



# GENDER EQUALITY PLAN

## for 2026-2029

Attachment to Rector's Order No. 66/2026  
of the University of Information Technology and Management  
in Rzeszów of 13 July 2026



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

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# 1 Legal and formal framework

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Gender Equality Plan (Gender Equality Plan, GEP) for 2026–2029, adopted for implementation at the University of Information Technology and Management in Rzeszów, aims to create and strengthen an environment of safety and equality conducive to the harmonious development of all members of the academic community, comprising research, lecturers, and students.

Equality between women and men is, alongside pluralism, non-discrimination, tolerance, justice and solidarity, one of the core values shared by the Member States of the European Union, as guaranteed by **Article 2 of the Treaty on European Union**<sup>1</sup>. By establishing, in **Article 3(3) of the Treaty on European Union**, an internal market designed to lead to the sustainable development of Europe, the European Union aims, amongst other things, 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**<sup>2</sup> prohibits any discrimination on grounds of sex, whilst **Article 23 of the Charter** explicitly highlights the need to ensure equality between women and men in all areas, including in the fields of employment, work and pay.

The principle of equality between women and men is enshrined in national law – **Article 33(1) of the Constitution of the Republic of Poland** stipulates that women and men 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** refers to the equal right to education, employment and promotion, as well as to equal pay for work of equal value, to social security, and to holding office, performing public functions and receiving public honours and awards. The principle of equality/gender equality is a principle of the constitutional order, which must also be regarded as a principle of the system of individual rights and freedoms and as a subjective right.

Both EU law and national law recognise that gender equality may be achieved by granting specific rights and privileges to the discriminated-against sex; this is effected through secondary legislation at EU level and through ordinary legislation at national level. The University of Information Technology and Management in Rzeszów conducts its activities in accordance with the applicable legislation in the fields of employment, higher education and science.

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

The European Union's objectives and commitments regarding gender equality are set out in the European Commission's **Strategy for Gender Equality 2026–2030**. “The Strategy **takes gender equality into account account in every aspect of life**, both online and offline, from education

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<sup>1</sup> Consolidated version of the Treaty on European Union (2016), OJ C 202, 7 June 2016, p. 17.

<sup>2</sup> Charter of Fundamental Rights of the European Union (2016), Official Journal C 202, 7 June 2016, pp. 393–405.

and health to work and public life, and also addresses contemporary threats such as cyberbullying and risks associated with artificial intelligence, which particularly affect women.”<sup>3</sup>

The adopted strategy focuses its actions on, amongst other things: continuing the fight against gender-based violence, with a strong emphasis on combating cyberbullying; engaging men and boys in the fight for gender equality; promoting the highest standards in healthcare and healthcare for all, increasing prosperity by promoting gender equality across all sectors of the economy, addressing the gender pay and pension gap, taking further steps to support the equal and safe participation of women in politics, and to further promote gender equality on the global stage<sup>4</sup>.

The University of Information Technology and Management in Rzeszów, as an international institution of higher education, educating students from over 50 countries around the world, recognises the need to disseminate and promote the European Union's objectives and values regarding gender equality within the international academic community and in its relations with university and business partners from across the globe.

Since 2022, having a Gender Equality Plan has been a prerequisite for public administration bodies, universities (including private ones) and research organisations to receive funding for research under the Horizon Europe programme<sup>5</sup>.

**The National Action Programme for Equal Treatment for 2022–2030**<sup>6</sup>, which is being implemented by the Minister for Equality<sup>7</sup>, under Priority II: work and social protection, sets out objectives such as promoting equal opportunities for women and men in the labour market and promoting women in leadership roles. The National Action Programme for Equal Treatment for 2022–2030 sets out a number of tasks, the implementation of which has been entrusted to, amongst others, higher education institutions. These tasks include, amongst others, promoting women's participation in decision-making processes: raising awareness amongst businesses, institutions, universities and non-governmental organisations of the benefits of women's participation in decision-making bodies, and building networks.

This Gender Equality Plan builds on the main objectives of the first Gender Equality Plan for 2022–2025, whilst also introducing new institutional arrangements based on the experience gained from its implementation. Like the previous document, the Gender Equality Plan for 2026–2029 provides for the implementation of measures to promote and embed the principle of gender equality in the following areas of the University's operations: science and education, decision-making and advisory processes, recruitment and career development, organizational culture, and safety.

