

## **Strategic Framework for Gender Equality Policy at UPJŠ in Košice**

### **PREAMBLE**

Equality is one of the main values of Pavol Jozef Šafárik University in Košice. Gender equality is seen as an integral part of the application of equality in the life of the University and in all of its activities.

We recognize the equal value of all people, and therefore commit ourselves to promoting equality and preventing any form of discrimination in all of the activities at this University. The University applies a policy of zero tolerance to sexual harassment and discrimination. Therefore, we reject sexism, racism, xenophobia, as well as other approaches and practices aimed at disadvantaging female individuals and male individuals or groups on grounds of sex, gender, religion or belief, race, nationality, or ethnic group, disability, age, sexual orientation, marital and family status, skin colour, language, political or other thought, national or social origin, property or other status. Recognizing and removing the processes and structures that create and maintain inequality are considered to be an essential part of the University activity in this respect.

P. Šafárik University in Košice promotes gender equality as both an employer and an educational institution and strives to create an atmosphere of respect for diversity. The University operates in such a way as to enable every female individual and every male individual to develop on the basis of their personal capabilities, irrespective of differences based on any discriminatory reason.

Equality and the ensuing accessibility and equal access enhance and develop a diverse university community. We are convinced that recognizing the fact that we are all equal in our diversity contributes to the creation of trust that is crucial to maintaining this University as a community based on the cooperation of free, autonomous, critically minded, creative human beings.

Gender equality means that women and men have equal opportunities, rights and responsibilities in all the areas of life. This implies an even distribution of responsibility, power and influence, equal opportunities for economic independence, and equal conditions and prerequisites for work, careers, and development opportunities. It also means equal access to education and opportunities to develop personal ambitions, interests, and talents. Gender equality also creates the conditions for reconciliation of private, family, and working life and makes any gender-based or sexual harassment impossible.

### **LEGAL GROUNDS**

In applying and enforcing its gender equality policy, P. J. Šafárik University in Košice departs from legal safeguards to the protection of human rights, in particular women's human rights, equality and non-discrimination on grounds of sex and gender as defined by the Constitution of the Slovak Republic and international and European standards subject of Annex No. 1 of this strategic framework for gender equality policy at UPJŠ.

## I

### OBJECTIVES OF GENDER EQUALITY POLICY AT UPJŠ

1. Creating an ethical and fair milieu.
2. Creating a decent working milieu for each male employee and female employee of UPJŠ, for each male member and female member of the University community.
3. Valuing the organizational culture and credibility of the University inwards and outwards.
4. Fulfilling the internationally recognized standards of responsible educational and research institutions.
5. Promoting the satisfaction of female employees and male employees, female students and male students, and increasing their motivation and loyalty.
6. Creating a friendly and respectful internal milieu based on respect for fundamental rights and meeting the needs of the persons working at the University.
7. Making use of all the human resources that provide both sexes in order to increasing the potential for the top quality and excellence in research.
8. Effective use of human resources, the creative potential of scientifically-educated women and men in equal measure that will prevent wasting their talents.
9. Transferring the care of the people who make up the University community into the research and creative potential, increasing the innovative capacity of the scientific institution and, ultimately, to increasing its economic prosperity.

## II

### PRIORITY AREAS OF GENDER EQUALITY POLICY AT UPJŠ

1. Recruitment and promotion should aim at a balanced gender structure at the level of education (bachelor, magister, and doctoral levels of study), in all the categories of female educators and male educators, in administrative and technical positions.
2. Salary structure and other working conditions.
3. Work and family reconciliation is embedded in looking for the ways in which institutions (the University, its Faculties, Departments, Institutes) can help and create systemic conditions for reconciling work and family life, introducing good practice in this area.
4. Managing positions.
5. Prevention and elimination of sexual harassment by the University is directed towards the following:
  - a. Ensuring that female employees, male employees, female students and male students are aware of whom to contact (contact person authorization) and how to handle possible cases of discrimination and harassment (training, instruction sessions);

b. Organizing training sessions for the superiors and contact persons related to the recognition and prevention of discrimination and harassment, as well as dealing with cases of harassment.

c. Gender perspective in research and gender-sensitive pedagogy in education are aimed at raising the awareness and knowledge of the scientific community of the gender equality issues, awareness of the negative impacts (gender inequalities) of ignoring gender equality in science and academic institutions.

d. Making successful female scientists and female researchers known.

e. Equal treatment of male students and female students.

### III

#### RECOMMENDATIONS FOR THE DEVELOPMENT OF GENDER EQUALITY POLICY INSTRUMENTS AT UPJŠ IN KOŠICE

1. Developing the gender equality strategy/plan.
2. Creating an institutional infrastructure for implementing the gender equality policy and strategic goals for gender equality.
3. Allocating funds in the UPJŠ budget for the implementation of gender equality policy at UPJŠ.
4. Specification of the recommendations is included in Annex No. 2 to this Strategic Framework.