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FOREWORD

1.1 European and National Context

In March 2025, the European Commission published the new "Roadmap for Women's Rights" and the "Principles for a Gender-Equal Society," aimed at supporting and promoting women's rights, also addressing new challenges in gender equality, such as technology-related biases, discrimination and violence, and identifying priority actions to strengthen gender equality and support equal participation of women in all sectors of society, in line with the European Union's strategic agenda 2024–2029. Among the guidelines indicated in the "Roadmap for Women's Rights" are:

- equal employment opportunities and adequate working conditions;
- promotion of pay equality and salary transparency;
- promotion of female leadership;
- work-life balance and care;
- equal access to education and research;
- fight against gender-based violence and harassment;
- inclusive and quality education.

In line with these objectives, the University of Camerino's GEP expresses its adherence to the values and principles contained in the Roadmap, recognizing that gender equality is an essential prerequisite for equity, quality and innovation within the university system; female empowerment and the balance between personal and professional life contribute to strengthening participation, representation and wellbeing of the entire academic community; the commitment against gender-based violence, discrimination and stereotypes constitutes a shared responsibility, both at personal and institutional levels. The GEP defines the University's strategy for gender equality and is in full continuity with the actions and objectives indicated in the University Strategic Plan (2024-2029).

These objectives align with the commitments made at the global level with the United Nations 2030Agenda for Sustainable Development, which places gender equality as a central objective (SDG 5). The Agenda emphasizes the urgency of eliminating all forms of discrimination against women and girls, promoting full participation at all decision-making levels in political, economic and public life. Gender equality, in addition to being a fundamental human right, has decisive value for building peaceful, prosperous and sustainable societies.

The Gender Equality Plan is therefore configured as an essential tool for implementing inclusive and sustainable policies that take into account diversity and social justice. It represents a concrete commitment towards cultural change that favors study and work environments based on a culture of respect, equity and that promotes the empowerment of all people, regardless of gender.

At the national level, the Gender Equality Plan is in continuity with the National Strategy for GenderEquality 2021–2026, which is inspired by the European Union's Gender Equality Strategy 2020–2025, and represents the framework that outlines actions to promote gender equality, diversity and inclusion.

The Plan is structured in five strategic axes: work, economic and income condition, skills, concerning the world of education and training, time, concerning extra-work commitment, and power, concerning leadership positions. These pillars guide public action towards creating a more just, equitable, sustainable, competitive and resilient system, capable of fully valuing the skills and potential of everyperson.

The GEP 2025–2027 of the University of Camerino is also based on the references already used in drafting the 2022–2024 plan, including:

- the UN 2030 Agenda
- the European Strategy for Gender Equality
- the Handbook for developing Gender Equality Plans in Italian Universities (2021), edited by the Working Group of the CRUI Commission on gender issues, which incorporates the indications of the European Commission
- the guidelines for promoting gender equality and data made available by the European Institute for Gender Equality (EIGE)
- the national regulatory framework on equal opportunities and non-discrimination.

These instruments have provided a solid methodological foundation for building a coherent path, based on data collection, context analysis and the definition of measurable and monitorable actions.

1.2 Local and University Context

The University of Camerino has already adopted a first GEP for the 2022-2024 triennium, in which significant actions were initiated to promote achieving gender balance, through the identification and determination of innovative strategies to favor cultural change and promote equal opportunities. The drafting of this three-year plan (GEP 2025-2027) stems from the desire to give continuity and strengthen the measures already undertaken, enhancing strengths and improving weaknesses. The University of Camerino places the Person at the center of its vision, which represents one of the areas around which the Strategic Plan (2024-2029) revolves, together with Value and Science, considered the fundamental guiding lines on which to build concrete actions, verifying their impact and measuring their effectiveness. Ensuring equal opportunities between men and women is one of the key objectives to support and strengthen the quality of research and training and, consequently, to promote cultural, social and economic development of the country, with specific attention to the territorial area of reference.

¹ In particular, among the 17 SDGs, the following objectives have been identified:

OBJECTIVE 4 - ensure that all children, young people and adults, especially the most marginalized and vulnerable, can access education and training appropriate to their needs and the context in which they live. Education contributes to creating a safer, more sustainable and interdependent world (Target 4.5: Eliminate gender disparities in education by 2030 and ensure equal access to all levels of education and vocational training for protected categories, including people with disabilities, indigenous populations and children in vulnerable situations.

OBJECTIVE 5 - achieve equal opportunities between women and men in economic development, the elimination of all forms of violence against women and girls (including the abolition of forced and early marriages) and equal rights at all levels of participation. (Target 5.1: End all forms of discrimination against women and girls everywhere; Target 5.5: Ensure full and effective female participation and equal opportunities for leadership at every decision-making level in political, economic and public life)

OBJECTIVE 8 – promote sustained, inclusive and sustainable economic growth, full employment and decent work for all. (Target 8.5: By 2030, achieve full and productive employment and decent work for women and men, including young people and persons with disabilities, and equal pay for work of equal value.)

OBJECTIVE 10 – reduce inequalities within and among countries through promoting social, economic and political inclusion of all citizens, and ensuring equal opportunities by eliminating discriminatory laws, policies and practices. (Target 10.2: By 2030, enhance and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic status or other; Target 10.3: Reduce inequalities in outcomes, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.)

OBJECTIVE 16 - achieve peaceful and inclusive societies. (Target 16.5: Substantially reduce corruption and abuse of power in all their forms)

The University is particularly attentive and committed to favoring the full participation of all people who make up the university community, to promoting a culture of respect and inclusion, to enhancing effective gender equality, to guaranteeing equal opportunities in educational paths and research. The University's constant commitment to favoring the full development of the person, promoting wellbeing in the study, research and work environment, has been concretized with the adoption of the Positive Action Plan (PAP), with three-year frequency, in 2019, with the adoption of the Plan forimplementing equal opportunity policies, in 2020, with the adoption of the Gender Balance Sheet, in 2020, with the adoption of the Gender Equality Plan, in 2022, with the adoption of the Guidelines for gender use in administrative language, in 2023, with the adoption of the Sustainability Plan - Route2030, in 2022, which enhances cross-cutting themes such as social inclusion and gender equality, and, finally, the Strategic Plan for Gender Equality, adopted in 2024. The University of Camerino obtained Gender Equality Certification on November 25, 2024, for thegender equality management system, judged compliant with the requirements of the referencepractice, Uni-Pdr 125:2022 ("Guidelines on the management system for gender equality that provides for the adoption of specific KPIs related to gender equality policies in organizations").

This objective represents for Unicam the driver to give ever more concreteness to actions aimed at promoting equal opportunities and gender equality, thanks to the adoption of a model of self-evaluation and continuous monitoring. The GEP integrates with the University's Gender Balance Sheet, with the PIAO, with the Code of Ethics, with the Strategic Plan for Gender Equality, with the Three-yearPositive Action Plan, with the Sustainability Plan, with the Human Resources Strategy for Researchers2025-2027 and with the University Strategic Plan (2024-2029).

This document is the result of collective and participatory reflection, which involved the SingleGuarantee Committee, university governance, administrative structures and the GEP Team, coordinated by the Pro-Rector with Responsibility for person, wellbeing and opportunities, assisted by the Gender Equality Delegate.

It is, finally, an indispensable tool also for participation in European funding programs, such as HorizonEurope, which require the adoption of a GEP as an access requirement. This element underlines how the promotion of gender equality has become a structural condition for excellence and internationalization of European universities.