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<sup>3</sup> COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT· THE COUNCIL· THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS Gender Equality Strategy 2026-2030,

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52026DC0113&qid=1776075756540>

<sup>4</sup> European Commission, Commission presents new Gender Equality Strategy 2026-2030 for a more equal, cohesive and successful Europe, [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_26\\_526](https://ec.europa.eu/commission/presscorner/detail/en/ip_26_526)

<sup>5</sup> Horizon Europe Work Programme 2021-2022. General Annexes (European Commission Decision C(2022)2975 of 10 May 2022), pp. 12-13.

<sup>6</sup> Resolution of the Council of Ministers No. 113 of 24 May 2022 on the establishment of the National Action Programme for Equal Treatment for the years 2022–2030, Official Journal of 5 July 2022, item 640.

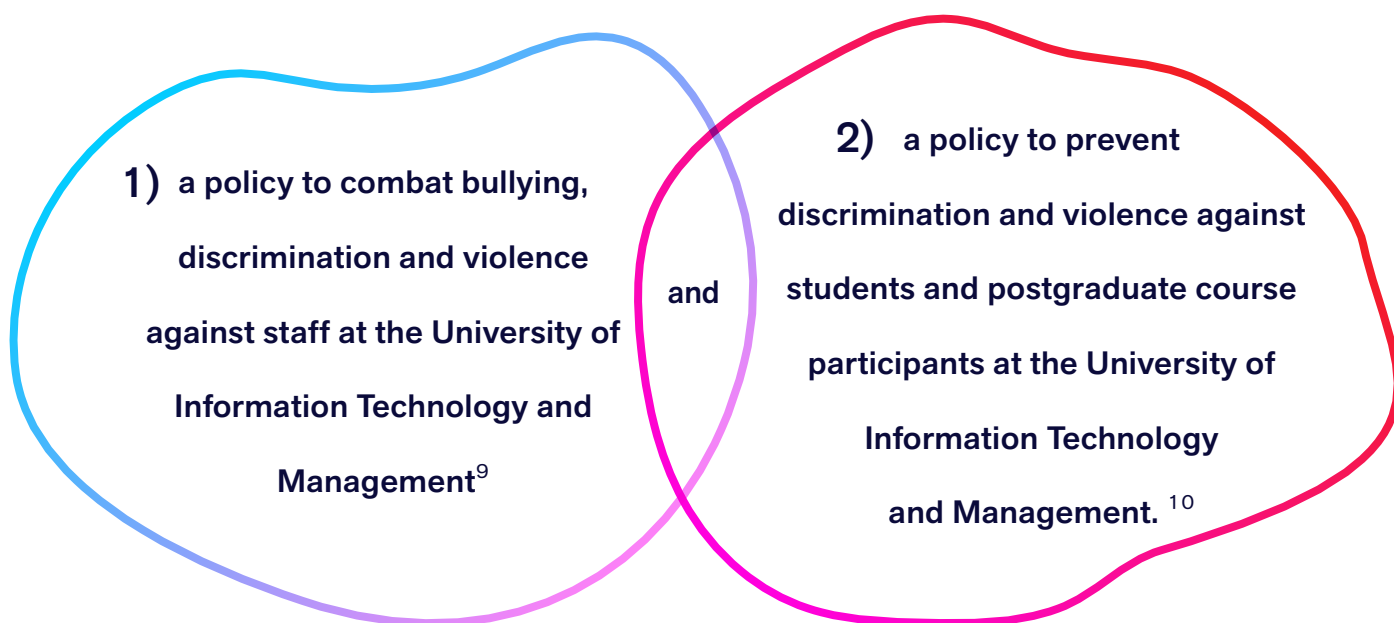
<sup>7</sup> Act of 15 May 2024 amending certain acts relating to the functioning of government administration (Journal of Laws, item 834).

It should be emphasised, however, that the implementation of the standard of non-discrimination between women and men had already taken place at the University of Computer Science and Management even before the first Gender Equality Plan for 2022–2025 was drawn up, through the adoption of internal policies aimed at ensuring equality and combating discrimination, including on the grounds of gender.

In 2017, the University of Information Technology and Management received the **HR Excellence in Research** award from the European Commission<sup>8</sup>, 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 implement, in its operations, **the Strategy for Enhancing the Attractiveness of Working Conditions and Career Development for Research Staff** (The Human Resources Strategy for Researchers – HRS4R). One of the strategy's objectives is to take measures aimed at ensuring *gender balance* in various aspects of employment at the University.

In 2019, the University of Information Technology and Management signed **the Declaration on Social Responsibility** of Higher Education Institutions. One of its objectives is to promote the principles of equality, diversity and tolerance, as well as to respect and protect human rights across the entire academic community.

