



Item 371

**ORDINANCE NO 194
OF THE RECTOR OF THE UNIVERSITY OF WARSAW**

of 27 August 2020

**on the “Gender Equality Plan for the University of Warsaw and
the 2020-2023 equality action plan”**

Pursuant to § 36 s. 1 of the Statute of the University of Warsaw (UW Monitor, 2019, item 190), it is hereby ordered as follows:

§ 1

The “Gender Equality Plan for the University of Warsaw and the 2020-2023 equality action plan,” attached as an appendix to the ordinance, shall be introduced.

§ 2

The ordinance shall enter into force as of the day of its signing.

Rector of the University of Warsaw: *M. Pałys*

Appendix

to Ordinance no 194 of the Rector of the University of Warsaw of 27 August 2020
on the "Gender Equality Plan for the University of Warsaw and
the 2020-2023 equality action plan"

**GENDER EQUALITY PLAN FOR THE UNIVERSITY OF WARSAW
AND
THE 2020-2023 EQUALITY ACTION PLAN**

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INTRODUCTION

We would like to present the “Gender Equality Plan for the University of Warsaw and the 2020-2023 equality action plan,” which was conceived and drafted with the entire university community – people working, studying and preparing doctoral dissertation – in mind.

Its primary objective is to ensure that the University of Warsaw is a safe place for all, functioning in a way respecting equality and diversity, free from discrimination, as well as ensuring freedom of academic development for everybody.

The European Commission recognised the University of Warsaw with the “*HR Excellence in Research*” logo. This means an obligation to continuously develop HR and recruitment policies, including the development of equality policies in the form of the General Equality Plan for the University of Warsaw, hereinafter referred to as the “Gender Equality Plan for the UW.”

The Gender Equality Plan for the UW builds on assumptions included in the “Strategy for the development of human resources taking into account the principles of the European Charter for Researchers and of the Code of Conduct in the process of recruitment of researchers, 2015-2019,” and integrates the actions for equality carried out at the University until now with new initiatives.

Equality and diversity are the values promoting the development of science. The social mission of the University of Warsaw is to guarantee access to knowledge and the acquisition of skills to all persons entitled thereto. Good practices translated into actions, as well as improvement of communication in the university community, in such a way that good examples and solutions for equality can be popularised more efficiently, are the starting point of the Gender Equality Plan for the UE. This allows combining establishment of a safe, equal atmosphere at the University with combating discrimination through the early response system.

As shown by surveys and consultations, some people both suffer prejudice and encounter institutional barriers, as a result of which not everybody is able to benefit equally from academic development opportunities. These barriers often take the form of gender discrimination, sexual harassment and difficulties in combining professional work with family life. Obstacles of this type result in slowing down scientific careers, especially of women, and some of them may lose interest in further academic development. Barriers hindering combining professional work with family life also discourage fathers endeavouring to be involved in both spheres of life – professional and family.

In each case, this is a loss both for the University of Warsaw and the development of science in Poland.

The need to introduce integrated actions for equality at universities is indicated by institutions focused on science, quality of education and human rights. The European Commission identified the following objectives of the strategy on gender equality in research and innovation (2012):

- fostering equality in scientific careers;
- ensuring gender balance in decision-making processes and bodies;
- integrating the gender dimension in research and innovation content, i.e. taking into account the biological characteristics and the social features of women and men.

As laid out in the European Commission's Communication for a Reinforced European Research Area (2012), the EU Member States are encouraged, *inter alia*, to remove legal and other barriers to the recruitment, retention and career progression of female researchers while fully complying with EU law on gender equality (Directive 2006/54/EC), address gender imbalances in decision making processes, and ensure that at least 40% of the underrepresented sex participate in committees involved in recruitment/career progression and in establishing and evaluating research programmes (see EIGE 2016).

In the opinion of the General Council for Science and Higher Education (2016) *“matters related to discrimination deserve great attention of the academic community (...). The General Council fully shares the opinion of the Team that developed the model standard [Anti-Discrimination Standard], that the academic space should be free from discrimination in any form, whereas any manifestations thereof should be decisively counteracted. (...) the matter of combating discrimination is, in the opinion of the General Council, so important that it is worthwhile to consider adding relevant provisions to statutes of universities, as the most important internal acts governing their activities.”*

Recommendations pertaining to actions and good practices are emerging in Poland. Surveys carried out by the Office of the Commissioner for Human Rights (RPO 2018) and the Helsinki Foundation (Gerlich 2019) explicitly confirmed that the issue of sexual harassment at universities exists and clear anti-discrimination procedures are needed. On the other hand, the National Science Centre implemented the activities aimed at monitoring the participation of men and women in research grants (NCN 2019a), and undertook to ensure balanced sex representation in expert and reviewer committees (NCN 2019b).

