

# EQUALITY PLAN OF CYPRUS UNIVERSITY OF TECHNOLOGY (2022-2024)



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## Equality Plan of Cyprus University of Technology (2020-2024)

### Introduction

The Cyprus University of Technology has a vision to become a modern and innovative university with international recognition, which promotes excellence in education and research in cutting-edge fields, with the aim of the scientific, technological, economic, social and cultural development and improvement of the country. Its mission is to offer high-level scientific training and promote lifelong learning with modern pedagogical methods, to produce and transmit scientific knowledge through research and teaching, and to contribute to addressing challenges in the fields of Science and Technology, to become a catalytic helper of the State and society.

The Cyprus University of Technology has set as its strategic priority the preparation of an action plan with an emphasis on the 17 Sustainable Development Goals of the United Nations. The goals refer to the most important challenges of our time: economic, social, environmental and those related to governance and clearly define the world in which we want to live. At the same time, they show us the direction in which we must work together to provide solutions to each of the 17 Goals. In this context, the University has launched a series of targeted actions since 2020 to implement Goal 5 regarding Gender Equality. At the same time, the Cyprus University of Technology also supports equality and inclusion through other goals, through Goal 10 for reducing inequalities, Goal 4 for Quality Education and Goal 3 for Health and Well-being.

The design of the Equality Plan aims to commit our University to a dynamic and innovative culture based on equality, diversity and inclusion. In today's competitive global environment, the most successful universities will be those that fully utilize the talents and potential of all staff and student communities without bias or discrimination. The Cyprus University of Technology through the implementation of the Equality Plan (2022-2024) takes an active position in the fight against inequalities and stereotypes that are reproduced on the basis of intersectional aspects - gender, race, age, disability, sexuality, social - economic situation - with the aim of spreading knowledge, and promoting existing and institutionalizing new politicians to create an inclusive working and academic environment.

The Equality Plan 2022-2024 was approved at the 12th Meeting of the Equality Senate Committee (31.5.2022) and at the 117<sup>th</sup> Meeting of the Senate Committee (15.6.2022).

## Senate Committee on Equality

The Senate, taking into account the equality action plan implemented at the University through the European-funded Gender-SMART project, with the main objective of achieving equality in the workplace, unanimously approved during its 138th session in November 2020 the establishment of the Senate Committee on Equality.

The main purpose of the Senate Equality Committee is to submit proposals to the Senate for the University's policy regarding equality, equal opportunities for sexes, empowerment of women and the rights of people with disabilities. The Commission is responsible for the promotion and implementation of this purpose. Based on the above, the responsibilities of the Committee as determined in November 2020 are as follows:

- i. The Committee will submit recommendations to the Senate for the implementation of the University's policy regarding equality, equal opportunities for sexes, empowerment of women and the rights of people with disabilities.
- ii. The Committee will submit a draft "Harassment and Sexual Harassment Code" to the Senate.
- iii. With reference to the purpose of its existence, as mentioned above, and for the information and awareness of the members of the university community, it will organize activities and promote informative material to its members.
- iv. To achieve its purpose, the Committee will invest in a cordial collaboration with relevant committees within the University and entities outside the University.
- v. It will create an online platform for filing complaints and a mechanism to investigate them.
- vi. At the end of each academic year, a progress report will be submitted to the Senate.
- vii. Finally, it will study any issues assigned to it by the Senate/Council or ex officio any issues that fall under its competence

More about the actions of the Senate Equality Committee can be found in the Progress Report on Gender Equality [here](#) (available in Greek).

## Participation in the Gender-SMART project

The Cyprus University of Technology participates as one of the 7 partners in the Gender-SMART project (2019-2022) which aims to transform it into a more gender-friendly academic and research institution through the achievement of actions as well as organizational changes and interventions.

Through the Gender-SMART project, the University is committed to developing and implementing an Equality Plan based on the following pillars:

- Building a culture of gender equality
- Development of measures aimed at equal support of the professional career
- Reforming the decision-making and governance process
- Integrate gender and intersectionality in funding, scientific research and teaching.

The project is funded by the Horizon 2020 program, connecting seven European organizations (from Cyprus, France, Ireland, Italy, the Netherlands and Spain) and two specialist technical partners (from Belgium and the Czech Republic).

## Joining the Alliance of European University of Technology (EUT+)

The participation of the Cyprus University of Technology in the EUT+ alliance accelerates the development of actions that strengthen equality and diversity. The Cyprus University of Technology is a member of the alliance of eight European Universities, which aim to create a new type of university, one of the Universities of the Future, as characterized by the European Commission that finances the initiative.

The partners aspire to create the European University of Technology (EUT+) which will be locally anchored in each of the alliance member regions and at the same time connected pan-Europeanly under the common EUT+ brand, through which joint undergraduate and postgraduate study programs will be offered. The central pillar of EUT+ action, summarized in the slogan: "Think human first", includes three basic principles:

1. Development of technology that is primarily human-centered

## 2. Using diversity and multilingualism as an opportunity

## 3. Development of an inclusive university.

In particular, work package 2 of the project entitled: "Europe for everyone: inclusiveness and embeddedness", deals more specifically with issues of inclusion and integration in the European University of Technology (EUT+) being created.