INTRODUCTION

The Gender Equality Plan (GEP) of the University of Camerino is a three-year document that identifies the University's strategy to enhance the full participation of all community components, favor a culture of respect, inclusion, gender equality, from a perspective of organizational wellbeing that recognizes the value and centrality of the person. The Gender Equality Plan (GEP) of the University of Camerino was developed through a careful process of analysis of existing documentation and data, arising from a set of initiatives consistent with the University Strategic Plan 2023-2029 and implemented by the institution within the framework of policies aimed at combating gender inequalities:

- Equal opportunities plan² adopted by Academic Senate and Board of Directors in their respective sessions of September 25, 2019
- Gender Balance Sheet³ adopted by Academic Senate and Board of Directors in their respective sessions of October 26, 2020
- Three-year positive action plan, 2022-2024 adopted by academic bodies in the session of December 20, 2022
- Strategic plan for Gender Equality⁵ approved by Unicam Academic Senate and Board of Directors in the joint session of October 10, 2024

As well as within the process of progressive adherence to the principles of the European Charter of Researchers and the Code of Conduct for their recruitment, a process in which UNICAM has participated since 2005, obtaining EU accreditation in 2010 together, at that time, with a very limited number of other Italian Universities.⁶ The UNICAM GEP is therefore a document that integrates with other University documents, seeking to intercept the specificities of the local context and respond to them through the most appropriate and suitable methods for the context itself.

The actions identified and scheduled in it derive from analyses and investigations already activated for the overall development of policies that include the Rector, Pro-Rectors and in particular the Pro-Rector with Responsibility for Person, Wellbeing and Opportunities, the Rector's Delegate for GenderEquality, the General Direction, the CUG. The Gender Equality Plan 2025-2027 of the University of Camerino is structured in five fundamental thematic areas, indicated by the European Commission as minimum intervention areas for developing an effective GEP. Each area corresponds to specific strategic objectives and an articulated set of actions that aim to combat gender inequalities, promote a culture of equity and favor equal participation of all components, academic, administrative and student.

² https://www.unicam.it/sites/default/files/documenti/Piano per le pari opportunita di carriera.pdf ³ https://www.unicam.it/sites/default/files/documenti-pag/2020/BILANCIO DI GENERE_UNICAM %281%29.pdf

https://www.unicam.it/sites/default/files/documenti-pag/2023/PAP_UNICAM_CUG_2022-2024.pdf

⁵ https://www.unicam.it/ateneo/statuto-e-documenti-strategici/piano-strategico-parita-di-genere

⁶https://sites.google.com/unicam.it/hrs4runicam/home-page

The general structure of the document can therefore be summarized as follows:

THEMATIC AREA 1

Work-life balance and organizational culture

THEMATIC AREA 2

Gender balance in leadership positions and decision-making bodies

THEMATIC AREA 3

Gender equality in recruitment and career progression

THEMATIC AREA 4

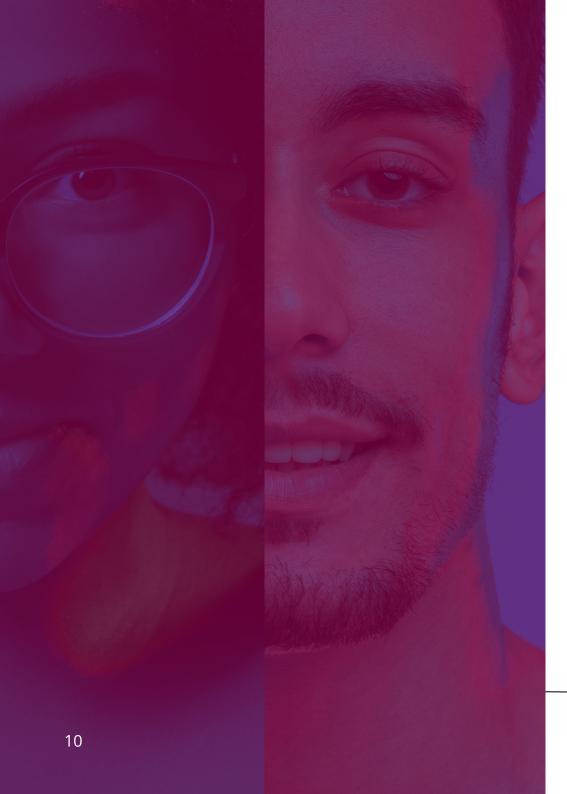
Integration of the gender dimension in research, teaching programs and training

THEMATIC AREA 5

Combating gender-based violence, including sexual harassment

The GEP was conceived at UNICAM as a plan aimed at:

- conducting impact assessments/audits of procedures and practices to identify gender bias;
- identifying and implementing innovative strategies aimed at correcting gender bias;
- defining objectives and progress monitoring processes through indicators.



WORKING GROUP FOR GEP PREPARATION

The drafting of the GEP (which contains specific measures formulated based on the needs and context analysis of the University, conducted from late January 2025 to May 2025) and the identified actions were set up and proposed to the governing bodies by the Pro-Rector with Responsibility for "Person, wellbeing and opportunities" and the Gender Equality Delegate, in collaboration with the head and staff of the Communication and Public Engagement Area, the head of the Planning, Teaching andQuality Systems Area and with the GEP Team.

DOCUMENT ADOPTION AND PUBLICATION PROCESS

The UNICAM GEP is a public document approved in the respective sessions of the following Academic Bodies:

- Board of Directors June 25, 2025
- Academic Senate June 25, 2025

Following acquisition of favorable opinions from:

- Assembly of representatives June 25, 2025
- Single Guarantee Committee (CUG) June 24, 2025

The GEP is published on the UNICAM website in the Strategic Documents, Policies and Guidelines⁸ section in compliance with data protection regulations (GDPR).

DEDICATED HUMAN AND FINANCIAL RESOURCES

In each of the actions included in the GEP, reference to specific resources dedicated by the University, human and/or financial, has been indicated. Regarding financial resources to be dedicated to innovative actions, a specific project has been set up in the University budget, while for actions that provide for an increase in commitment or a different direction of actions already undertaken by the University in the previous GEP, the resources committed are deducible from the budgets of the reference structures for the actions themselves.

DATA COLLECTION AND MONITORING

The first edition of the UNICAM GEP benefited from the internal and external context analyses contained in the Equal Opportunities Plan and the Gender Balance Sheet approved in 2020, which meet the characteristics necessary for this type of document being:

- disaggregated by gender and relating to both the student population and teaching, research and technical administrative staff
- made available on the University website with the publication of the Gender Balance Sheet
- useful for defining objectives and for monitoring and evaluating the progress of actions provided in the GEP

For this second edition, based on data collection, it was deemed appropriate to organize individual actions into systematic sheets, with related identification of the responsible area, indication of the political oversight and reference to the strategic plan sections, also in order to facilitate subsequent systematic and accurate monitoring of the activities implemented.

Data collection and monitoring can also count, in addition to periodic context analyses from a genderperspective, which are provided within the action coordinated by the Pro-Rectorate for person, wellbeing and opportunities, also on the following UNICAM documents:

- monitoring of results related to University Strategic Plan objectives
- periodic monitoring of Human Resources Strategy for Research results
- annual forecast and final budgets
- annual performance report
- annual CUG report
- annual Evaluation Unit report

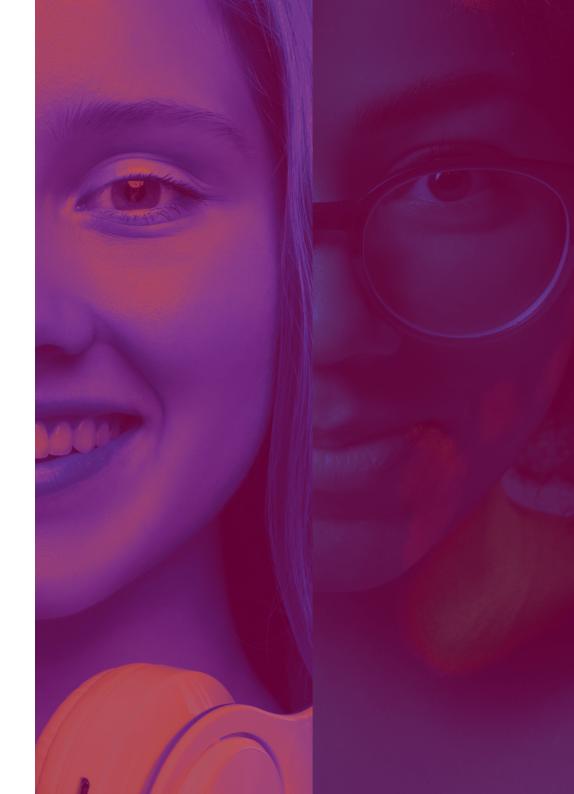
The monitoring of the 18 actions planned within the Gender Equality Plan of the University of Camerino for the 2022–2024 triennium shows a good level of progress. The average percentage of action realization (and objective achievement) stands at 72.8%, confirming a concrete and continuous commitment of the University in promoting gender equality and implementing the measures provided by the plan.