Various benefits of equality and diversity in science and higher education include a positive impact on the quality of research and teaching, as well as strengthening the scientific and research position of an institution in a competitive environment, improved dialogue and exchange of ideas by building inclusiveness and a sense of community. Equality and diversity in science and higher education also translate into well-being at work and studies. Equality policies support the development of clearer

procedures, which contributes to creating a better working environment as well as attracting and retaining scientific talents.

The Gender Equality Plan for the UW is the result of studies, analyses and consultations carried out at the University of Warsaw.

It is a strategy for three years: 2020-2023, whereas internal evaluation will take place after two years, in 2022.

In the first year of implementation of the Gender Equality Plan for the UW, a "roadmap of the Plan" will be created with a list of actions that will require only a change of procedures or the introduction of new procedures, and a list of actions requiring investments with a schedule attached.

The Gender Equality Plan for the UW is based on five objectives that will be achieved through specific actions, and their effectiveness will be monitored by specific ratios.

What are the components Gender Equality Plan for the UW?

- Diagnosis – key conclusions from studies carried out until now at the University of Warsaw.
- Five Objectives of the Plan, including information on actions and ratios, as well as their description.

DIAGNOSIS

Gender of the University of Warsaw in numbers:

Male and female researchers

The starting point for the analyses aimed at the development of the Gender Equality Plan for the UW was, in accordance with recommendations included in the European Charter for Researchers, the verification of the gender distribution of people working in research, taking into account academic degrees and positions.

In accordance with the published "Report of the Rector of the University of Warsaw on the activities of the university. 2018" and "Report (...). 2019", it can be concluded that the gender distribution in the case of researchers is even. However, significant disproportions in individual positions can be noticed. The number of men among people holding the title of full professor, associate professor, and associate professors of the University of Warsaw is definitely higher. In the case of adjunct lecturers, the gender proportion is equal, whereas the number of women among assistant lecturers is higher. This may mean that the promotion and scientific career

path is not the same in the case of women and men, and that the University of Warsaw is losing talented female research and teaching employees.

The gender disproportion can also be noticed in the case of key functions at the faculty level.

In the 2016-2020 term, at 21 faculties of the University of Warsaw, numbers of men and women among deans and vice-deans were as follows:

In 15 cases, deans were men, and in 6 cases – women (Faculties of: Biology, Geology, History, Modern Languages, Pedagogy and Psychology).

27 men and 28 women were vice-deans. The number of vice-deans depended on the unit. Women most often were vice-deans for student affairs (10 out of 21) and vice-deans in charge of science and international cooperation (12 out of 18).

At two faculties, all dean functions were fulfilled by men (Philosophy and Sociology, Physics), and at three departments – by women (Geology, Modern Languages, Pedagogy). If more than three people fulfilled dean functions, the number of men was higher in the case of four faculties (Chemistry, Journalism, Information and Book Studies, Political Science and International Studies, Polish Studies), while the number of women was higher in the case of one faculty (Applied Linguistics). The summary below can be a reference point for the 2020-2024 term.

Faculty	Dean	Vice-Dean in charge of student affairs/ and doctoral candidate affairs/ and quality of teaching	Vice-Dean in charge of science/ science and cooperation	Vice-Dean in charge of international cooperation development	Vice-Dean in charge of finance / finance, administration and investments	Vice-Dean in charge of research organisation	Vice-Dean in charge of finance and development	Vice-Dean in charge of science and international cooperation	Vice-Dean in charge of scientific research and development	Vice-Dean in charge of personnel affairs and international cooperation	Vice-Dean in charge of finance and science	Vice-Dean in charge of staff and development / scientific staff development	Vice-Dean in charge of organisation	Summary – gender proportion, vice-dean functions
Artes Liberales	M	M	M	F										2M 1F
Biology	F	M			M	F								2M 1F
Chemistry	M	F					M	M						2M 1F
Journalism, Information and Book Studies	M	F			M			M						2M 1F
Philosophy and Sociology	M	M												1M
Physics	M	M			M				M					3M
Geography	M	F								M	F			1M 2F
Geology	F	F			F			F						3F
History	F	M									F	M		2M 1F