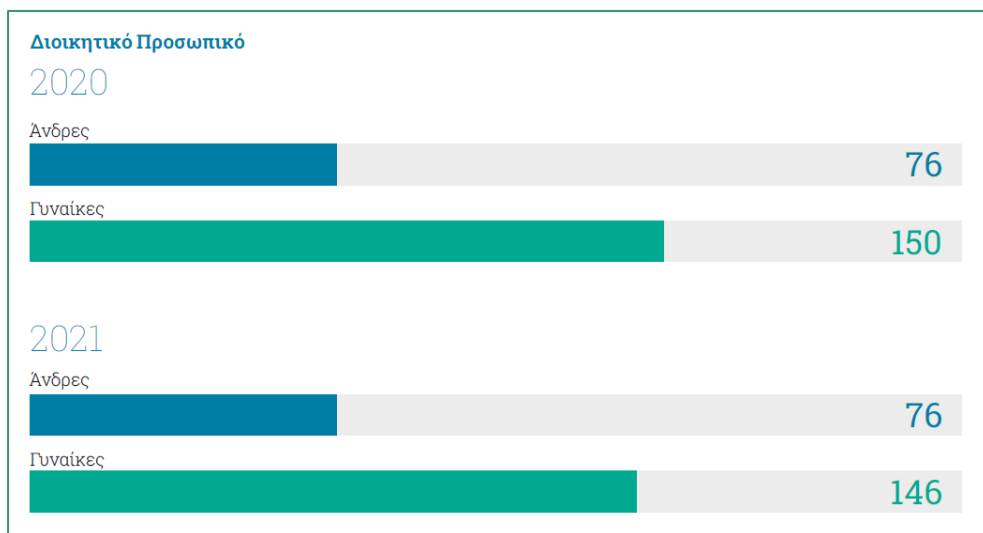
Specifically for gender equality issues, EUT+ will seek to become a beacon of gender equality, strengthening the creation and implementation of local Gender Equality Plans with the dimension of transversality. That is to form Equality Plans that simultaneously take into account how equality relates to disability/ability, sexual orientation, age and minority or socio-economic status.

### **Data Analysis**

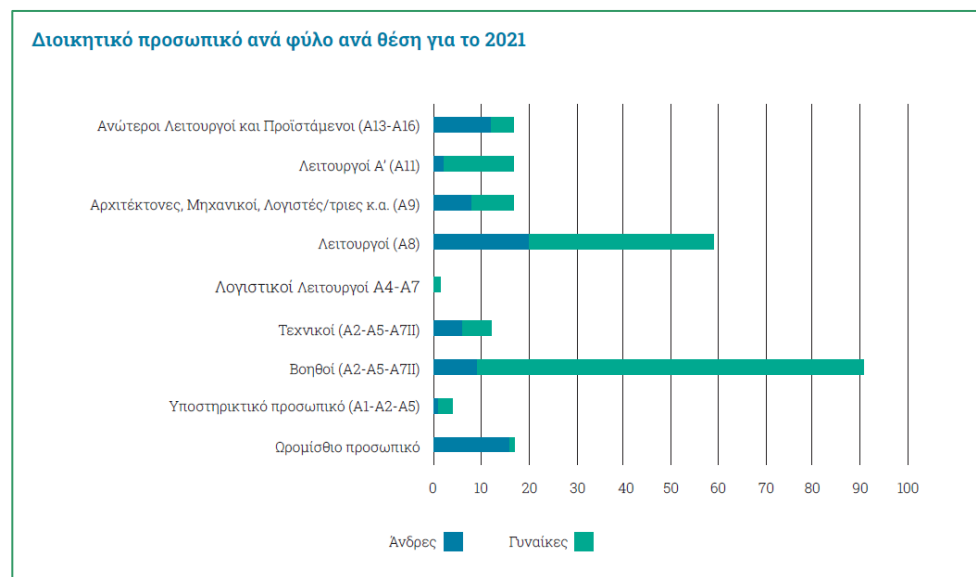
As part of the design of the Equality Plan, an analysis of the statistical data related to gender was carried out during the audit phase in 2019. Based on the conclusions of the analysis, the Plan consisted of specific areas of focus and actions. A series of actions and interventions were carried out during 2019 to 2021.

In the context of the reshaping and redesigning the Plan including intersectionality, an analysis of the University's disaggregated data concerning the student community and academic and administrative staff was carried out again in December 2021.

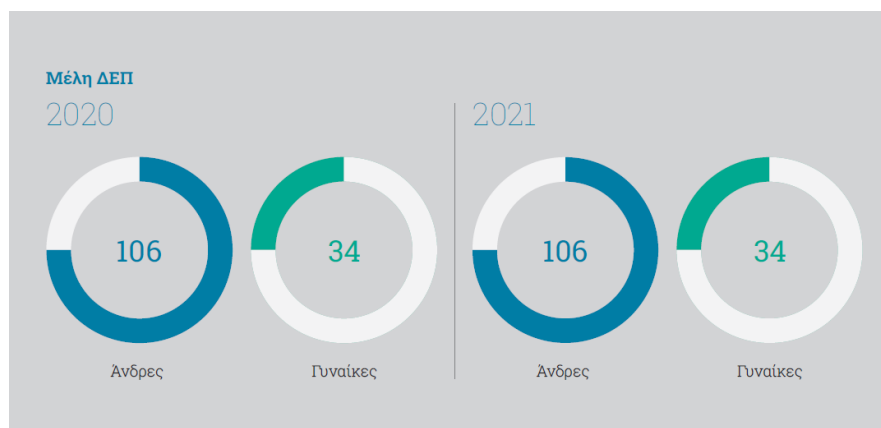
The analysis carried out during the diagnosis phase reveals some fundamental conclusions about the status of the University in the various areas of action foreseen in the Plan.