**Since 2020, the following policies have been in force at the University:**



<sup>8</sup> Following an evaluation of the first two years of HRS4R implementation, the European Commission decided to extend the validity of the distinction until 2023. The university is awaiting the scheduling of a site visit and is currently undergoing a review process regarding the extension of the distinction for subsequent years.

<sup>9</sup> Rector's Order No. 72/2020 of the University of Information Technology and Management in Rzeszów dated 25 September 2020 on the policy to combat workplace bullying, discrimination and violence against staff at the University of Information Technology and Management in Rzeszów (published in the Public Information Bulletin: [wsiz.edu.pl/bip](http://wsiz.edu.pl/bip)).

<sup>10</sup> Rector's Order No. 73/2020 of the Rector of the University of Information Technology and Management in Rzeszów dated 25 September 2020, on the policy to combat discrimination and violence against students and postgraduate course participants at the University of Information Technology and Management in Rzeszów (published in the Public Information Bulletin: [wsiz.edu.pl/bip](http://wsiz.edu.pl/bip)).

These policies set out the principles for combating workplace bullying, discrimination and violence at the University, as well as the procedures to be followed should such incidents occur within the academic community. The day-to-day implementation of the aforementioned policies has been entrusted to the Representative for Combating Bullying, Discrimination and Violence.

In **the UITM Sustainable Development Strategy for 2025–2029**, adopted in September 2024 <sup>11</sup>, the University of Information Technology and Management in Rzeszów committed to continuing the implementation of the 2030 Agenda's goals, including Goal 5: Gender Equality. The Sustainability Report for the 2024–2025 academic year,<sup>12</sup> – which was still governed by the previous strategy – highlighted the University's activities in this area.

Since September 2024, the University has been implementing a Sustainable Development Policy, which complements the UITM Sustainable Development Strategy for both the 2022–2024 period and the subsequent period, i.e. 2025–2029. This policy, in the area of work organisation, processes and procedures, emphasises adherence to the principles of sustainable development, including, amongst others, the principle of gender equality. The document also highlights the possibility of using, in the University's internal and external correspondence, feminine forms of job titles and roles (feminatives) alongside their masculine equivalents.<sup>13</sup>

By Rector's Order No. 70/2025 dated 5 August 2025, the Standards for the Protection of Minors at the UITM were adopted and Management in Rzeszów, which are consistent with the principles of the university's policies on combating discrimination and violence.<sup>14</sup>

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<sup>11</sup> <https://wsiz.edu.pl/wp-content/uploads/2025/01/Strategia-ZR-UITM-2025-2029.pdf>

<sup>12</sup> [https://wsiz.edu.pl/wp-content/uploads/2025/10/UITM\\_Raport-ZR-UITM\\_IX-2025\\_PL\\_28.10.2025.pdf](https://wsiz.edu.pl/wp-content/uploads/2025/10/UITM_Raport-ZR-UITM_IX-2025_PL_28.10.2025.pdf)

<sup>13</sup> Rector's Order No. 98/2024 of the University of Information Technology and Management, based in Rzeszów, dated 26 September 2024, on the introduction of a Sustainable Development Policy at the University of Information Technology and Management in Rzeszów.

<sup>14</sup> Regulation No. 70/2025 of the Rector of the University of Information Technology and Management, based in Rzeszów, dated 5 August 2025, on the introduction of Standards for the Protection of Minors at the University of Information Technology and Management in Rzeszów.

# 2 Diagnosis

The EU and internal documents referred to in point 1, as well as the national regulatory environment in which the University of Information Technology and Management in Rzeszów, have for years set out the objectives and scope of equality-related activities at the University.

The institutional data for 2025 presented below – the year marking the completion of the first University Gender Equality Plan for 2022–2025 – when compared with data as at 31 December 2021, i.e. prior to the plan's entry into force, indicate a percentage increase in the proportion of women in almost all aspects of the University's operations examined. This may, amongst other things, attest to the effectiveness of the measures adopted in the Gender Equality Plan for 2022–2025, as well as the consistency with which they have been implemented. On the other hand, however, the data also highlight areas where the University should step up its efforts to promote gender equality within the academic community.

