



Oles Honchar Dnipro National University (DNU)

GENDER EQUALITY POLICY for 2023-2025

The Gender Equality Policy of Oles Honchar Dnipro National University (hereinafter referred to as the DNU GEP) for 2023-2025 is based on the principles of equal opportunities and rights for all students and employees of the University regardless of gender, gender identity, age, nationality, social status, etc.

The DNU GEP is developed taking into account the main provisions of the Strategy for the Implementation of Gender Equality in Education until 2030, approved by the Cabinet of Ministers of Ukraine, the Council of Europe Decision "On the Protection of Human Rights and Fundamental Freedoms in Education" and EU directives.

1. Main provisions

The DNU GEP defines the basic principles, target groups, strategic goals and objectives for the implementation of state policy to ensure equal rights and opportunities for women and men in education.

The purpose of implementing the DNU GEP is to promote and guarantee gender balance both at the organisational level and in educational and research activities. The principles of gender equality are crucial both in the realisation of the mission of DNU and in building a just and sustainable future for the social, cultural and academic spheres, as well as for achieving the goals of sustainable development of Ukraine as a European state.

The DNU GEP defines strategic tasks and practical ways of their implementation over the next three years, which will contribute to increasing the efficiency of DNU in all main areas of activity: educational, research, international relations, educational, organisational, educational, sports, cultural, etc.

2. Fundamental principles

The main tasks of implementing the DNU GEP are:

2.1. Ensuring equal opportunities and rights for all students and university staff regardless of gender, gender identity, age, nationality, physical abilities, social status, etc.

2.2. Creating a safe and receptive learning and working environment that meets the needs of all students and staff.

2.3. Conducting information and educational work on gender equality among all participants in the educational process, research and other employees of the University.

2.4. Ensuring equal opportunities for women and men to access study programmes, research and other development opportunities at the University aimed at unlocking the potential of each individual.

2.5. Development of an inclusive culture and promotion of gender equality in the university environment to raise awareness of students, teachers and other employees about the importance of gender equality in the modern world.

2.6 Preventing any form of discrimination based on gender and promoting gender-equal relations in the university community.

2.7. Ensuring equal representation of women and men in the University governing bodies and in academic and administrative positions.

2.8. Creating mechanisms for monitoring and analysing statistical data on gender equality in the university environment to identify problematic issues and develop efficient solutions to address them and improve gender equality policy in the future.

2.10. Updating the main provisions of the DNU GEP in view of achieving the goals, and developing new ideas and social events.

3. Areas and directions of implementation and indicators of success

3.1. The GEP should be implemented in four principal areas of DNU's activity, which are essential for achieving strategic and sustainable changes in the University and society:

- corporate culture and work-life balance
- balanced gender representation in the governing bodies of the University, recruitment, and career development;
- integration of gender issues into scientific and educational content, and educational activities;
- combating sexual and gender-based harassment.

3.2. The indicators of successful implementation of the DNU GEP are:

- inclusion of gender equality goals in the planning and strategy of the University;
- annual surveys of students and employees with a satisfaction rating of at least 80% regarding the observance of gender equality in the workplace (harassment, discrimination, workplace culture, management styles) and publication of the results;
- use of the results of sociological survey data in the scientific understanding of gender issues;
- holding seminars and implementing training courses on gender equality, publishing methodological manuals on gender equality;
- introducing a family-oriented corporate culture and promoting work-life balance;
- more balanced gender representation in top management, recruitment, and promotion (with due regard to gender aspects and without prejudice);
- balanced gender representation at events organised by the DNU;
- annual analysis of the applicant pool by gender;
- holding annual information events on the International Day of Women and Girls in Science to attract a wider range of female students, postgraduate students and young professionals to research activities;
- promoting the success stories of female students and researchers of DNU to inspire and engage young people of the University in various academic and research activities through the official website, social networks and other media;
- Encouraging female students, scientists and researchers to engage in international mobility, promoting women in STEM scholarship programmes.

3.3 Prevention of sexual and gender-based harassment should be carried out through systematic and targeted work:

- teaching students and staff to recognise different forms of bias and learning strategies to combat sexual and gender-based harassment;
- working together to combat prejudice and stereotypes.

3.4. Indicators of success in preventing sexual and gender-based harassment are:

- providing students and staff with special training courses and materials on combating sexual and gender-based violence, gender inequality and unconscious gender bias;
- measuring effectiveness by how well staff address these issues;
- establishing reporting mechanisms that allow staff to report, document and take action on gender balance issues they identify.