**Table 1:** Administrative Staff (Men: Blue; Women: Green)

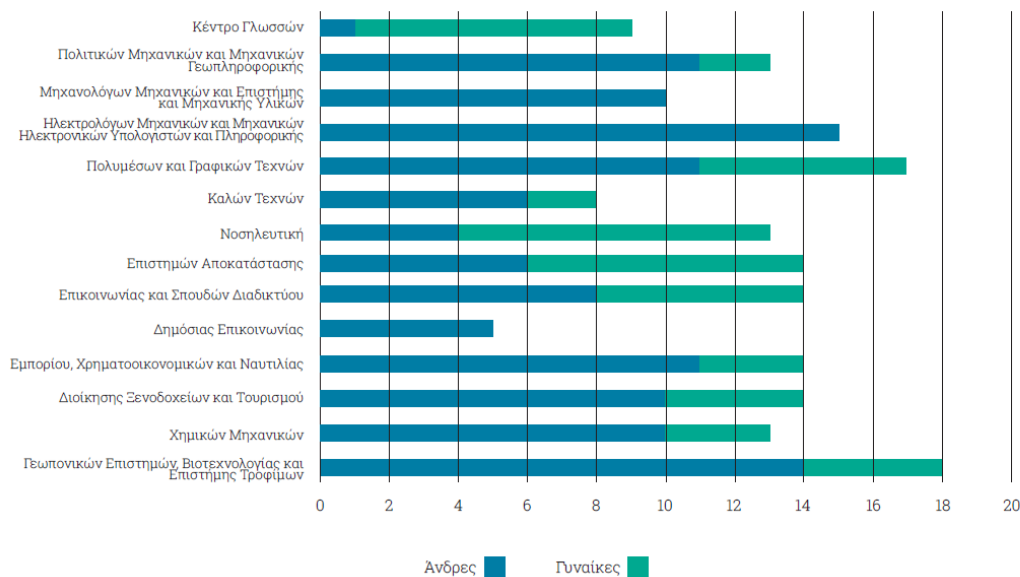


**Table 2:** Administrative Staff in different levels (Men: Blue; Women: Green)



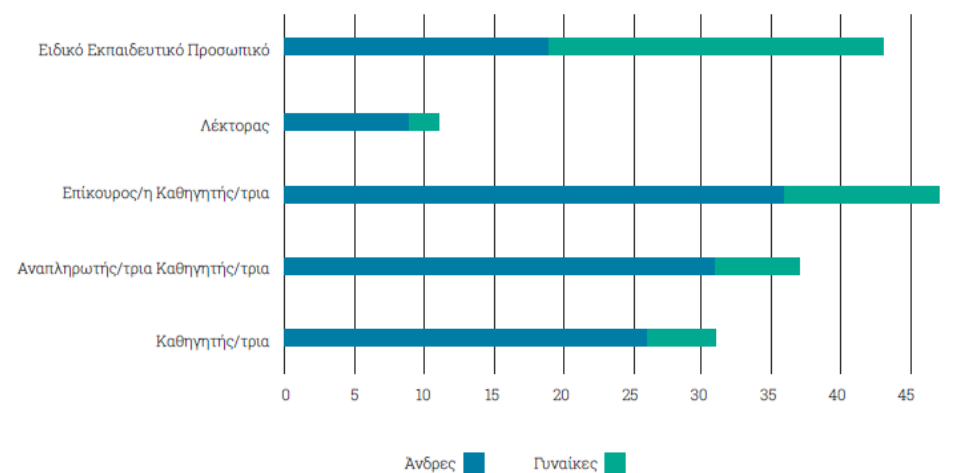
**Table 3:** Teaching staff (Men: Blue; Women: Green)