## Data as at 31 December 2025 show that:

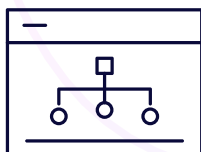


women accounted for 64% of the total number of staff employed by the University, whereas as at 31 December 2021 their share **stood at 58.35%**

among research and teaching staff, the proportion of **women stood at 56%** at the end of 2025 (compared with 50.40% in 2021), with the highest proportion of women in research and teaching posts employed at the Faculty of Management and the lowest at the Faculty of Applied Computer Science

amongst research and teaching staff, **women accounted for 69%** of research assistants (69.44% in 2021), **65%** of senior lecturers (64% in 2021), and **32%** of university professors (holding the degree of Dr hab.) 32% (20% in 2021), whilst **22%** of the so-called 'Belvedere professors' employed at the University were women

among those employed in research posts at the end of 2025, there were no women, whereas at the end of 2021 they **accounted for 14.28%** of this group





at the end of 2025, as in 2021, there was **one woman on the faculty council** (alongside the Rector and the Vice-Rector); It is worth noting that gender diversity within the rector's governing body fluctuated between 2022 and 2025; for example, as at 30 September 2025, it comprised two female vice-rectors, a female vice-rector and the rector

**a higher proportion of women, at 48%**, was recorded in 2025 in the positions of heads of chairs, with the highest number of women heading chairs within the Faculty of Applied IT and Management; by contrast, at the end of 2021, this figure **stood at only 26%** and no women held chairs within the Faculty of Management or the Faculty of Applied Computer Science

the posts of deans of the University's various faculties **were filled 100% by women**, whilst women accounted for as much as **88%** of vice-deans, representing an increase compared with 2021 of **50%** and **8%** respectively



by the end of 2025, **64%** of administrative units were headed by women (this applies, amongst others, to departments crucial to the University's functioning, such as: the Teaching Department, the Science Department, the Human Resources Division and the Marketing and Communications Division), although there was a **decline in this area from 72.41%** compared with 2021



at the end of 2025, **women accounted for 47%** of all students at the University, representing a slight decrease of 2% compared with the figures recorded at the end of 2021; female students are in the majority at the Faculty of Medicine and the College of Media and Social Communication

overall, women accounted for the majority (**57%**) of participants in all doctoral seminars held at UITM, particularly within the field of medical science (**84%**),

whilst among those graduating in 2025, the proportion of **women stood at 53%**, which in turn represents an **increase from 47.15%** compared with 2021

a numerical majority of women (**67%**) was also recorded in the total number of doctoral theses successfully defended at UITM in 2025



The measures taken by the University of Information Technology and Management in Rzeszów in the area of gender equality are also reflected in the University's high position in the annual international UI GreenMetric ranking, which assesses universities' commitment to implementing sustainable development goals and protecting natural resources. For the past four years running, UITM has ranked second amongst Polish universities participating in this ranking. Furthermore, the University is steadily strengthening its international standing in this ranking, occupying 246th place out of 1,745 universities that took part in the UI GreenMetric ranking in 2025.

**Since the 2020/21 academic year, the University has had a Rector's Representative for Combating Bullying, Discrimination and Violence.**

The report by the Rector's Representative for Combating Bullying, Discrimination and Violence for the 2024/2025 academic year identified a total of five cases of unequal treatment and violence – three of which can be interpreted as gender-based discrimination.

Meanwhile, the recommendations summarising the report included, amongst other things, proposals to prevent gender-based discrimination, as well as to improve the resolution of conflicts arising from bullying, discrimination and violence, such as: updating anti-bullying, anti-discrimination and anti-violence procedures; introducing mediation as a means of resolving disputes within the academic community; introducing compulsory anti-bullying, anti-discrimination and anti-violence training for individuals appointed to managerial roles at the University, both prior to taking up such a role and subsequently whilst in post (at least every 2–3 years), and the introduction of a provision into the University's statutes emphasising the right to equal treatment for all members of the academic community.

# 3 The process of implementing the Gender Equality Plan for 2026–2029

## Development of The Gender Equality Plan for 2026–2029:

This plan was drawn up on the basis of: analyses of the regulatory framework and the content of public policies taken into account in the University's activities; an assessment of the state of gender equality (quantitative analyses); and (qualitative) analyses of the experiences to date of the Rector's Representative for Combating Bullying, Discrimination and Violence, as well as the University's disciplinary ombudsmen and disciplinary committees for students and academic staff respectively.