Applied Linguistics	M	F			F			F						3F
Mathematics, Computer Science and Mechanics	M	M			F			F						1M 2F
Economic Sciences	M	F	M											1M 1F
Political Science and International Studies	M	F					M	M						2M 1F
Modern Languages	F	F	F											2F
Oriental Studies	M	F			M									1M 1F
Pedagogy	F	F	F											2F
Polish Studies	M	M						F				M		2M 1F
Law and Administration	M	M			M			F						2M 1F
Psychology	F	M	F											1M 1F
Applied Social Sciences and Resocialisation	M	M	F											1M 1F
Management	M	M	F										M	1M 1F

Male and female administrative employees

The group of research and technical employees includes 113 women and 150 men, whereas the group of engineering and technical employees – 152 women and 180 men. The University also employs 269 female librarians and 97 male librarians. The most feminised segment is the group of “administrative and other employees” – 1,783 women and 920 men (“Report (...). 2019”). In administration, the management staff comprises 60% of women and 40% of men (in accordance with data included in the “Strategy for the development of human resources taking into account the principles of the European Charter for Researchers and of the Code of Conduct in the process of recruitment of researchers, 2015-2019”).

Results of the Equality study at the University of Warsaw

The diagnosis presented below is based on the results of studies conducted at the University of Warsaw in 2018-2019. For the purposes of the analysis, three faculties were selected, where scientists, administrative and service employees, as well as people studying and writing doctoral dissertations were interviewed. The purpose of the study was to diagnose the needs and problems related to experiencing discrimination, sexual harassment and combining professional work with family life by people working and studying at the faculties. In addition, the study included questions about working conditions and development opportunities, relationships at work, communication, social networks and divisions, and perceived support opportunities. This was aimed at presenting the findings pertaining to the experience of discrimination in a broader context and understanding the organizational culture of particular faculties and the University of Warsaw.

Numbers pertaining to functions fulfilled in three faculties subject to the study, such as the functions of dean and vice-deans, institute directors, heads of departments, representatives, chairpersons of Scientific Councils, and data on obtaining grants and scholarships were also analysed in view of gender distribution.

Conclusions from the qualitative study and findings from the literature review of the subject provided a basis for designing a survey that covered the entire community of the University. The purpose of this survey was to diagnose experiences of equal treatment and potential difficulties in obtaining equal treatment at the University of Warsaw. The focus was on individual experiences and the knowledge of situations faced by other people from the same group. Questions pertained to situations in which unequal treatment occurs, who is most often affected and who the perpetrator is, as well as what are the individual reactions and how the actions of organisational units of the University are perceived. Additionally, the relationships between unequal treatment and the mental well-being, well-being in the workplace, stress and health of female and male students as well as employees of the University were examined.

Study reports are available at www.rownowazni.uw.edu.pl, in the UW Reports tab. Key findings are presented below.

The analysis of numerical data shows that:

- men more often receive grants and scholarships, they much more often hold functional positions, both at the level of heads of department and at the level of deans (among whom there is no woman);
- a key stage in women's careers is the period between defence of the doctoral dissertation, the award of *doktor habilitowany* degree, and the stage of obtaining a professorship. In these moments, women's careers slow down.

The qualitative research revealed the following problems:

Combining work and family life – some of the phenomena mentioned refer to both women and men, but women more often declare that they are responsible for the majority of family duties.

- in the case of researchers: the problem of "never ending work;"
- requirement of **availability** (work in a laboratory) in some scientific works is difficult to combine with taking care of children;
- **expectation of international mobility** – difficult to reconcile with taking care of children and other dependents, especially in the absence of institutional support;
- **importance of gender roles outside of work that affect work** – women do more housework; maternity duties hold back academic work and discourage women from taking up functional positions;
- women with children do not go for longer trips abroad, publish less, become less involved in the social life of the faculty, less frequently decide to take up functional positions.