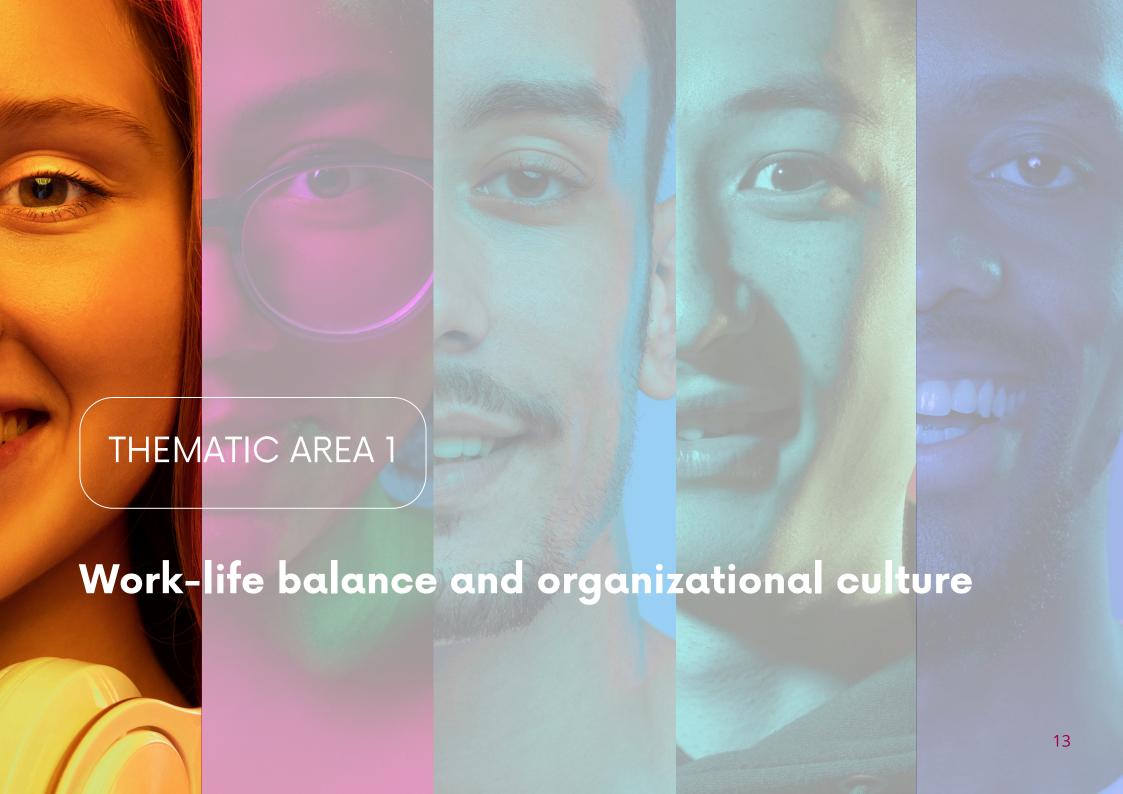
For the future, it is considered important to improve the monitoring system, providing for ongoing control of action implementation, so as to be able to intervene promptly should some initiatives show delays or critical issues in realization. It is also necessary to equip oneself with more precise and structured tools for measuring target achievement, both in quantitative and qualitative terms, in order to evaluate with greater accuracy the effective impacts and effects of actions carried out on theacademic and organizational context.

IDENTIFIED ACTION SHEETS

The scheme of actions identified in the subsequent sections of the document by UNICAM, structured for each thematic area indicated by the EU, specifies for each strategic action provided within the GEP the contents expressly required by the European Commission:

- Objectives
- Actions, Sub-Actions
- Direct Target
- Indirect Target
- Institutional Responsible
- Operational Responsible Human Resources
- Logistical Resources
- Financial Resources
- Output
- Outcome
- Timeline
- Evaluation Indicators
- Strategic Plan reference indicators





MONITORING THE EFFECTIVE IMPLEMENTATION OF GUIDELINES FOR GENDER USE IN ADMINISTRATIVE LANGUAGE IN PAPER DOCUMENTS, DIGITAL DOCUMENTS AND UNIVERSITY FORMS

ACTIONS

SUB-ACTIONS

DIRECT TARGET

INDIRECT TARGET

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE - HUMAN RESOURCES

FINANCIAL RESOURCES

OUTPUT

OUTCOME

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE INDICATORS

TIMING

- Progressive revision of forms, documents, calls and regulations, bringing them into line with the indications contained in the guidelines adopted for gender use in administrative language.
- Reactivate and, if appropriate, integrate the task force dedicated to reviewing documents and forms used at Unicam, in consistency with the guidelines for gender use in administrative language.
- 1 Teaching and research staff Technical administrative staff Students
- 1 Stakeholders Territorial communities Entities and institutions
- Pro-Rector for person, wellbeing and opportunities Gender Equality Delegate
- All University areas
- O Area budgets
- Updated paper and online documents and forms
- \bigcirc University community that uses updated and correct forms from a gender language perspective

1100% of modules regarding:

- Teaching contracts
- Institutional body communications



P3.1b: Implementation of awareness and training programs regarding current cultural dynamics and inclusion

BY

USE OF CORRECT LANGUAGE FROM A GENDER PERSPECTIVE IN BOTH INTERNAL ANDEXTERNAL UNIVERSITY COMMUNICATION

Continuation of action already present in previous GEP 2022-2024

ACTIONS

SUB-ACTIONS

DIRECT TARGET

INDIRECT TARGET

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE - HUMAN RESOURCES

FINANCIAL RESOURCES

OUTPUT

OUTCOME

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE INDICATORS

IMING

- Training and awareness actions to contrast stereotypes and prejudices
- Carry out two training activities per year on the use of inclusive language
- 1 Teaching and research staff Technical administrative staff Students
- Stakeholders Territorial communities Entities and institutions
- Pro-Rector for person, wellbeing and opportunities Gender Equality Delegate
- Communication and Public Engagement Area
 - People, Organization and Development Area
- University Budget Specific Chapter among those dedicated to training
- Course delivery
- University community members more aware and increasing language appropriatenessand correctness
- -Course delivery date
 - -Participant percentage (at least 50% compared to potential among teaching and research staff and technical administrative staff, and 10% of students)



P3.1b: Implementation of awareness and training programs regarding current cultural dynamics and inclusion

BY

DEVELOPING A MONITORING SYSTEM FOR ACTIONS INDICATED IN THE GEP

SUB-ACTIONS

INDIRECT TARGET

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE -HUMAN RESOURCES

FINANCIAL RESOURCES

OUTPUT

OUTCOME

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE

- a. Introduction of monitoring tools for verifying actions regarding gender equality in various areas
- b. Drafting and publication of the University's Gender Balance Sheet
- c. Evaluation of introducing a GEP reference figure in each University School
- Creation of an online monitoring tool through building a dashboard useful for giving visibility to the implementation of actions indicated in the GEP
- National Teaching and research staff Technical administrative staff
- Students
- Pro-Rector for person, wellbeing and opportunities Gender Equality Delegate
- Infrastructure and IT Systems Area
 - Communication and Public Engagement Area
 Planning, Teaching and Quality Systems Area
- Budget Infrastructure, IT services and digital administration area
- Monitoring sheet available for University monitoring managers
- Tool available to central and peripheral University governance to increase gender perspective in organizational culture
- 1 Tool activation date



P3.1a: Enhancement of services for diversity, equity,inclusion and psychological wellbeing

PROMOTE ORGANIZATIONAL WELLBEING AND ENHANCE AN INCLUSIVE WORK ENVIRONMENT

ACTIONS

SUB-ACTIONS

DIRECT TARGET

INDIRECT TARGET

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE - HUMAN RESOURCES

FINANCIAL RESOURCES

OUTPUT

OUTCOME

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE INDICATORS

TIMING

Continuation of organizational wellbeing promotion actions through organizing trainingactivities and survey administration also on prevention and contrast of discrimination