## The Gender Equality Plan for 2026–2029 was drawn up by the following:

- **Dr Agata Jurkowska-Gomułka, Professor at UITM** (Head of the Chair of Law and Public Policy at UITM)
- **Dr Katarzyna Kurzępa-Dedo** (Assistant Professor at the Law and Public Policy Chair, UITM)
- **Dr Iwona Leonowicz-Bukała** (Dean of the Faculty of Media and Social Communication at UITM)

## Participants in the consultations on the draft Gender Equality Project for 2026–2029:

- **Dr Magdalena Bednarska** (Chair of Social Sciences, Faculty of Media and Social Communication, UITM)
- **Justyna Bednarz, MSc** (Senior Consultant, Enterprise Europe Network, UITM),
- **Natalia Górka, MSc Eng** (Chair of Law and Public Policy, Office of Sustainable Development, UITM)
- **Dr Mikołaj Birek** (Chair of Graphic Design, Faculty of Media and Social Communication, UITM)
- **Ewa Nowak-Koprowicz, MA** (Head of EUROPE DIRECT Rzeszów, Deputy Director of the Office for Sustainable Development responsible for knowledge dissemination and the development of partnerships for sustainable development)
- **Gabriela Pękała** (Chair of the UITM Student Union)
- **Joanna Sowińska, MA** (Senior Specialist for European Affairs and Sustainable Development, EUROPE DIRECT Rzeszów)
- **Kamil Stojak, BSc** (SEARCH Student Research Society, UITM)
- **Marlena Szczur, BSc** (SEARCH Student Research Society, UITM)
- **Klaudia Wronka, BSc** (Assistant to the Vice-Dean of the Faculty of Applied Computer Science at UITM for English-taught programmes, Assistant to the Vice-Dean of the Faculty of Management at UITM for English-taught programmes, Enterprise Europe Network Consultant at UITM)

## Documents relating to the Gender Equality Plan for 2026–2029:

Order No. 72/2020 of the Rector of the University of Information Technology and Management in Rzeszów, dated 25 September 2020, on the policy to combat workplace bullying, discrimination and violence against staff at the University of Information Technology and Management in Rzeszów;

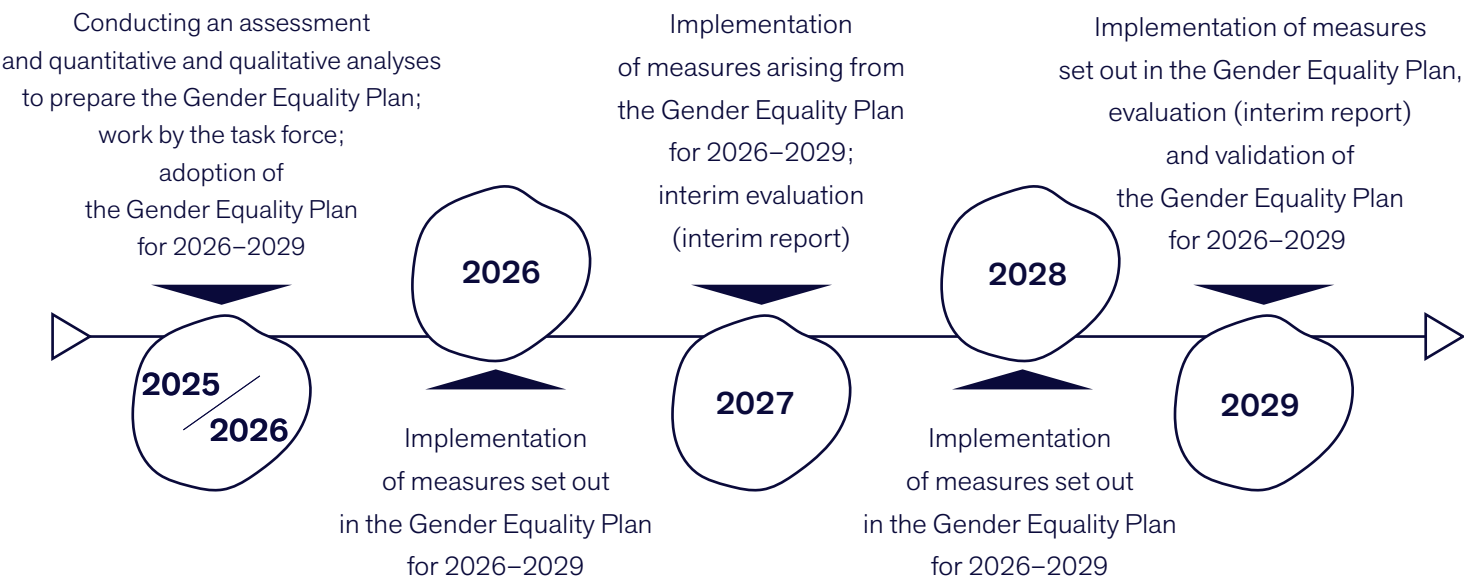
Rector's Order No. 73/2020 of the Rector of the University of Information Technology and Management in Rzeszów dated 25 September 2020 on the policy to combat discrimination and violence against students and postgraduate students at the University of Information Technology and Management based in Rzeszów;

Procedures for reporting cases of gender-based discrimination: pursuant to the aforementioned Rector's Orders No. 72/2020 and No. 73/2020 of the University of Information Technology and Management in Rzeszów;

Decree No. 98/2024 of the Rector of the University of Information Technology and Management in Rzeszów, dated 26 September 2024, on the introduction of a Sustainable Development Policy at the University of Information Technology and Management in Rzeszów;

Decree No. 70/2025 of the Rector of the University of Information Technology and Management in Rzeszów dated 5 August 2025 on the introduction of Standards for the Protection of Minors at the University of Information Technology and Management in Rzeszów.