Key elements: years between doctorate and the award of *doktor habilitowany* degree, the greatest pressure and combining work with family life

In terms of discrimination, the following problems were identified:

- **stereotypes and unspoken prejudices** regarding gender still exist in the university community, such as: women as less ambitious, they are less often treated as experts, less talented, while men are more determined and resistant to stress;
- stereotypes and prejudices translate into behaviours – condescending treatment, refusing to recognize the substantive preparation of women due to their self-presentation style, which is e.g. less confrontational;

- women find it harder to build a network of scientific contacts, they are more often entrusted with administrative tasks in projects, while men are assigned substantive tasks;
- women do not get support at the institutional level and impose on themselves self-limitations related to the development of a scientific career and applying for important functions at the faculty or the university. This phenomenon can be interpreted as the internalization of discriminatory messages such as “women are unfit for certain tasks” or as a recognition that actions in the absence of support will be too much effort and therefore are abandoned. It is worthwhile to note that men, in turn, are encouraged to assume functions and their preparation is not questioned based on the gender argument;
- people most exposed to discrimination are: women, young people, homosexuals, people working in the lowest positions.

When analysing stories of people who experienced sexual harassment, it was noticed that:

- **people experiencing sexual harassment apply mainly individual strategies:** they implement actions mitigating the negative consequences of the situation on their own by changing the schedule of classes, changing the route of moving around the faculty to avoid meeting the perpetrator, they make an effort to ignore the perpetrator, and experience a feeling of loneliness;
- **faculty strategies** are rather unclear – cases are handled covertly, faculties do not in any way inform that they counteract sexual harassment, and in some instances, people accused of sexual harassment did not suffer any disciplinary consequences and were not held accountable;
- **there is a noticeable lack of procedures and knowledge about the phenomenon of sexual harassment and how to prevent it.**

The results of the survey conducted in winter 2019 at the entire University of Warsaw confirmed the results of the previous study:

Various forms of violation of equality are widespread.

The most common form of violating equality at the University of Warsaw turned out to be the least serious – verbal messages (comments or jokes), but such behaviours should not be ignored, given their widespread nature.

- Most people (42%) indicated that they had experienced comments or jokes referring to stereotypical beliefs about gender.
- Sexually suggestive comments or jokes were listed second (31%).
- And in the third place – better or worse evaluation or treatment based on gender (26%) were indicated.
- The behaviours indicated by a dozen or so percent of people were also: inappropriate informal attitude (19%), inadequate comments about the dress

and appearance (16%), ascribing someone else's achievements by persons of the other sex (14%), and questioning the competences of one of genders (12%). Less frequently, respondents mentioned questioning the possibility of combining professional work with caring for children (10%), not taking into account parental responsibilities in the evaluation of achievements (8%) and work organization conflicting with parental responsibilities (7%).

- In contrast to doctoral candidates and students, respondents from the group of employees more often referred to situations related to the professional sphere, such as taking someone's merit or conflicts between professional and private life.
- Behaviours in the sexual sphere and those of a very serious nature were mentioned the least frequently. Inappropriate violation of personal space (8%), persistent attempts to contact about private matters (6%), negative comments about sexual orientation (4%) and sexual advances (3%) were reported by a small percentage of respondents. However, these situations must not be taken lightly.

Perpetrators and victims

Unequal treatment is not a gender-specific problem. Both men and women are perpetrators (more often men) and victims (more often women). University employees face the greatest risk of being a victim of unequal treatment by persons with higher status, including direct superiors, and those on similar positions in the university hierarchy. Male and female students suffered unequal treatment by the lecturers in whose classes they participated.

Responses

Lack of reaction to behaviours violating equality by their witnesses was reported the most frequently. This is true for both students and employees. When third parties respond, it usually involves addressing the victim or the perpetrator directly. On the other hand, reporting such behaviours to responsible persons, both at own faculty and to central authorities of the University, was very rare.

Perceived treatment of women and men

Based on own experiences and on the basis of other people's experiences, the following situations were perceived, *inter alia*, as more often related to women employed / studying at the University: questioning skills and knowledge based on gender, questioning career opportunities based on gender, comments on personal

life of the particular person, dressing for exams / important presentations in a certain way (e.g. shorter skirts, high-neck blouse, or a certain type of shirts in the case of men), while being afraid that otherwise they will be given a lower mark, questioning professional competences due to e.g. a less confrontational manner of expression and self-presentation, performing time-consuming but not prestigious tasks (e.g. organizational), lower chances for a scientific career / good academic results if they have children.

The following situations were indicated as more often concerning men: lecturers treating male students as experts, favouring male students by lecturers, taking the floor by male students in discussions during classes, scientific meetings or conferences, encouraging men to take managerial functions in units (department, institute, faculty), encouraging men to take managerial positions in research projects, faster promotion.

