

# **GENDER EQUALITY PLAN**

## **2021 Implementation Strategy**

Number: 144-2/2021

Nova Gorica, November 2021

SEND TO:

- Equal Opportunities Coordinator
- Equal Opportunities Commission
- Rector
- Website publication

	<i>Name or body</i>	<i>Date</i>
Drawn up by	doc. dr. Andraž Mavrič	
Approved by	<i>University Senate</i>	<i>17.11.2021</i>
Adopted by	<i>prof. dr. Danilo Zavrtanik</i>	<i>22.11.2021</i>

## Introduction

The University of Nova Gorica Senate approved the launching of the Gender Equality Policy at its 104<sup>th</sup> meeting of 17 November 2021. With this policy, the University is committed to equal opportunities and a proactive and inclusive approach to gender equality.

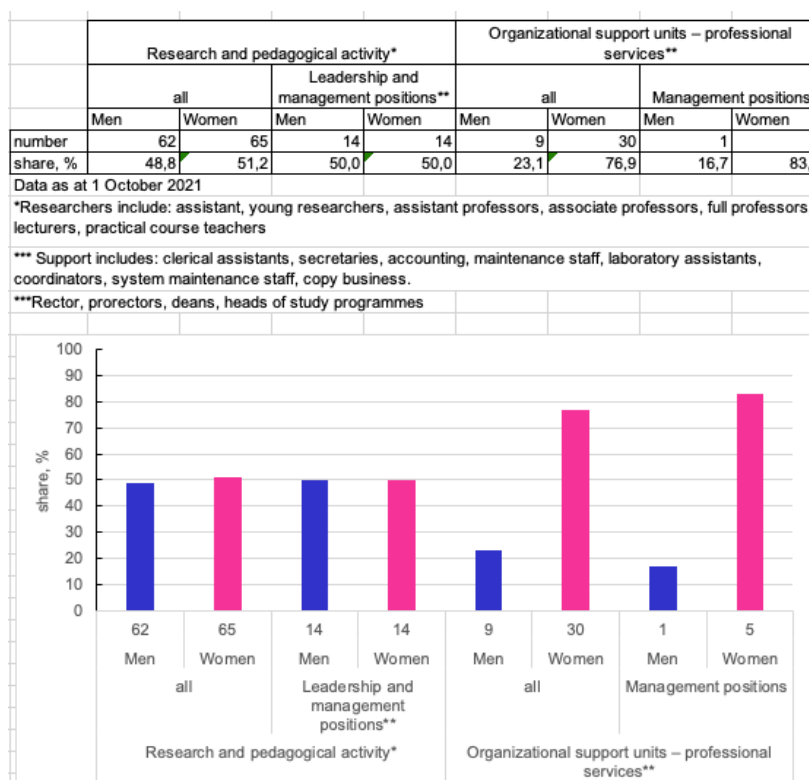
Therefore, the University is committed to a policy and practice requiring that university admission and undergraduate and postgraduate advancement be dependent upon personal merit and performance only. For employees, the employment at the University and promotion in their careers will be determined solely by personal merit and the application of criteria related to the tasks and conditions of each individual post as well as the needs of the institution.

In compliance with the regulatory provisions, no student, employee, candidate for admission to a study programme or applicant for the appointment as a staff member will be treated less favourably than any other person because of their gender.

Should a person admitted as a student or appointed as a staff member allege that he or she has personally suffered unlawful discrimination, harassment or victimization in admission, appointment or promotion at the University in relation to gender, he or she may file a complaint, which will be considered in line with agreed procedures for complaints or procedures to deal with cases of bullying and harassment.

With this first implementation strategy, the University establishes a framework for “Gender Equality Plan” implementation.

The Senate acknowledges a slightly predominant proportion of female associates in research and teaching positions, which is equally reflected in managerial positions. Moreover, women predominate in administrative units.



Moreover, the Senate acknowledges the lack of entities and communication activities to raise awareness of gender equality. And most importantly, the absence of codes of conduct addressing unlawful discrimination, harassment or victimization.

To further develop the “Gender Equality Plan”, the Senate proposes the following 2021 objectives:

- **Objective 1:** Establish “Equal Opportunities Commission”.
- **Objective 2:** Promote equality and positive attitudes to diversity.
- **Objective 3:** Develop codes of conduct addressing unlawful discrimination, harassment or victimization.

## ***Objectives, activities and indicators***

### ***Objective 1:*** Establish “Equal Opportunities Commission”

Activity: Establish Equal Opportunities Coordinator function
Indicators: <ul style="list-style-type: none"><li>• Equal Opportunities Coordinator is determined by the ordinance of the Rector.</li><li>• More information on the representative will be available at the UNG website.</li></ul>
Persons responsible: Rector

Activity: Establish “Equal Opportunities Commission”. Board tasks: <ul style="list-style-type: none"><li>• Data collection on gender equality at UNG</li><li>• Collection of results of equality and diversity studies carried out within the UNG community</li><li>• Publication of study and analysis results at the UNG website, and target as well as objective development</li></ul>
Indicators: <ul style="list-style-type: none"><li>• Equal Opportunities Commission is to be established with the ordinance of the Rector</li><li>• 2021 Gender Equality Report</li><li>• 2022–2027 Gender Equality Plan Implementation Strategy</li></ul>
Persons responsible: <ul style="list-style-type: none"><li>- Rector</li><li>- Equal Opportunities Coordinator</li></ul>

Activity: Determine the cost centre for Gender Equality Plan implementation.
Indicators: <ul style="list-style-type: none"><li>• The cost centre is to be opened by the ordinance of the Rector.</li></ul>
Persons responsible: Rector

**Objective 2:** Promote equality and positive attitudes to diversity.

Activity: Communicate the Gender Equality Plan within UNG
Indicators: <ul style="list-style-type: none"><li>• Publication of the Gender Equality Policy at the UNG website</li><li>• Publication of the 2021 Gender Equality Report at the UNG website</li><li>• Endorsement of 2022–2027 Gender Equality Plan Implementation Strategy by the University Senate and its publication at the UNG website</li></ul>
Persons responsible: <ul style="list-style-type: none"><li>- Equal Opportunities Coordinator</li><li>- Equal Opportunities Commission</li><li>- Human Resources Service</li><li>- University Senate</li><li>- Rector Office</li></ul>

- Activity: Instruct members of the Equal Opportunities Commission
Indicators: <ul style="list-style-type: none"><li>- At least a half of the members of the Equal Opportunities Commission is to attend events discussing equality in person or via the internet.</li></ul>
Persons responsible: <ul style="list-style-type: none"><li>- Equal Opportunities Coordinator</li><li>- Equal Opportunities Commission</li></ul>

**Objective 3:** Develop codes of conduct addressing unlawful discrimination, harassment or victimization.

Activity: Develop codes of conduct addressing unlawful discrimination, harassment or victimization.
Indicators: <ul style="list-style-type: none"><li>• Equal Opportunities Commission is to draw up codes of conduct.</li><li>• Codes of conduct are to be adopted by the Management Board.</li></ul>
Persons responsible: <ul style="list-style-type: none"><li>- Equal Opportunities Commission</li><li>- Rector</li><li>- Management Board</li></ul>

Rector

prof. dr. Danilo Zavrtanik