**Ακαδημαϊκό προσωπικό (Μέλη ΔΕΠ και ΕΕΠ) ανά φύλο ανά Τμήμα 2021**



**Table 4: Teaching Staff per Department (2021)**

**Ακαδημαϊκό προσωπικό (Μέλη ΔΕΠ και ΕΕΠ) ανά ιεραρχική βαθμίδα και φύλο 2021**

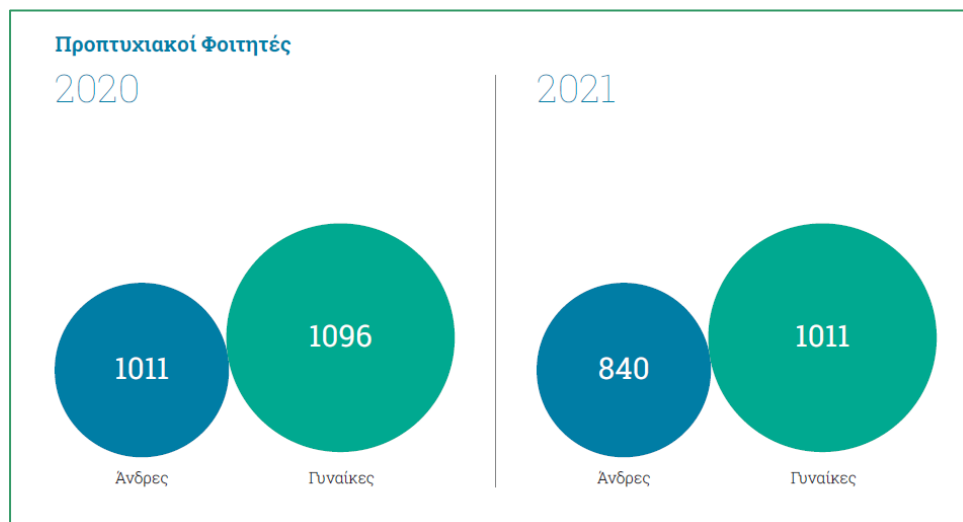


**Table 5: Teaching Staff in different levels (from top to bottom: Special Teaching Staff – Lecturer – Associate Professors – Assistant Professor – Professor)**

**Table 6:** Comparative presentation of participation data in academic staff recruitment procedures and offers by gender for the years 2020 and 2021.

	Total male candidates who participated in the final selection stage 2020	Total female candidates who participated in the final selection stage 2020	Total male candidates offered position 2020	Total female candidates offered position 2020	Total male candidates who participated in the final selection stage 2021	Total female candidates who participated in the final selection stage 2021	Total male candidates offered position 2021	Total female candidates offered position 2021
<b>Hiring procedures for Academic Staff</b>	90 (91%)	9 (1%)	7 (78%)	2 (22%)	38 (55%)	31 (45%)	9 (70%)	4 (31%)

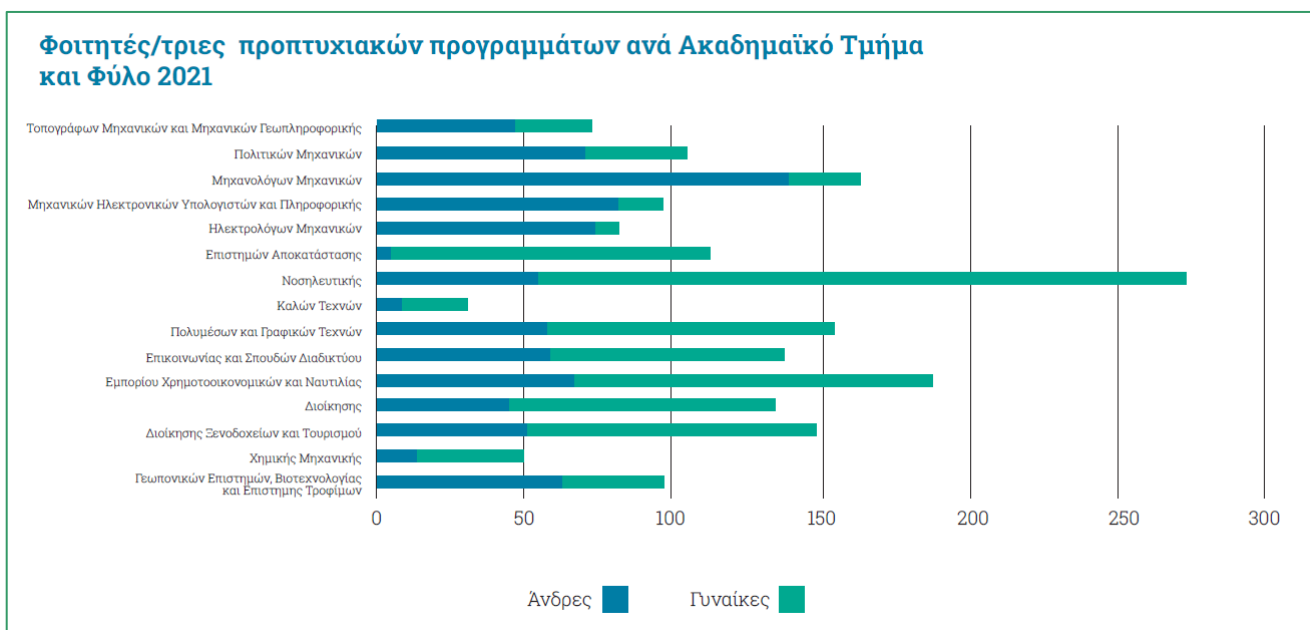
Positions of authority in the Administrative staff have improved, with important positions being filled by an equal proportion of women and men. Parity is achieved in greater proportion at intermediate levels in both academic and administrative staff. The highest positions of the academic staff are mainly dominated by men.



**Table 7:** Undergraduate Students for 2020 and 2021 (Men: Blue; Women: Green)



**Table 8:** Postgraduate Students for 2020 and 2021 (Men: Blue; Women: Green)



**Table 9:** Undergraduate Students per Department\_(Men: Blue; Women: Green)

Regarding the representation of students in the various fields, there is a clear separation. The Faculty of Health Sciences is female-dominated while the Faculty of Engineering and Technology is male-dominated.

**Table 10:** Comparative presentation of numbers of postgraduate students (master's level) by gender and scientific field for the years 2020 and 2021.