Timetable:



Monitoring: (on an ongoing basis)

|                                                                                                                     |   |                                                                                                        |
|---------------------------------------------------------------------------------------------------------------------|---|--------------------------------------------------------------------------------------------------------|
| Units responsible for implementing the Gender Equality                                                              | ➤ | The governing bodies of the University of Information Technology and Management in Rzeszów             |
| Units involved in the implementation of the Gender Equality Plan                                                    | ➤ | The University authorities, the faculties; departments and administrative units of the UITM in Rzeszów |
| Entities and organisational units of the UITM in Rzeszów involved in the implementation of the Gender Equality Plan | ➤ | Those specified in the Gender Equality Plan for 2026–2029                                              |
| Person coordinating and monitoring the implementation of the Gender Equality Plan                                   | ➤ | The Rector's Representative for combating workplace bullying, discrimination and violence              |

# 4 Areas/objectives/actions \_\_\_\_\_ of the Gender Equality Plan for 2026–2029

## Area 1 SCIENCE AND EDUCATION



**Strategic objective:**

### INTEGRATING GENDER EQUALITY ISSUES INTO RESEARCH AND TEACHING

#### SCIENCE

##### Operational objectives

- ① Raising awareness of gender equality and unconscious bias within the academic community, including among decision-makers
- ② Raising awareness amongst research and teaching staff of unconscious gender bias in relation to their research topics
- ③ Promoting gender equality as a research area across various academic disciplines, including the incorporation of a gender perspective into research
- ④ Monitoring the number of women leading research teams

##### Actions

- ① Organising training sessions, workshops, webinars, information campaigns, etc. on gender equality and unconscious bias
- ② Training on the interpretation of EU anti-discrimination law (EUROPE DIRECT Rzeszów)
- ③ Developing training materials on gender equality and language in science and academia
- ④ Monitoring the inclusion of gender equality themes in staff research projects (internal grants, PhD theses, post-doctoral theses, supervised dissertations, external grants, publications)
- ⑤ Awarding additional points in the assessment of internal grants for addressing gender-related topics

##### Indicators

- ① ② Number of training sessions, workshops, webinars, information campaigns, etc. (at least once a year)
- ③ Number of training materials (at least 1)
- ④ ⑤ Number of research projects submitted and carried out addressing gender equality issues (at least 2 per year)

##### Sources of verification

- ① Report by the Representative for Combating Bullying, Discrimination and Violence; announcements in the media, on the website or on social media
- ② Announcements in the media, on the website or on social media
- ③ Report by the Representative for Combating Harassment, Discrimination and Violence
- ④ ⑤ Periodic reports from the Science Department

# EDUCATION

## Operational objectives

- ① Increasing the number of initiatives promoting gender equality and anti-discrimination legislation, aimed at the academic community and beyond
- ② Promoting the inclusion of gender equality-related topics in study programmes
- ③ Expanding knowledge of the situation of female students at the University and in the labour market

## Actions

- ① Continuing to use methods to promote the ideas of gender equality aimed at the academic community and the wider public, including, amongst others, publications in the thematic magazine Intro.media, in the Sustainable Development Office's newsletter, etc.
- ② Educational campaigns on EU anti-discrimination law (EUROPE DIRECT Rzeszów)
- ③ Monitoring the inclusion of content relating to gender equality in study programmes and supplementary activities, including as part of the 'Chcę więcej' programme
- ④ Continuation of research into the academic and career paths of female students compared with those of male students
- ⑤ Encouraging male and female applicants to enrol on fields of study where one gender is under-represented – promotion targeted at women

## Indicators

- ① Number of initiatives promoting gender equality, including educational campaigns
- ② on EU anti-discrimination law (at least 2 per year)
- ③ Number of courses in which content relating to gender equality is taught (at least 2 courses in each field of study)
- ④ Reports on research carried out (at least 1)
- ⑤ Number of materials promoting women's careers (at least 1 per year)