- **a.** Re-evaluation and expansion of the Organizational Wellbeing questionnaire with addition of a specific section on gender issues and measures for preventing and contrasting gender-based violence or harassment
- **b.** Extension of administration to all components
- c. Constitution of working group for analysis of organizational wellbeing results at Unicam
- d. Implementation of specific training activity on the theme of enhancing relationships and teamwork, on promoting gender culture, equal opportunities and female leadership
- 1 Teaching and research staff Technical administrative staff
- 1 Students Stakeholders Territorial communities
- Pro-Rector for person, wellbeing and opportunities Gender Equality Delegate
 - Planning, Teaching and Quality Systems Area
 - Communication and Public Engagement Area
 - People, Organization and Development Area
 - Security, Logistics and Heritage Office
- 1 Ad hoc budget

In-depth analysis of survey results and emerging needs Completion of scheduled activities Implementation of training activities

- Maintenance and/or increase of sense of belonging, team spirit, awareness andleadership, also for the benefit of a work climate favorable to equal opportunities
- -Working group constitution date
- -Number of activities carried out compared to those scheduled
- -Participant satisfaction degree



P3.1a: Enhancement of services for diversity, equity,inclusion and psychological wellbeing

B,

SUPPORT FOR WORK-LIFE BALANCE AND SUPPORT FOR PARENTHOOD AND CARE WORK

INDIRECT TARGET

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE -HUMAN RESOURCES

FINANCIAL RESOURCES

OUTPUT

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE

- Process evaluation
- Possible introduction, in the teacher monitoring sheet, of criteria that take into account maternity/paternity leave periods and other leave or leave periods, provided by current laws
- Teaching and research staff
- Stakeholders Territorial communities
- Pro-Rector for person, wellbeing and opportunities GenderEquality Delegate Pro-Rector for research Delegate for monitoring and evaluation of processes
- Planning, Teaching and Quality Systems AreaPeople, Organization and Development Area
- O not require financial resources
- 1 Modification of monitoring sheet evaluation criteria
- Obtain more equitable evaluation, establishing a true culture of gender balance
- Date of approval of modifications by competent Bodies



P3.1a: Enhancement of services for diversity, equity, inclusion and psychological wellbeing

IMPROVE ORGANIZATIONAL AND WORK WELLBEING

SUB-ACTIONS

INDIRECT TARGET

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE -HUMAN RESOURCES

FINANCIAL RESOURCES

OUTPUT

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE

- Adoption of a Wellbeing Code to promote healthy lifestyles and prevent potential health risk factors, also related to gender
- Health promotion campaign and healthy lifestyles and informational and training activities
- 1 Teaching and research staff Technical administrative staff Students Governance
- Teaching and research staff Technical administrative staff Students Governance
- Pro-Rector for Person, wellbeing and opportunities Gender Equality Delegate Delegate for Physical wellbeing, sport
 - Student Services Area
 - Communication and Public Engagement Area
 - People, Organization and Development Area
 - General Affairs Area
 - Security, logistics and heritage office
- Budget dedicated to training
- Adopted Wellbeing Code
- 1 Improvement of organizational and work wellbeing of university community
- -% questionnaire completion -Staff satisfaction



P3.1a: Enhancement of services for diversity, equity, inclusion and psychological wellbeing

SUPPORT BALANCE BETWEEN WORK AND PARENTHOOD AND/OR CARE ACTIVITIES

Promotion of an information campaign aimed at raising awareness about parental and paternity leave and other instruments provided by law [] Teaching and research staff - Technical administrative staff ∩ All staff **INDIRECT TARGET** Pro-Rector for person, wellbeing and opportunities - Gender Equality Delegate - CUG **INSTITUTIONAL RESPONSIBLE** People, Organization and Development AreaCommunication and Public Engagement Area **OPERATIONAL RESPONSIBLE -HUMAN RESOURCES** No additional resources needed **FINANCIAL RESOURCES** 1 Information campaign carried out OUTPUT Awareness and training for staff -Number of participants **EVALUATION INDICATORS** -Evaluation questionnaire regarding satisfaction degree STRATEGIC PLAN REFERENCE P3.1a: Enhancement of services for diversity, equity,inclusion and psychological wellbeing

2027

AWARENESS FOR USE OF INCLUSIVE AND GENDER-RESPECTFUL LANGUAGE

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE -HUMAN RESOURCES

FINANCIAL RESOURCES

OUTPUT

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE

- Mandatory training on gender language and management of situations that may determine risk factors for area heads and school directors, as well as technical administrative staff
- Monitoring by action recipients (direct target) of compliance in documents and communication of inclusive and genderrespectful language
- Area managers Office managers School Directors
- All staff
- ∩ Pro-Rector for person, wellbeing and opportunities Gender Equality Delegate
- Communication and Public Engagement Area
 Personnel, Organization and Development Area
 Security, logistics and heritage office
- Training budget
- At least 2 annual courses
- 1 Use of inclusive and gender-respectful language
- -% participation -Learning degree



P3.1b: Implementation of awareness and training programs regarding current cultural dynamics and inclusion

2025

SURVEY ON STAFF NEEDS (WITH MINOR CHILDREN) AND ADOPTION OF CONSEQUENT ORGANIZATIONAL MEASURES TO SUPPORT STAFF IN TERMS OF WORK-LIFE BALANCE

ACTIONS

SUB-ACTIONS

DIRECT TARGET

INDIRECT TARGET

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE - HUMAN RESOURCES

FINANCIAL RESOURCES

OUTPUT

OUTCOME

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE INDICATORS

TIMING

- Adoption of a survey on staff needs for work-life balance in the summer period
- Organization of activities, in the summer period, also promoting agreements with CUS and other territorial associations, with the possibility of promoting the organization of thematic"summer camps"
- 1 Teaching and research staff Technical administrative staff
- Territorial and social community
- n Pro-Rector for person, wellbeing and opportunities Gender Equality Delegate Delegate for Physical wellbeing, sport
- People, organization and development area
- Planning, teaching and quality systems area
- No additional resources needed
- ① Process evaluation and improvement
- ∩ -Better work-life balance
- -Degree of questionnaire participation -Survey results



P3.1a: Enhancement of services for diversity, equity, inclusion and psychological wellbeing





FAVOR PRESENTATION OF CANDIDACIES FOR PROMOTIONS, RECOGNITION AND RESPONSIBILITY POSITIONS BY UNDERREPRESENTED CATEGORIES

ACTIONS

SUB-ACTIONS

DIRECT TARGET

INDIRECT TARGET

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE - HUMAN RESOURCES

FINANCIAL RESOURCES

OUTPUT

OUTCOME

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE INDICATORS

TIMING

Promotion of female leadership and identification of tools and initiatives useful to favor women's candidacy for top positions, respecting required competencies

- **a.** Implementation of a structured mentoring program (mentor-mentee) to favor improvement of female empowerment, with the objective of orienting and supporting mentees' professional choices
- **b.** Organization of training activity to promote widespread culture of female leadership and favor inclusive organizational and research models, with involvement of institutional and private actors
- O School Directors Teaching and research staff Area managers Technical administrative staff
- Territorial communities Civil society

Rector - Pro-Rector for person, wellbeing and opportunities -Gender Equality Delegate - CUG - Delegate for Implementation of University policies for the European Research Area - Human Resources Strategy for Researchers Group (HRS4R) - Pro-Rector for teaching - SAS Director

- People, Organization and Development Area
- Communication and Public Engagement Area
- O Do not require financial resources
-) Greater community awareness on effectiveness in terms of promoting inclusive organizational models
- O Collection and dissemination of data on female presence in top positions and decision-making processes
- -Guidelines
- -Support system for candidacies approved by competent Bodies