Master's Programs	Males 2020	Females 2020	Males 2021	Females 2021
<b>Faculty of Geotechnical Sciences and Environmental Management</b>				
MSc Agriculture Biotechnology	9	24	9	27
<b>TOTAL</b>	9	24	9	27
<b>Faculty of Management and Economics</b>				

MSc in International Tourism and Hospitality Management	9	13	5	14
MSc in Management: Entrepreneurship and Small and Medium Enterprise Management	19	31	14	26
MSc Shipping and Finance	3	13	9	13
MS Shipping and Business	9	21	9	20
MSc Corporate Financial Management	9	8	9	11
<b>TOTAL</b>	49	86	46	84
<b>Faculty of Fine and Applied Arts</b>				
MSc Interaction Design	25	36	37	29
MA History and Theory of Art	9	24	5	38
MA Computer Assisted Language Learning – CALL	3	10	3	14
<b>TOTAL</b>	37	70	45	81
<b>Faculty of Health Sciences</b>				
Master in Public Health (MPH)	5	11	6	8
MSc in Cognitive Neurorehabilitation	0	12	0	19
<b>TOTAL</b>	5	23	6	27
<b>Faculty of Engineering and Technology</b>				
MSc Electrical Engineering	1	0	2	0
MSc Data Science and Engineering	18	4	21	5
MSc Biomedical Engineering	11	9	14	7
MSc Mechanical Engineering	3	2	2	3
MSc Energy Systems	19	7	16	4
MSc Civil Engineering and Sustainable Planning	10	5	8	13
MSc Geoinformatics and Geospatial technologies	11	9	13	8
<b>TOTAL</b>	73	36	76	40

**Table 11:** PhD students by gender and scientific field for the years 2020 and 2021.

2020			
		MALES	FEMALES
<b>Faculty of Geotechnical Sciences and Environmental Management</b>			
ABF_PG	PhD Agricultural Sciences, Biotechnology and Food Science	10	14
CEN_PG	PhD Chemical Engineering	1	0
EST_PG	PhD Environment Sciences and Technology	9	18
<b>TOTAL</b>		<b>20</b>	<b>32</b>
<b>Faculty of Engineering and Technology</b>			
CEG_PG	PhD Civil Engineering and Geoinformatics	30	10
MEM_PG	PhD Mechanical Engineering	11	3
EEI_PG	PhD Electrical Engineering, Computer Engineering and Informatics.	27	4
<b>TOTAL</b>		<b>68</b>	<b>17</b>
<b>Faculty of Management and Economics</b>			
CFS_PG	PhD Commerce, Finance and Shipping	5	5
HTM_PG	PhD Hotel and Tourism Management	4	4
<b>TOTAL</b>		<b>9</b>	<b>9</b>
<b>Faculty of Communication and Media Studies</b>			
CIS_PG	PhD Communication and Internet Studies	10	8
PUC_PG	PhD Public Communication	0	4
<b>TOTAL</b>		<b>10</b>	<b>12</b>
<b>Faculty of Fine and Applied Arts</b>			
FAR_PG	PhD Fine Arts	1	2
MGA_PG	PhD Multimedia and Graphic Arts	9	14
<b>TOTAL</b>		<b>10</b>	<b>16</b>
<b>Faculty of Health Sciences</b>			
CII_PG	PhD Environment and Public Health	2	8
NUR_PG	PhD Nursing	13	46

RES_PG	PhD Rehabilitation Sciences	3	7
<b>TOTAL</b>		<b>18</b>	<b>61</b>

2021			
		MALES	FEMALES
<b>Faculty of Geotechnical Sciences and Environmental Management</b>			
ABF_PG	PhD Agricultural Sciences, Biotechnology and Food Science	13	14
CEN_PG	PhD Chemical Engineering	4	2
EST_PG	PhD Environment Sciences and Technology	7	17
<b>TOTAL</b>		<b>24</b>	<b>33</b>
<b>Faculty of Engineering and Technology</b>			
CEG_PG	PhD Civil Engineering and Geoinformatics	32	17
EEI_PG	PhD Mechanical Engineering	21	6
MEM_PG	PhD Electrical Engineering, Computer Engineering and Informatics.	8	3
<b>TOTAL</b>		<b>61</b>	<b>26</b>
<b>Faculty of Management and Economics</b>			
CFS_PG	PhD Commerce, Finance and Shipping	4	5
HTM_PG	PhD Hotel and Tourism Management	7	4
<b>TOTAL</b>		<b>11</b>	<b>9</b>
<b>Faculty of Communication and Media Studies</b>			
CIS_PG	PhD Communication and Internet Studies	8	10
PUC_PG	PhD Public Communication	0	5

<b>TOTAL</b>		<b>8</b>	<b>15</b>
<b>Faculty of Fine and Applied Arts</b>			
FAR_PG	PhD Fine Arts	1	4
MGA_PG	PhD Multimedia and Graphic Arts	11	14
<b>TOTAL</b>		<b>12</b>	<b>18</b>
<b>Faculty of Health Sciences</b>			
CII_PG	PhD Environment and Public Health	7	0
NUR_PG	PhD Nursing	13	44
RES_PG	PhD Rehabilitation Sciences	3	10
<b>TOTAL</b>		<b>23</b>	<b>54</b>

## Equality Plan of Cyprus University of Technology (2020-2024): Objectives & Goals

CUT's Equality Plan meets the needs in the following areas:

- Fighting cross-cutting inequalities and stereotypes that are reproduced on the basis of interrelated/intersectional aspects: gender, race, age, minority, disability, sexuality, socio-economic status;
- Improving the dissemination of knowledge about equality, diversity, inclusion;
- Promotion of existing policies and institutionalization of new policies related to the strengthening of equality, inclusion and diversity;
- Implementation of gender-sensitive practices, and cross-disciplinary structural inequalities affecting recruitment, career development, promotions and advancements;
- Support for the combination of work and family life, with a special emphasis on the care of dependent members;
- Embedding the gender perspective in teaching and research.