Mental well-being and its relationship with unequal treatment

The lowest mental well-being and well-being in the workplace was declared by female doctoral candidates and research and teaching employees of the University – it was significantly lower than the well-being of men in the same professional groups and the well-being of University employees who are not research and teaching employees (e.g. administration). Female doctoral candidates especially referred to the lack of support and uncertainty about their professional future as their problems. Female research and teaching employee indicated, much more often than men in their professional group, the fatigue and the lack of certainty about their own professional future. The situation of women working in science is subjectively more burdensome than of men, and these groups (research and teaching employees, doctoral candidates) may be risk groups when it comes to burnout, depression and anxiety.

Persons who experienced unequal treatment simultaneously indicated poorer mental well-being in general, especially that related to the workplace, in all groups surveyed. This relationship was stronger in the group of male and female employees of the University (teaching, research and administrative employees, etc.) than in the student groups.

Need for education

Many of the open responses described situations that could not be classified as discriminatory. This reveals the need to educate the community about the topic and to practice distinguishing unequal treatment from other unpleasant work / study

experiences. Lack of knowledge about the desired responses, standards and institutional procedures is also common. The University of Warsaw should therefore not only pursue an active policy on preventing unequal treatment and discrimination, but also communicate it clearly, not only to students, but also to male and female employees.

Summarizing the results of the studies, it can be noted that all the situations mentioned by the respondents and situations analysed at the University, which refer more often to women, are discrimination factors or manifestations based on gender, while factors relating to men are symptoms of positive distinction, a type of privilege obtained on the basis of gender.

From the diagnoses to objectives

Objectives of the Gender Equality Plan for the UW were defined during workshop meetings with male and female representatives of faculties, including male and female representatives of deans and vice-deans, and general-university administrative organizational units, based on the results of the Diagnosis and the experiences of people participating in the meetings, as well as on the basis of expert interviews with male and female representatives of university offices and committees. Gender Equality Plans implemented at European universities were an important benchmark for the discussion and formulation of the Gender Equality Plan for the UW.

The result of the work is the Gender Equality Plan for the UW based on five objectives. Each of the objectives of the Plan has been operationalized by specifying target employees, actions, ratios measuring actions and organizational units responsible for the implementation.

The Gender Equality Plan for the UW responds to the following needs:

- disseminating knowledge on equality, diversity and anti-discrimination;
- promoting and publicizing the already existing examples and solutions related to strengthening equality and diversity;
- counteracting stereotypes that affect recruitment, career development as well as the image of the university and the image of science;
- support for women at all stages of their careers, with particular emphasis on post-doctoral scientific careers;
- support for combining work and family life, with particular emphasis on care.

Objectives of the Gender Equality Plan for the UW

OBJECTIVE 1. Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity.

OBJECTIVE 2. Supporting the development of women's scientific careers.

OBJECTIVE 3. Ensuring gender equality in recruitment of female and male employees, and in doctoral schools.

OBJECTIVE 4. Easier combination of work and family life.

OBJECTIVE 5. Increasing balanced sex representation with respect to chairpersons of faculty and university committees, management, expert and reviewer teams, and chairpersons of scientific and popularisation events.

Objectives identified in the Gender Equality Plan for the UW are twofold – institutional and awareness-building. Their implementation is to bring about changes at the institutional level, modifying the existing practices at the university, introduce new procedures and support establishment of study and work conditions (including administrative, teaching and scientific work) that will allow to better implement the principle of equal treatment based on sex. There are synergies among the objectives, due to which they strengthen one another. They refer to the motto of the equality policy of the University of Warsaw: "we are all equal."

GENDER EQUALITY PLAN FOR THE UW: OBJECTIVES, ACTIONS, RATIOS

OBJECTIVE 1. RAISING AWARENESS OF THE IMPORTANCE OF EQUALITY ISSUES AND STRENGTHENING POSITIVE ATTITUDES TOWARDS DIVERSITY.