P3.2a: Implementation of programs for wellbeing and health

BY

MONITORING THE COMPOSITION OF DECISION-MAKING BODIES AND LEADERSHIP POSITIONS

ACTIONS	a. Introduction of Gender Balance check-list b. Analysis of data to verify trends regarding composition of decision-making bodies and leadership positions
SUB-ACTIONS	() Publication of data in Gender Balance Sheet
DIRECT TARGET	O Underrepresented components of teaching, research and technical administrative staff
INDIRECT TARGET	① Territorial communities - Civil society
INSTITUTIONAL RESPONSIBLE	() Rector - Pro-Rector for person, wellbeing and opportunities - Gender Equality Delegate - CUG
OPERATIONAL RESPONSIBLE - HUMAN RESOURCES	 General Direction People, Organization and Development Area Planning, Teaching and Quality Systems Area
FINANCIAL RESOURCES	① Do not require financial resources
OUTPUT	Official approved checklist -Monitoring and analysis
ОИТСОМЕ	() Achievement of gender balance in University collegial bodies
EVALUATION INDICATORS	① Modifications to governance documents and regulations approved by competent Bodies

TIMING

STRATEGIC PLAN REFERENCE

2027

2025

P3.1b: Implementation of awareness and training programs regarding current cultural dynamics and inclusion

INDICATORS

SUPPORT FOR FEMALE LEADERSHIP TO PROMOTE GENDER BALANCE IN LEADERSHIP POSITIONS AND DECISION-MAKING BODIES

a. Implementation of empowerment and coaching training course to promote greater female participation and leadership b. Training for personnel in leadership positions to promote acquisition of skills such as clear communication, teamwork, **ACTIONS** and healthy conflict management **SUB-ACTIONS** Design of training activities with support of University psychological counseling and wellbeing service Teaching and research staff - School Directors - Technical administrative staff - Area managers **DIRECT TARGET** Governance bodies **INDIRECT TARGET** Pro-Rector for person, wellbeing and opportunities - Gender Equality Delegate **INSTITUTIONAL RESPONSIBLE OPERATIONAL RESPONSIBLE -** General Direction Psychological wellbeing and counseling serviceCommunication and Public Engagement Area **HUMAN RESOURCES** Financed project **FINANCIAL RESOURCES** One training activity for each scheduled action OUTPUT Increase in gender balance in leadership positions and decision-making bodies OUTCOME -% bodies with balanced composition **EVALUATION INDICATORS** -Number of female candidacies in leadership positions and decision-making bodies

TIMING

STRATEGIC PLAN REFERENCE

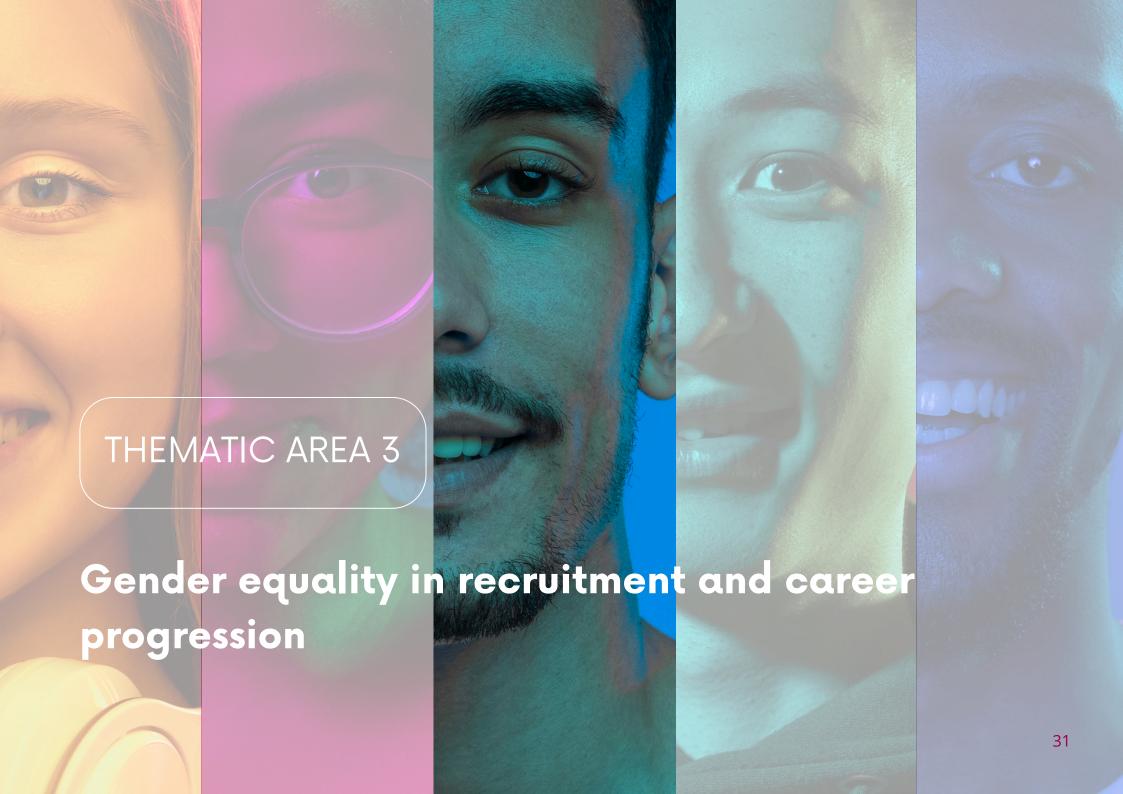
INDICATORS

2027

2025

P3.1a: Enhancement of services for diversity, equity, inclusion and psychological wellbeing







STRATEGIC PLAN REFERENCE

INDICATORS

MONITORING COMPLIANCE WITH THE LEGAL OBLIGATION TO GUARANTEE GENDER BALANCE IN THE COMPOSITION OF COMPETITION PROCEDURES

Monitoring and acquisition of data regarding composition of competition committees that take into account **ACTIONS** gender balance Gender monitoring of competition committees, with specific reference to gender balance between female and male **SUB-ACTIONS** commissioners Teaching and research staff **DIRECT TARGET** Potential recruitment candidates **INDIRECT TARGET INSTITUTIONAL RESPONSIBLE** Rector - Pro-Rector for person, wellbeing and opportunities -Gender Equality Delegate - Pro-Rector for Research - SAS Director General Direction **OPERATIONAL RESPONSIBLE -** CUG **HUMAN RESOURCES** • People, Organization and Development Area Do not require additional resources **LOGISTICAL RESOURCES** Do not require financial resources **FINANCIAL RESOURCES** -Compliance with regulations introducing the principle of representation of both genders in examining committees **OUTPUT** -Monitoring and analysis of data with specific reference to representation of both genders in examining committees Increase in committees where both genders are represented, particularly in sectors characterized by high imbalances **OUTCOME** Data on gender balance in competition committees **EVALUATION INDICATORS**

TIMING 2025 2027

P3.1: Enhancement of support services and wellbeing promotion programs

INCENTIVIZING GENDER BALANCE IN RESEARCH GROUPS AND SCIENTIFIC ACTIVITIES

ACTIONS

SUB-ACTIONS

DIRECT TARGET

INDIRECT TARGET

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE - HUMAN RESOURCES

LOGISTICAL RESOURCES

FINANCIAL RESOURCES

OUTPUT

OUTCOME

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE INDICATORS

a.Promote greater Gender equality in Research through training activities that favor a diversified career path and development, as a measure to overcome the gender gap, with particular attention to the post-doctoral phase delle carriere diversificato, come misura per superare il gender gap, con particolare attenzione alla fase post-dottorato

- b. Provide monitoring of female participation in research activities and working groups
- c. Monitor compliance with Guidelines for gender balance in conferences, seminars and all University events
- a. Coordination with the CoARA Action Plan (Coalition for Advancing ResearchAssessment) 2024–2027 Unicam and implementation of actions indicated in the Plan
- **b.** Enhancement of female figures who have made a significant impact in the research world and/or realization of an interview, with the aim
- of promoting greater female participation and research in S.T.E.M. sectors
 Teaching and research staff Technical administrative staff
- Potential recruitment candidates Teaching and research staff Technical administrative staff
- Rector Pro-Rector for person, wellbeing and opportunities Gender Equality Delegate Pro-Rector for research and technology transfer Delegate for Implementation of University policies for the European Research Area Delegate for orientation
- Communication and Public Engagement Area
- Research and technology transfer area
- Do not require additional resources
- Budget dedicated to research initiatives
- Monitoring
- $\ensuremath{\big|}$ Funding by the University to research groups balanced in terms of gender
- ${f 0}$ Calls published maintaining premium evaluation for balanced groups