### Pillars and Goals

This Equality Plan is the updated version of the original plan designed in the framework of the Gender-SMART project. In collaboration with the Senate Equality Committee and the EUT+ project team, the Equality Plan (2020-2024) consists of 5 main pillars and sub-goals which are detailed below.

#### I. Building an Inclusive Culture

**Goal 1:** Promote an inclusive organizational culture, eliminate unconscious gender+ biases and interrelated inequalities in all aspects of the organizational structure by fostering positive attitudes towards diversity and inclusion.

#### II. Development of equal support measures

**Goal 2:** Promote an inclusive organizational culture that eliminates unconscious discrimination and gender+ biases in all aspects of human resource management: recruitment, retention, career development and work-life balance.

#### III. Reshaping decision-making and governance

**Goal 3:** Raise awareness of decision-making and governance bodies at CUT in order to influence and ensure inclusive internal processes.

#### **IV. Mainstreaming Gender and Interdisciplinarity in Funding, Research and Teaching**

**Goal 4:** Integrate gender and/or gender and intersectionality into the content of research and teaching to increase excellence, accessibility and inclusion participation in research and teaching.

#### **V. Sexual Harassment, Harassment and Bullying**

**Goal 5:** Prevent and fight sexual harassment, harassment, bullying, discrimination, unethical and unprofessional behavior, and unequal treatment with the aim of creating a workplace and educational institution with zero tolerance for all of the above.

The renewed Equality Plan (2020-2024) was based on the current image of the University in relation to gender statistics in the various sectors (education, governance, culture) and was adapted to its new needs and priorities.

## Important terminology

### Intersectionality:

Intersubjectivity provides an analytical framework through which we can understand how gender and race inequalities are interconnected and compound other forms of social exclusion, such as sexuality, disability, socio-economic status, age, religion, geography and so on.

Specifically for gender equality issues, EUt+ Project seeks to become a beacon of gender equality, strengthening the creation and implementation of local Gender Equality Plans with the dimension of intersectionality. That is to form Equality Plans that simultaneously take into account how equality relates to disability/ability, sexual orientation, age and minority or socio-economic status.

According to the European Institute for Gender Equality (EIGE), gender bias and inequalities can best be tackled by considering their association with other types of inequality such as disability, age, sexual orientation, religion or nationality . Addressing other gender-related inequalities can provide effective drivers for change and can also inspire integrated actions and strategies.

The revised Plan (2022-2024) includes the dimension of intersectionality in its goals and actions.

### Gender+:

The term "gender+" is used in the manual referring briefly to the social dimensions mentioned above: sex, origin, age, religion, geography, nationality, socio-economic status of individuals, etc.

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## EQUALITY PLAN (2022-2024)

### I. Building an Inclusive Culture

**Goal 1:** Promote an inclusive organizational culture, eliminate unconscious gender+ biases and interrelated inequalities in all aspects of the organizational structure by fostering positive attitudes towards diversity and inclusion.

Goal	Action	Implementing Body	Timeframe
<b>1.1 Design and implementation of a monitoring and evaluation system of indicators and statistics</b>	➤ Development of a manual for indicators (gender-sensitive data) for monitoring & evaluation and delegation of responsibilities to all Services.	Gender-SMART & EUT+	December 2021
	➤ Improving the quality of currently collected data (gender+).	Gender-SMART & EUT+	January 2022 – December 2022
<b>1.2 Development of annual monitoring report &amp; adjustment of the Equity Plan, annually</b>	➤ Development of an integrated annual reporting system that will allow continuous monitoring of the indicators that have been set.	Equality Committee & Rector's Office	Annually
	➤ Publication of the results on the University website.	Equality Committee & Rector's Office	Annually
	➤ Adjustment of the Equity Plan based on the annual results of the report.	Equality Committee & Rector's Office	Annually
	➤ Use of gender-sensitive & inclusive language in all official University documents and in all external communication	Equality Committee	Annually

<b>1.3. Inclusive policy in external and internal communication</b>	channels (emails, website, social media, announcements, press etc.).		
	➤ Relevant training for the use of the inclusive language guide.	Equality Committee	January 2022 – December 2023
	➤ Regular review of the guide by an expert	Equality Committee	Annually
	➤ Presentation & promotion of the CUT's Equality Plan through information days and newsletter.	Rector's Office & Gender-SMART	January 2022 – December 2022
	➤ When communicating with the University, e.g. campaigns, program promotion, etc. to: a) Use of inclusive standards and promotion of women in STEM disciplines b) Projection of men in the humanities always combined with intersectionality (age, race, minority, a/ability, socio-economic status) e.g. women in wheelchairs-mothers/students-from Kenya or Uganda.	Communication, Marketing and International Relations Services	January 2020 – December 2024
<b>1.4 Cultivating a culture of zero tolerance for sexist speech and creating support structures</b>	➤ Establishing and implementing a Code of Conduct for Professional Behavior.	Equality Committee, Human Resources Services (HRS) & Gender-SMART	January 2020 – December 2024
<b>1.5 Education and awareness on the importance of equality issues in higher education</b>	➤ Planning and implementation of a campaign on the issues of equality & inclusion & intersectionality (videos, posters, prizes).	Gender – SMART & Rector's Office	January 2022 - October 2022
	➤ Institutionalized training for academic and administrative staff on unconscious bias and discrimination.	HRS	Annually
	➤ Creation of network of Equality Ambassadors	HRS & Gender-SMART	January 2022 - October 2022

