce feminatives (business cards, signatures, door plaques, etc.) in the university's documents and communications;
5. Flexible working hours on a weekly basis (possibility to move working hours within the day/week), especially for parents of young children;
6. Ability to work remotely by arrangement with a supervisor.

INDICATORS

1. Number of participants in the seminar (target 30 people);
2. Number of people whose assessment took personal factors into account (at least 5);
3. Number of trainees (target 70% of staff);
4. Improving the quality of the university's internal and external communications (70% increase in the number of communications using feminatives);
5. Increase in the number of people using flexible working time arrangements (by 20%).

SOURCES OF VERIFICATION

1., 3. Attendance list;
1. Staff annual appraisal documents;
2. Message quality survey report;
4., 5. Records of the Human Resources Department.

SECURITY | **Preventing and combating sex discrimination**

OPERATIONAL OBJECTIVES

1. Identification/diagnosis of the current state of gender discrimination at the university;
2. Raise awareness of gender diversity in society, including among students ;
3. Raise awareness of forms of gender discrimination and its sources.

ACTIVITIES

1. Anonymous survey of students and workers on their perceptions and experiences of discriminatory situations;
2. Implementation of procedures for reporting gender discrimination in accordance with the Rector's Orders 72/2020 and 73/2020;
3. Development and promotion of a catalogue of good non-discriminatory practices for contacts between university staff, students and staff and students.

INDICATORS

1. Number of people participating in the survey (at least 50% staff and 30% students);
2. Number of cases handled by the plenipotentiary/proxy (at least 5 cases);
3. Publication of the catalogue of good practices.

SOURCES OF VERIFICATION

1. Research report;
2. Report of the plenipotentiary/advocate against bullying, discrimination and violence.