# GENDER EQUALITY PLAN

## Gender equality policy

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Nova Gorica, November 2021

SEND TO:

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

| | *Name or body* | *Date* |
|---|---|---|
| Drawn up by | doc. dr. Andraž Mavrič | |
| Adopted by | *University Senate* | *17.11.2021* |
| Approved by | *prof. dr. Danilo Zavrtanik* | *22.11.2021* |

### *Policy Statement*

The University of Nova Gorica is committed to pursuing academic excellence, equal opportunities as well as 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, 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 candidate for employment 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.

### *Identification of best practice*

The University will take active action to promote best practice. In particular:

- Ensure the elimination of unlawful discrimination, harassment and victimization associated with gender, whether actual, perceptual or associative;
- Promote equal opportunities for the genders;
- Subject its policies to continuous evaluation to examine their impact on gender equality and establish whether they facilitate the achievement of gender equality or have an adverse impact;
- Foster an inclusive culture, good practice in teaching, learning and assessment, and best governance practice by developing codes of best practice, policies and training;
- Allocate resources and expertise to support this policy and its objectives;
- Take positive action, where possible, to support this policy and its objectives;
- Inform the staff and students of the content of this policy, policy assessments, equality analyses and monitoring results.

### *Management and monitoring*

The gender equality policy will be implemented according to the "Gender Equality Plan of the University". The University will comply with its legal obligations regarding gender equality legislation.

The following is being carried out:

- Management and development of policies, including relevant committees, regulations, policy and practice impact assessment, goal development and reporting;
- Development and implementation of best practices;
- Promotion of gender equality, including relevant events, communication activities, gender equality training and consultancy;
- Provision of data and information, including relevant monitoring and compliance reporting.

Progress made on the actions and objectives as well as data reports will be published on an annual basis.

***Legal obligations***

The University is to fulfil any legal obligations imposed by the relevant legislation and, if necessary, anticipate future legal requirements. It shall take as its basis:

- Equal Opportunities for Women and Men Act (ZEMŽM);
- Protection Against Discrimination Act (ZVarD);
- Employment Relationships Act (ZDR-1);
- Criminal Code (KZ-1).

Moreover, codes of conduct issued by the University will be taken into account.

This policy is to be supplemented where appropriate and given the future legislation.

Rector

D. Zavrtanik

prof. dr. Danilo Zavrtanik