## Sources of verification

- ① Announcements in the media, on the website and on social media;
- ② report by the Representative for Combating Bullying, Discrimination and Violence
- ③ Periodic reports from the Deans/Vice-Deans of the faculties
- ④ Announcements in the media, on the website and on social media; report by the
- ⑤ Marketing and Communications Division, report by the Representative for Combating Bullying, Discrimination and Violence

# Area 2 DECISION-MAKING AND ADVISORY PROCESSES

 Strategic objective:

## ENSURING BALANCED GENDER REPRESENTATION IN THE UNIVERSITY MANAGMENT STAFF AND OTHER DECISION-MAKING AND WORKING TEAMS AND GROUPS

### Operational objectives

- ① Standardisation of analyses of the university's structures and areas of activity in the context of gender inequality

### Actions

- ① Monitoring the representation of women and men in decision-making and advisory teams and groups, and analysing the roles they fulfil (including the scope of duties of staff in identical positions in a gender context)

### Indicators

- ① Gender proportions in decision-making and advisory teams and groups (target 50%/50%), balance in the scope of responsibilities (1:1)

### Sources of verification

- ① Monitoring and analysis reports, together with recommendations; report by the Representative for Combating Bullying, Discrimination and Violence

## Area 3 RECRUITMENT AND CAREER DEVELOPMENT

### Operational objectives

- ① Incorporating gender equality considerations into the HR Department's policy
- ② Recruiting candidates for academic and administrative roles who incorporate gender equality considerations into their academic and administrative work

### Actions

- ① Monitoring job advertisements for language that does not discriminate on the basis of gender, appearance or age (analysing previously published advertisements and planning a procedure for verifying new ones)
- ② Affirmative action (where qualifications are equal)
- ③ Gender balance in bodies responsible for recruitment decisions
- ④ Monitoring and analysis of data on candidate applications and successful candidates, broken down by gender
- ⑤ A mentoring scheme for those at the early (PhD) and subsequent stages of their academic career (habilitation) employed in research and teaching, and research-only roles, as well as a mentoring scheme for those employed in teaching and administrative roles

### Indicators

- ① Number of verified and newly drafted job advertisements (at least 4 per year)
- ② Gender balance among new recruits
- ③ Gender balance in decision-making bodies (50/50)
- ④ Results of data monitoring and analysis (at least 1 per year)
- ⑤ Number of staff, broken down by gender, in research and teaching, research-only, teaching-only and administrative roles covered by mentoring

### Sources of verification

- ① Content of recruitment advertisements, periodic reports from the HR Department
- ② Periodic reports from the HR Department on recruitment processes
- ③ Periodic reports from the HR Department on recruitment processes
- ④ Periodic reports from the HR Department on recruitment processes
- ⑤ Periodic reports from the Science Department and the HR Department

## Area 4 ORGANIZATIONAL CULTURE



**Strategic objective:**

### **FACILITATING THE RECONCILIATION OF PROFESSIONAL DUTIES WITH FAMILY LIFE**

#### **Operational objectives**

- ① Raising awareness amongst management staff regarding gender inequalities in the area of balancing work and family life
- ② Raising awareness amongst the academic community regarding the use of inclusive language
- ③ Facilitating the reconciliation of work and family life for parents caring for pre-school children (0–6)
- ④ Support for staff in research and teaching roles returning from maternity or parental leave in relation to:
  - fulfilling their teaching load in accordance with internal regulations, and
  - the arrangements for carrying out administrative duties immediately upon returning from such leave, as well as monitoring their situation in this regard

#### **Actions**

- ① Organising training courses, information campaigns or other forms of knowledge dissemination for management staff
- ② Taking personal circumstances into account in staff appraisals at various stages of a professional career (caring for dependants)
- ③ Organising training and/or other forms of knowledge dissemination on inclusive language
- ④ Promoting the use of feminine forms in the University's documents and communications (business cards, signatures, door signs, etc.)
- ⑤ Flexible weekly working hours (the option to adjust working hours within a day or week), particularly for parents of young children
- ⑥ The option to work remotely, subject to agreement with a line manager
- ⑦ Providing information on the rules governing the fulfilment of teaching duties following maternity or parental leave, in accordance with internal regulations (Human Resources Department), and allowing for flexible arrangements regarding administrative hours immediately upon return from such leave, whilst monitoring the situation in this regard (Deans/Vice-Deans)

#### **Indicators**

- ① Number of training sessions, information campaigns or other forms of knowledge dissemination (at least 1 per year)
- ② Number of individuals whose assessments took personal factors into account (at least 3 per year)