\$1.2b: Introduction of research activity monitoring tools

REDUCTION OF HORIZONTAL SEGREGATION AND GENDER ASYMMETRIES

ACTIONS

SUB-ACTIONS

DIRECT TARGET

INDIRECT TARGET

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE - HUMAN RESOURCES

LOGISTICAL RESOURCES

FINANCIAL RESOURCES

OUTPUT

OUTCOME

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE INDICATORS

a. Develop support meetings on career opportunities for young female researchers in collaboration with the research area
 b. Development of a mentoring program for empowerment processes for doctoral students, research fellows and researchers, and reverse mentoring for senior researchers, with particular attention to sectors with greater gender disparity

Organization of an annual meeting or event, with expert involvement, to receive support in planning one's career within and beyond academia

1 Students, doctoral candidates, research fellows and researchers

Scientific community

Pro-Rector for person, wellbeing and opportunities - Gender Equality Delegate - Pro-Rector for Research and technology transfer - Delegate for Implementation of University policies for the European Research Area - Gruppo Strategia Risorse Umane per i Ricercatori(HRS4R) - Director of School of Advanced Studies

Communication and Public Engagement Area

Research and technology transfer area

Do not require additional resources

) Budget dedicated by responsible Areas

Meeting implementation

1 University community members more aware and informed on the topics of the courses

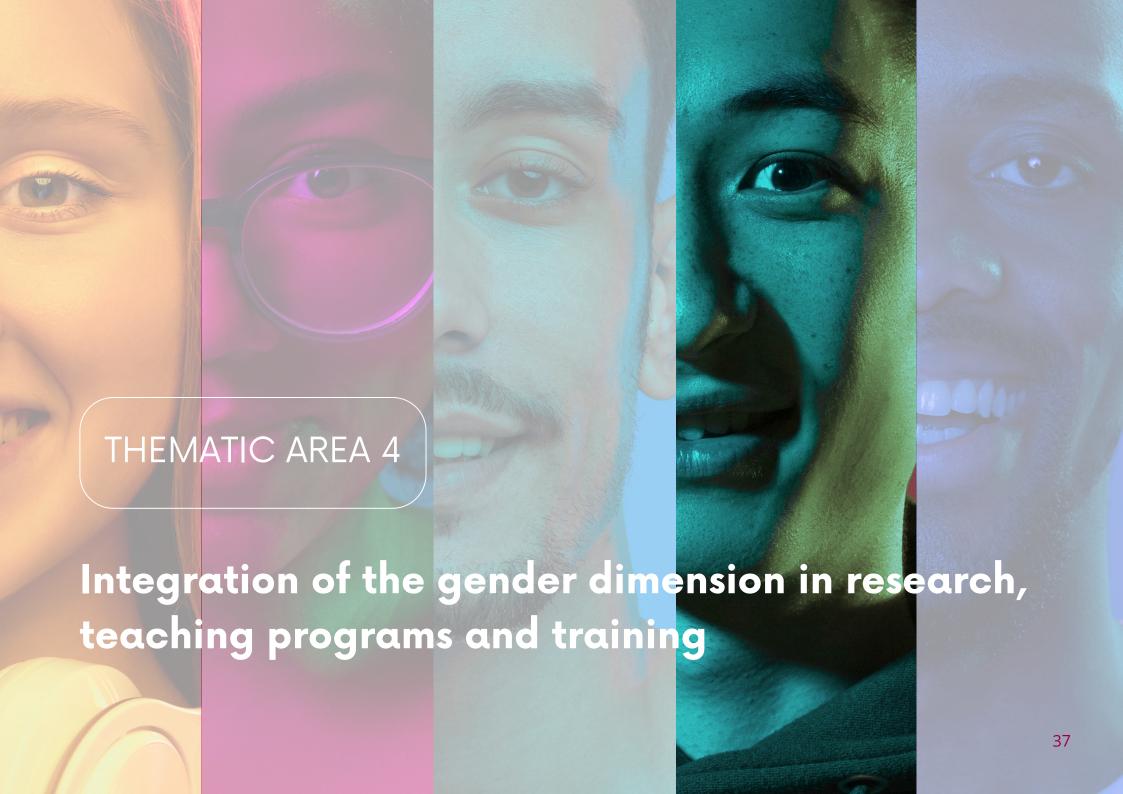
-Number of meetings held

-Number of participants



V2.3c: Organization of science communication training activities





OBJECTIVE 4.1_a

INTEGRATION OF THE GENDER DIMENSION IN TEACHING CONTENT

ACTIONS	() a. Inclusion in the Unicam educational offer of training activities on equal opportunities and gender equality themes
SUB-ACTIONS	Activation of training packages on equal opportunities themes as an offer of transversal skills for enriching students' study path
DIRECT TARGET	() Students
INDIRECT TARGET	() Stakeholders - Territorial communities - Society
INSTITUTIONAL RESPONSIBLE	Rector - Pro-Rector for person, wellbeing and opportunities - Pro-Rector for Teaching, orientation and training - Gender Equality Delegate
OPERATIONAL RESPONSIBLE - HUMAN RESOURCES	 Communication and Public Engagement Area Degree Program Managers Teaching management
LOGISTICAL RESOURCES	() Do not require additional resources
FINANCIAL RESOURCES	() Specific "financed project" inclusion in Communication and Public Engagement Area budget
OUTPUT	Design of training activities on equal opportunities and gender balance themes
ОИТСОМЕ	() UNICAM educational offer integrated with training activities on equal opportunities and gender balance themes
EVALUATION INDICATORS	Data activation of: -Transversal activity package -Educational offer integration
STRATEGIC PLAN REFERENCE	P1.2b: Promotion of innovative teaching methods

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INDICATORS

OBJECTIVE 4.1b

CONTRASTING HORIZONTAL SEGREGATION AND INCREASING FEMALE PRESENCE IN STEM AREAS

b. promote orientation projects in schools aimed at contrasting gender stereotypes on science and technology, also **ACTIONS** using videos produced by Unicam students a. Implementation of an orientation and awareness path on gender gap themes, to implement concrete awareness and contrast actions to gender stereotypes aimed at primary and secondary schools; **SUB-ACTIONS** b. Promote greater continuity between different educational levels by promoting an event and/or activity that involves, in planning, University and School c. Collaboration with regionalgeneral directorates USR Primary and secondary school students **DIRECT TARGET** Scientific community - Society **INDIRECT TARGET** Pro-Rector for person, wellbeing and opportunities - Pro-Rector for Teaching, orientation and training - Gender Equality **INSTITUTIONAL RESPONSIBLE** Delegate - Orientation delegate **OPERATIONAL RESPONSIBLE -**• Communication and Public Engagement Area **HUMAN RESOURCES** • Student Services Area Do not require additional resources LOGISTICAL RESOURCES **FINANCIAL RESOURCES** Student Services Area budget **OUTPUT** Meeting implementation 1 Students who overcome gender stereotypes and enroll without conditioning **OUTCOME** -Number of meetings held **EVALUATION INDICATORS** -Number of participants STRATEGIC PLAN REFERENCE P1: Updating and innovation of training paths **INDICATORS**