<b>1.6 Various enlightening events on issues of equality, diversity and inclusion</b>	➤ Organise Events and Awareness Campaigns for International Days (International Women's Day, International Women in Science Day)	Equality Committee	January 2020 – December 2024
<b>1.7 Certification for Athena Swan Award</b>	➤ Apply for certification for Athena Swan Award	Equality Committee & HRS	January 2023 – December 2024

## II. Development of equal support measures

**Goal 2:** Promote an inclusive organizational culture that eliminates unconscious discrimination and gender+ biases in all aspects of human resource management: recruitment, retention, career development and work-life balance.

Goal	Action	Implementing Body	Timeframe
<b>2.1 Analysis of recruitment processes and implementation of gender-sensitive practices</b>	➤ Adoption of gender-sensitive job descriptions & reference to the inclusive recruitment policy of CUT.	HRS & Τμήματα	January 2020 – December 2024
	➤ Ensuring transparency in recruitment and promotion processes.	HRS & Gender-SMART	January 2020 – December 2024
	➤ Recommendation for inclusion of diversity in all interview evaluation committees and equal representation of the sexes.	HRS & Equality Committee	January 2020 – December 2024
	➤ Establishment of a code of conduct for recruitment and promotions.	HRS & Gender-SMART	January 2020 – December 2024
<b>2.2 Analysis of career structures for all staff and implementation of gender-</b>	➤ Analyzing and monitoring staff career structures and understanding barriers preventing the promotion of underrepresented groups.	HRS & Gender-SMART	January 2020 – December 2024

<b>sensitive promotion processes</b>	➤ Reconfiguration of the evaluation system (performance evaluation system) based on gender and intersectionality.	HRS & Gender-SMART	January 2020 – December 2024
	➤ Promote existing mentoring programs to encourage underrepresented members to apply for jobs at a higher scale.	HRS	January 2020 – December 2024
	➤ Promote jobs across multiple channels and media to ensure a larger pool of candidates.	HRS	January 2020 – December 2024
<b>2.3 Improvement and strengthening of existing provisions and policies for work-life balance</b>	➤ Awareness campaign about existing home-office and flexible hours policies e.g. through social media, newsletters, etc.	HRS	January 2020 – December 2024
<b>2.4 Strengthening infrastructure for staff with caring responsibilities (children or other dependents)</b>	➤ Awareness campaigns addressed to the staff on existing paternity & maternity leaves.	HRS	January 2020 – December 2024
	➤ Establishment of sick leave days for the care of the children/partner/elderly parents of the academic and administrative staff.	HRS & Council/Senate	January 2020 – December 2024
	➤ Work permit to offer classes from home, for the care of children/partners/elderly parents of academic and administrative staff.	HRS & Council/Senate	January 2020 – December 2024
	➤ Counseling services for parents or parents-to-be on balancing work and family life.	HRS & Research Services	January 2020 – December 2024
	➤ Supporting employees for their smooth return to work after long-term leave (career breaks, maternity/paternity leave).	HRS & Research Services	January 2020 – December 2024
	➤ Creation of incentives for staff by providing lower tuition fees in nursery schools in the area of the University.	HRS & Council/Senate	January 2020 – December 2024
	➤ Development and implementation of the Breastfeeding Policy	HRS & Equality Committee	January 2020 – December 2024

<b>2.5. Raise awareness of gender equality among academic and administrative staff to address unconscious biases in recruitment and promotion.</b>	<ul style="list-style-type: none"> <li>➤ Establishment of annual training on unconscious biases in recruitment and promotion which will be offered to academic and administrative staff who take part in recruitment and promotion processes.</li> </ul>	HRS & Equality Committee	January 2020 – December 2024
<b>2.6. Strengthening the infrastructures for recruitment, retention and advancement of researchers</b>	<ul style="list-style-type: none"> <li>➤ Participation in the European Charter of the Researcher: Code of Ethics for the recruitment of Researchers.</li> </ul>	HRS & Research Services	January 2020 – December 2024

### III. Reshaping decision-making and governance

**Purpose 3:** Raise awareness of decision-making and governance bodies at CUT in order to influence and ensure inclusive internal processes.

Goal	Action	Implementing Body	Timeframe
<b>3.1 Create effective management practices and build an inclusive capacity of key decision-makers through targeted information that will create the conditions for aligning CUT's core activities with gender equality while promoting excellence – linking equality with excellence.</b>	➤ Analysis of decision-making processes to ensure that decisions take gender and interdisciplinarity into account, and that women and people from minorities have access to equal opportunities.	Council/Senate Committee & Rector's Office	January 2020 – December 2024
	➤ Increase understanding of barriers to advancing women to senior leadership positions.	Council/Senate Committee & Rector's Office	January 2020 – December 2024
	➤ Informing and training board members and top management on equality & intersectionality issues.		
	➤ Ensuring more women in the electorate - appointing senior officials according to the criteria, taking into account the gender balance.	Council/Senate Committee & Rector's Office	January 2020 – December 2024
	➤ Promote positions actively among women's networks or to potential female candidates in order to encourage them to apply.	Rector's Office & Equality Committee	January 2020 – December 2024
	➤ Institutionalized training for decision makers and top leadership on equality & intersectionality issues.	Συμβούλιο & Rector's Office	January 2020 – December 2024