## Indicators

- ③ Number of training sessions and/or other forms of knowledge dissemination (at least 3)
- ④ Improvement in the quality of the university's internal and external communications (a 70% increase in the number of communications using feminine forms)
- ⑤  
⑥ Increase in the number of people making use of flexible working arrangements (by 20%)
- ⑦ Number of people who have been provided with information and/or who have taken advantage of the option of flexible working hours immediately upon returning from maternity or parental leave (monitoring carried out at least once a year)

## Sources of verification

- ① Attendance register; Report by the Representative for Combating Bullying, Discrimination and Violence
- ② Staff annual appraisal documents and periodic reports from the Personnel Advisory Office
- ③  
④ Report by the Representative for Combating Harassment, Discrimination and Violence
- ⑤  
⑥ Documentation and periodic reports from the Human Resources Department
- ⑦ Periodic reports from the Human Resources Department and the Deans/Vice-Deans of the faculties; Report by the Representative for Combating Bullying, Discrimination and Violence

## Area 5 SAFETY



**Strategic objective:**

### PREVENTING AND COMBATING GENDER DISCRIMINATION

#### Operational objectives

- ① Monitoring instances of gender-based discrimination and violence within the academic community
- ② Monitoring the academic community's awareness of gender diversity in society, including among those in employment and those in higher education
- ③ Raising awareness within the academic community regarding forms of gender-based discrimination and its sources
- ④ Review of anti-discrimination and anti-violence procedures, including those relating to gender
- ⑤ Implementing academic mediation as a tool for resolving conflicts within the academic community
- ⑥ Providing psychological support to members of the academic community affected by gender-based discrimination and/or violence
- ⑦ Providing organisational and psychological support to members of the academic community who are in the process of transitioning
- ⑧ Raising awareness amongst the academic community, including in particular students on foreign-language programmes, regarding: the university's anti-discrimination and anti-violence procedures, academic mediation, the Gender Equality Plan, and the forms of psychological support offered by the Academic Centre for Personal Development and Psychological Support at UITM

#### Actions

- ① An anonymous survey of students and staff on their perceptions and experiences of gender-based discrimination and violence
- ② Implementation of procedures for reporting cases of gender-based discrimination and violence in accordance with the applicable internal procedures in this regard (Rector's Orders No. 72/2020 and 73/2020 and/or their updates)
- ③ Developing and promoting a catalogue of non-discriminatory good practices regarding interactions between students, staff, and those who are both students and staff within the academic community
- ④ Updating anti-discrimination and anti-violence procedures, including those relating to gender
- ⑤ Drafting an internal document on academic mediation and appointing an academic mediator
- ⑥ Services offered by the UITM Academic Centre for Personal Development and Psychological Support
- ⑦ Development of a procedure for the declaration and correction of first names and surnames for people undergoing gender transition



## Actions

- ⑧ Services offered by the WSliZ Academic Centre for Personal Development and Psychological Support at UITM for people undergoing gender transition
- ⑨ 9) Expansion and updating of the Polish- and English-language web pages dedicated to the university's anti-discrimination and anti-violence procedures, academic mediation, the Gender Equality Plan, and the forms of psychological support offered by the UITM Academic Centre for Personal Development and Psychological Support

## Indicators

- ① Number of participants in the survey (at least 50% of staff and 30% of students)
- ② Report on the number of cases handled by the Representative/ Representative for Combating Bullying, Discrimination and Violence (at least 1 report per year)
- ③ Publication of a catalogue of good practices
- ④ Publication of updated procedures (at least 1 procedure)
- ⑤ Publication of a document; appointment of an academic mediator
- ⑥ Forms of psychological support (at least 1 per year)
- ⑦ Procedure (at least 1)
- ⑧ Forms of psychological support (at least once a year)
- ⑨ Number of updates (at least 2 per year)

## Sources of verification

- ① Research report
- ② Report by the Representative for Combating Bullying, Discrimination and Violence
- ③
- ④ Internal document circulation system; information on the website; report by the Representative for Combating Harassment, Discrimination and Violence
- ⑤ Internal document circulation system; information on the website
- ⑥ Periodic report from the Academic Centre for Personal Development and Psychological Support at UITM; report by the Representative for Combating Bullying, Discrimination and Violence
- ⑦ Periodic updates from the Dean's Office
- ⑧ Periodic report from the Academic Centre for Personal Development and Psychological Support at UITM; report by the Representative for Combating Bullying, Discrimination and Violence
- ⑨ Information on the website; report by the Representative for Combating Bullying, Discrimination and Violence



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