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INTEGRATE THE GENDER DIMENSION IN TEACHING

ACTIONS	Propose activation of thematic modules aimed at acquiring transversal skills on gender equality themes and suggest recognition as free activity for each CdS
SUB-ACTIONS	a. Development and dissemination of courses, course modules, laboratories and seminars, dedicated to the gender dimension and inclusion as transversal courses, also with OpenBadge recognition b. Activation of modules aimed at acquiring transversal skills
DIRECT TARGET	() Students
INDIRECT TARGET	() Teaching and research staff - Degree program coordinators
INSTITUTIONAL RESPONSIBLE	Gender Equality Delegate - Pro-Rector for Teaching
OPERATIONAL RESPONSIBLE - HUMAN RESOURCES	 Planning, teaching and quality systems area Communication and Public Engagement Area
LOGISTICAL RESOURCES	() Do not require additional resources
FINANCIAL RESOURCES	() Existing budget
OUTPUT	() Activated modules
OUTCOME	Increase in transversal skills acquired on Gender Equality themes
EVALUATION INDICATORS	-Number of activated modules -% coverage in degree programs
STRATEGIC PLAN REFERENCE INDICATORS	P1.2b: Promotion of innovative teaching methods P2: Integration of Research, Teaching and Professional Development V2.3b: Promotion of public debate and diversity of thought

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OBJECTIVE 4.3a

INCREASE GENDER BALANCE IN RESEARCH GROUPS

ACTIONS	a. Promote and support participation of Unicam research groups in competitive calls with projects on "equal opportunities" and "gender equality" themes, paying attention to the gender dimension in research. Continuation of action already adopted in previous GEP
SUB-ACTIONS	Carry out annual monitoring on gender composition of University research groups participating in research projects funded both nationally and within the European framework program(PI and research group composition)
DIRECT TARGET	() Unicam researchers
INDIRECT TARGET	() Stakeholders - Territorial communities - Civil society
INSTITUTIONAL RESPONSIBLE	Rector - Pro-Rector for person, wellbeing and opportunities - Pro-Rector for Teaching, orientation and training - Gender Equality Delegate - Delegate for Implementation of University policies for the European Research Area
OPERATIONAL RESPONSIBLE - HUMAN RESOURCES	() Research and technology transfer area
LOGISTICAL RESOURCES	① Do not require additional resources
FINANCIAL RESOURCES	O Specific "financed project" inclusion in research, technology transfer and Project management budget
ОИТРИТ	() Activation of specific research lines
ОИТСОМЕ	Scientific community and territorial community more informed on possible solutions to gender problems through the outcome of scientific studies
EVALUATION INDICATORS	() Funding and start of at least 2 projects
STRATEGIC PLAN REFERENCE INDICATORS	S1: Excellence in Research and Innovation

TIMING BY 2027

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OBJECTIVE 4.3b

INCREASE GENDER BALANCE IN RESEARCH GROUPS

AC1	TIONS		b. Publish online and on social channels, video stories of successful Unicam researchers. Continuation of action already adopted in previous GEP
SUE	B-ACTIONS	0	Possible creation of multimedia materials that tell the University and its vision, with reference to gender equality and equal opportunities themes from within
DIR	ECT TARGET	0	Students - Researchers
IND	DIRECT TARGET	0	Stakeholders - Scientific community
INS	TITUTIONAL RESPONSIBLE	0	Rector - Pro-Rector for person, wellbeing and opportunities - Gender Equality Delegate
	ERATIONAL RESPONSIBLE - MAN RESOURCES	0	Communication and Public Engagement Area
LOC	GISTICAL RESOURCES	0	Do not require additional resources
FIN	ANCIAL RESOURCES	0	Specific "financed project" inclusion in Communication and Public Engagement Area budget
OU ⁻	ТРИТ	0	Publication of video stories on Unicam social channels
OU'	ТСОМЕ		University community members more aware and informed on researchers' prospects
EVA	ALUATION INDICATORS	0	Date of publication of first stories
	ATEGIC PLAN REFERENCE DICATORS	Ç	S1: Excellence in Research and Innovation

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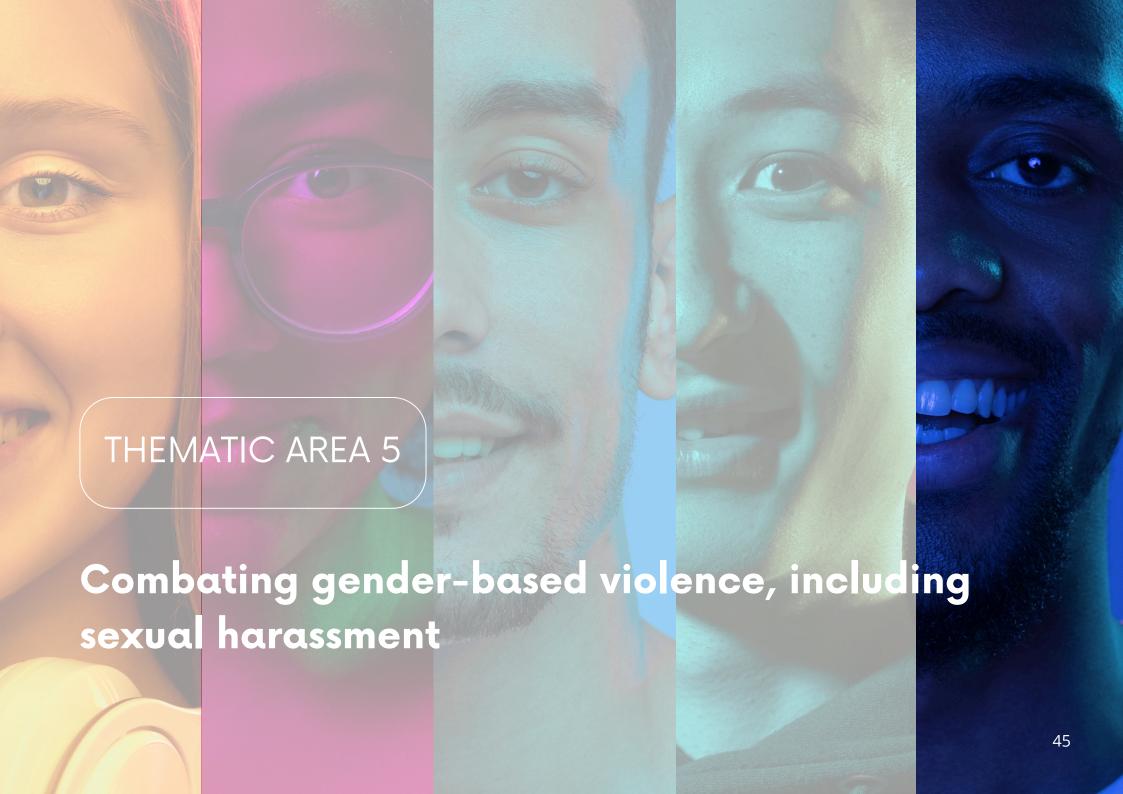
TIMING

ENHANCE RESEARCH WITH GENDER APPROACH

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ACTIONS	Promote study prizes dedicated to degree and doctoral theses/projects and research on gender themes, equa opportunities, contrast to discrimination and wellbeing
SUB-ACTIONS	 a. Favor agreements with Foundations and Companies to support the initiative b. Promote communication and awareness of the action among University Schools
DIRECT TARGET	() Students - Doctoral candidates
INDIRECT TARGET	() Teaching and research staff - Degree program coordinators
INSTITUTIONAL RESPONSIBLE	() Pro-Rector for person, wellbeing and opportunities - CUG - Gender Equality Delegate - Pro-Rector for Teaching
OPERATIONAL RESPONSIBLE - HUMAN RESOURCES	 Communication and Public Engagement Area Internationalization of Teaching and Higher Education Area Student services area
LOGISTICAL RESOURCES	① Do not require additional resources
FINANCIAL RESOURCES	Budget dedicated to projects or external subjects
OUTPUT	() Annual dedicated prize
ОИТСОМЕ	O Annual call and award
EVALUATION INDICATORS	-Number of applications -Project quality
STRATEGIC PLAN REFERENCE INDICATORS	 V2.3b: Promotion of public debate and diversity of thought V2.4b: Cultural and Social Development Initiatives