<p><b>3.2 Inclusion of all measures that support and promote gender equality and intersectionality, in the organizational context, as a new Action strategy of the University, as an indication of the recognition that gender is a factor that contributes to scientific excellence, and quality of teaching and research.</b></p>	<p>➤ Incorporation of the principles "Diversity in decision-making &amp; Inclusive Participation" "Zero Tolerance of Sexism" and "Respect for Diversity" in the Strategic Planning of the University.</p>	<p>Rector's Office</p>	<p>January 2020 – December 2024</p>
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## IV. Mainstreaming Gender and Interdisciplinarity in Funding, Research and Teaching

**Goal 4:** Integrate gender and/or gender and intersectionality into the content of research and teaching to increase excellence, accessibility and inclusion participation in research and teaching.

Goal	Action	Implementing Body	Timeframe
<b>4.1 Awareness and knowledge development on the integration of gender &amp; intersectionality in research and teaching.</b>	➤ Provide guidance and training on mainstreaming gender and intersectionality in research and teaching content.	Academic Affairs & Student Welfare Services & Research Services	January 2020 – December 2024
	➤ Collaboration with departments and faculty members to improve the gender dimension and intersectionality in curricula and research.	Academic Affairs & Student Welfare Services & Research Services	January 2020 – December 2024
	➤ Creating a manual for inclusive teaching and research strategies & creating a diagnostic evaluation of curricula.	Gender-SMART & EUT+	January 2020 – December 2024
	➤ Institutionalized training for the practical application of the guidance, emphasizing on the responsibility of staff to ensure gender+ mainstreaming, accessibility and expanded participation in research and teaching.	Academic Affairs & Student Welfare Services	January 2020 – December 2024
	➤ Identifying courses with a significant gender imbalance (and other aspects of intersectionality, e.g. minorities) in the student population.	Academic Affairs & Student Welfare Services	January 2020 – December 2024

<b>4.2 Encouragement of equal participation in research</b>	➤ Include an inclusive statement in all calls for senior scientists and research associates, to encourage more women (and other underrepresented groups) to apply, e.g. "CUT encourages women to apply as specialist scientists and research associates".	HRS & Research Services	January 2020 – December 2024
	➤ Ensuring the formation of equivalent (in terms of gender and other aspects of intersectionality) and inclusive research groups.	Research & Innovation Senate Committee & Equality Committee	January 2020 – December 2024
<b>4.3 Integration of gender dimension in teaching</b>	➤ Introduction of the course "Gender, Intersectionality and Inclusion" as a vertical and compulsory course.	Vice-Rector for Academic Affairs & Academic Affairs & Student Welfare Services & Studies Senate Committee	January 2020 – December 2024
	➤ Introduction of intersectional equality issues in research methodology, at the level of undergraduate, postgraduate and doctoral studies.	Vice-Rector for Academic Affairs & Studies Senate Committee	January 2020 – December 2024
<b>4.4 Enhancing interdisciplinarity through partnerships with industry, community and civil society</b>	➤ Creation of a manual of good practices for inclusive partnerships with external stakeholders.	Rector's Office & Communication, Marketing and International Relations Services & Equality Committee	January 2020 – December 2024

## V. Sexual Harassment, Harassment and Bullying

**Purpose 5:** Prevent and fight sexual harassment, harassment, bullying, discrimination, unethical and unprofessional behavior, and unequal treatment with the aim of creating a workplace and educational institution with zero tolerance for all of the above.

Goal	Action	Implementing Body	Timeframe
<b>5.1 Establish and Implement a Code of Conduct for Preventing and Addressing Sexual Harassment and Harassment</b>	➤ Approval and implementation of the code of practice and protocol by top management	Equality Committee	January 2021 – December 2021
	➤ Regular renewal of the code based on the axis of intersectionality	Equality Committee	January 2022 – December 2024
	➤ Establishment of a Support Unit for victims of sexual harassment and harassment, staffed with experts to handle all of the following:	Equality Committee	January 2022 – December 2024
	➤ Improving the complaints process and creating a central digital recording system for both formal and informal complaints.	Equality Committee	January 2022 – December 2024
	➤ Recording anonymous complaints to protect the identity of victims and witnesses and to encourage people to report situations early.	Equality Committee	January 2022 – December 2024
	➤ Creation of a clear procedure for submitting complaints/complaints which will be communicated to staff and students.	Equality Committee	January 2022 – December 2024

	➤ Collection of feedback from people using the relevant service.	Equality Committee	January 2022 – December 2024
	➤ Creation of a communication network with expert bodies as a policy support (e.g. SPAVO, the Women's House).	Equality Committee	January 2022 – December 2024
<b>5.2 Awareness of existing harassment and bullying policies and procedures among staff and the student community</b>	➤ Providing specific and repeated training on sexual harassment and harassment to the relevant people who receive and handle complaints (senior officers, supervisors, department chairs, etc.).	Equality Committee	January 2022 – December 2024
	➤ Incorporation of informative training about CUT's harassment policy in all integration procedures (for students and new staff).	Equality Committee	January 2022 – December 2024