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TIMING





OBJECTIVE 5.1_a

CONTINUATION OF AWARENESS ACTION ON GENDER-BASED VIOLENCE AND HARASSMENT: PREVENTION MEASURES

a. Training action for appropriate use of language, avoiding, even if unconsciously, violentexpressions or harmful **ACTIONS** to others' sensitivity Ocarry out at least one specific training activity on appropriate use of language and respect theme **SUB-ACTIONS** 1) Teaching and research staff - Technical administrative staff - Students, including those from primary and secondary schools **DIRECT TARGET** Scientific and territorial community **INDIRECT TARGET** Rector - Pro-Rector for person, wellbeing and opportunities - Gender Equality Delegate - CUG - Delegate for inclusion and **INSTITUTIONAL RESPONSIBLE** participation **OPERATIONAL RESPONSIBLE -**Communication and Public Engagement Area **HUMAN RESOURCES** Do not require additional resources **LOGISTICAL RESOURCES FINANCIAL RESOURCES** O Specific "financed project" inclusion in budget Greater awareness in language use in university community, contributing to improving communication, promoting inclusion and preventing **OUTPUT** harmful behaviors Greater awareness in language use in university community **OUTCOME** -Number of participants in initiatives **EVALUATION INDICATORS** -Satisfaction degree

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STRATEGIC PLAN REFERENCE

INDICATORS

P3.1b: Implementation of awareness and training programs regarding current cultural dynamics and inclusion

OBJECTIVE 5.1_b

CONTINUATION OF AWARENESS ACTION ON GENDER-BASED VIOLENCE AND HARASSMENT: PREVENTION MEASURES

b. Communication action for prevention and contrast to gender-based violence **ACTIONS** Continuation of collaboration and adherence to "Posto Occupato" campaign, organization of at least one event and/or activity on the occasion of world kindness day (November13), international day for elimination of violence against women (November **SUB-ACTIONS** 25), international women's day (March 8) Teaching and research staff - Technical administrative staff - Students **DIRECT TARGET** Scientific and territorial community **INDIRECT TARGET** Rector - Pro-Rector for person, wellbeing and opportunities - Gender Equality Delegate **INSTITUTIONAL RESPONSIBLE** CUG **OPERATIONAL RESPONSIBLE -**Communication and Public Engagement AreaSecurity, Logistics and heritage office **HUMAN RESOURCES** Do not require additional resources **LOGISTICAL RESOURCES FINANCIAL RESOURCES** O Specific "financed project" inclusion in budget Regular completion of scheduled actions **OUTPUT** Greater sensitivity for the problem in university community **OUTCOME** -Number of participants in initiatives **EVALUATION INDICATORS** -Satisfaction degree STRATEGIC PLAN REFERENCE P3.1b: Implementation of awareness and training programs regarding current cultural dynamics and inclusion

INDICATORS

GUARANTEE PROTECTION AND LISTENING

Activation of a listening desk for LGBTQIA+ community support in collaboration with territorial associations **ACTIONS** a. Desk activities: psychological support and support from legal operators b. Possibility to promote training for staff
c. Implementation of effective communication on desk activation **SUB-ACTIONS** Entire academic community **DIRECT TARGET** Civil society and territorial community **INDIRECT TARGET** 1 Pro-Rector for person, wellbeing and opportunities - Gender Equality Delegate - Delegate for inclusion and participation **INSTITUTIONAL RESPONSIBLE OPERATIONAL RESPONSIBLE -** Student Services Area • Communication and Public Engagement Area **HUMAN RESOURCES** O Do not require additional resources **LOGISTICAL RESOURCES FINANCIAL RESOURCES** O Security and IT budget 1 Listening desk **OUTPUT** Promote an inclusive environment and guarantee protection and support **OUTCOME EVALUATION INDICATORS** -Number of meetings STRATEGIC PLAN REFERENCE P3.1a: Enhancement of services for diversity, equity, inclusion and psychological wellbeing

INDICATORS

PROMOTE TRAINING EVENTS TO PREVENT GENDER-BASED VIOLENCE, ALSO IN COLLABORATION WITH LOCAL ENTITIES AND TERRITORIAL ASSOCIATIONS

ACTIONS

SUB-ACTIONS

DIRECT TARGET

INDIRECT TARGET

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE -HUMAN RESOURCES

LOGISTICAL RESOURCES

FINANCIAL RESOURCES

OUTPUT

OUTCOME

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE **INDICATORS**

- a. Organization of at least one activity and/or initiative to raise community awareness on discrimination and gender-based violence themes, sexual orientation and gender identity
- b. Organization of informational and training activity with support and participation of experts, including representatives of institutions, associations operating in the territory, law enforcement, operators of anti-violence centers
- Promote coordination with Provincial Equal Opportunities Councilor to develop training activities
- Entire university community
- Students of all educational cycles, including those from secondary schools
- Pro-Rector for person, wellbeing and opportunities Gender Equality Delegate CUG
- Communication and Public engagement area
- Student services area
- People, organization and development area
- Do not require additional resources
- Budget dedicated to activity
- -Organization of annual training and awareness seminar for university community
 - -Organization of at least one meeting for secondary schools
- Promote and favor university and territorial community awareness
- -Organization of training and awareness seminar for university community -Organization of awareness meeting aimed at secondary schools



P3.1b: Implementation of awareness and training programs regarding current cultural dynamics and inclusion

RAISE ACADEMIC COMMUNITY AWARENESS ON PREVENTION AND CONTRAST TO GENDER-BASED VIOLENCE AND INFORM ON AVAILABLE INSTRUMENTS IN CASE OF VIOLENCE/HARASSMENT

ACTIONS

SUB-ACTIONS

DIRECT TARGET

INDIRECT TARGET

INSTITUTIONAL RESPONSIBLE

OPERATIONAL RESPONSIBLE - HUMAN RESOURCES

LOGISTICAL RESOURCES

FINANCIAL RESOURCES

OUTPUT

OUTCOME

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE INDICATORS

a. Actions to promote and know services offered by the University and instruments made available for prevention and contrast to gender-based violence

b. Actions to promote and know the role of the trust councilor and reporting methods by the community to the same

Organization of an Information Day aimed at making the university community aware of the University's strategy and actions to promote, in various areas, the culture of gender equality and prevention and contrast measures to violence and harassment

① Entire university community

Community, stakeholders, territory

1 Pro-Rector for person, wellbeing and opportunities - Gender Equality Delegate - CUG - Trust councilor

Communication and Public Engagement Area

• Student services area

• People, organization and development area

Do not require additional resources

Do not require additional resources

O Promote knowledge of services offered by the University

n Implementation of knowledge of services and figures made available by the University

Participation level

-Number of meetings



P3.1b: Implementation of awareness and training programs regarding current cultural dynamics and inclusion

ACTIVATE A LISTENING AND SUPPORT DESK, INTEGRATED WITH TERRITORIAL SERVICES AND PROMOTED THROUGH EFFECTIVE COMMUNICATION, TO PREVENT AND CONTRAST HARASSMENT AND GENDER-BASED VIOLENCE

a. Activation of a listening and support desk as prevention and contrast measure for harassment and gender-based violence b. Develop collaboration with Territorial Social Area and/or with territorial anti-violence Centers to offer an integrated and complete **ACTIONS** service, benefiting from diverse competencies c. Implementation of effective communication on desk activation **SUB-ACTIONS** N Students - Teaching and research staff - Technical administrative staff **DIRECT TARGET** Social community - Territory **INDIRECT TARGET** Pro-Rector for person, wellbeing and opportunities - Gender Equality Delegate - CUG **INSTITUTIONAL RESPONSIBLE** • Communication and Public Engagement Area **OPERATIONAL RESPONSIBLE -**• People, organization and development area **HUMAN RESOURCES** • Student Services Area Do not require additional resources **LOGISTICAL RESOURCES** Do not require additional resources **FINANCIAL RESOURCES** Opening of a listening desk **OUTPUT**

OUTCOME

EVALUATION INDICATORS

STRATEGIC PLAN REFERENCE INDICATORS

3.10

P3.1a: Enhancement of services for diversity, equity, inclusion and psychological wellbeing

Improvement of students' wellbeing

-Participation level

-Number of contacts

The GEP outlines strategic lines and operational interventions to promote gender equality and inclusivity in the University and, like all dynamic processes, requires monitoring the degree of implementation and realization of the actions indicated in it. Hence the need to provide for the establishment of a permanent working table composed of the Pro-Rector with Responsibility for Person, wellbeing and opportunities, the Gender Equality Delegate, the CUG President and the General Director.