Objective	Male and female target employees	Action	Ratio	Responsible person(s)
Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity	Community of the University of Warsaw	Establishment of the Equality Observatory (see: description). Tasks: <ul style="list-style-type: none"> – gathering data on gender equality at the UW; – collecting results of studies on equality and diversity carried out in the community of the UW; – regular verification of the equality status at the UW and status of knowledge of equality solutions at the UW; – publications of results of studies and analyses on rownowazni.uw.edu.pl website; – publication of statistics in the national and European context. 	Increase of awareness measured by results of regular surveys pertaining to the development of knowledge, modification of attitudes and beliefs	Chief Equality Specialist at the UW (female); Equality Observatory in cooperation with PEJK and the UW Centre for Research on Prejudice.
		Training for male and female employees (scientific and administrative), as well as male and female students and doctoral candidates: <ul style="list-style-type: none"> – developing the knowledge of discrimination phenomena (including discriminatory language), violence (including based on prejudice or gender), harassment and sexual harassment; – developing skills related to identifying and responding to these phenomena. The knowledge status verified before and after the	Increase of anti-discrimination awareness measured in OR surveys every 2 years. All new male and female employees trained as of 2021. At least 100 male and female employees trained in 2021.	Equality Training Specialist; Representative of the Rector in charge of HR Management Development (female); Chief Equality Specialist at the UW (female).

		<p>training. Information on the certificate of completing the training can be entered into the periodic evaluation form.</p> <p>Introduction of anti-discrimination trainings for management staff of organisational units and persons representing student self-governments.</p>	<p>Management staff of organisational units trained in the new term at the UW.</p> <p>Male and female first-year students of the first and second cycle programmes trained – training available to interested persons at each unit in 2020, in 2023 – obligatory training.</p>	
		Workshop meetings for male and female lecturers on anti-discrimination in teaching.	Three meetings of this type for 10 people arranged during the academic year.	Chief Equality Specialist at the UW (female); Academic Ombudsman (female).
		<p>Promotion, popularisation of the online course on equality – “Course to Equality” – for people working and studying, in all UW information channels. The course is available as of 2019.</p> <p>Introduction of the Course to Equality as the OGUN subject in 2020.</p> <p>Introduction of the Course to Equality as the obligatory subject as of 2023.</p>	<p>At least 100 employees and at least 200 students per year participating in the Course to Equality until 2022.</p> <p>Mandatory participation in the Course to Equality for male and female students as of 2023.</p>	Chief Equality Specialist at the UW (female).
		Disseminating knowledge on existing equality guides at the UW.	Increased number of downloads of the Anti-Discrimination Guidebook from rownowazni.uw.edu.pl website.	Chief Equality Specialist at the UW (female); Academic Ombudsman (female); Rector’s Committee for Combating Discrimination

		<p>Introduction of the Anti-Discrimination Procedure allowing for formal complaint proceedings: secure reporting and combating sexual harassment and discrimination both by the person, who experienced discrimination, and by the management of the unit.</p> <p>Showing that there are two paths for reporting discrimination at the UW:</p> <ul style="list-style-type: none"> - formal complaint procedure governed by the Anti-Discrimination Procedure; - informal recovery procedure involving activities of the Anti-Discrimination Ombudsman – popularisation of knowledge about the functioning of both paths. <p>Cooperation of representatives of both paths, knowledge and experience transfer.</p> <p>Systematisation of equality and anti-discrimination activities at the UW by separating functions of the Anti-Discrimination Committee and Equality Committee (see: description).</p> <p>The procedure contains information on the process after the complaint is made: person handling the complaint, timeframe, method of providing the</p>	<p>Increased number of downloads of the “Recommendations concerning non-discriminatory language at the University of Warsaw” from rownowazni.uw.edu.pl website.</p> <p>Increased number of visits to the website with information on procedures.</p> <p>Evaluation of the Anti-Discrimination Procedure after 3 years of its functioning.</p>	<p>(Anti-Discrimination Committee and Equality Committee); Disciplinary Committees;</p> <p>Representative of the Rector in charge of HR Management Development (female).</p>
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		<p>information on the process to the person, who reported the complaint, etc.</p> <p>Dissemination of knowledge of the catalogue of matters analysed and consequences to perpetrators of discrimination and sexual harassment at the UW is the element of the procedure.</p> <p>Including the link to the Anti-Discrimination Guidebook on the website of every organisational unit.</p> <p>Including the link to the guide titled “Recommendations concerning non-discriminatory language at the University of Warsaw” on the website of every organisational unit.</p> <p>Including the Anti-Discrimination Guidebook in welcome materials for male and female students and employees.</p> <p>Development of the “Guide on combating sexual harassment at the University of Warsaw.”</p> <p>Regular emailing to organisational units of the UW reminding of equality actions at the University of Warsaw together with links to guidebooks and procedures.</p>		
		<p>Introduction of an electronic tool in the form of the website supporting information and education, as well as allowing reporting sexual harassment and discrimination.</p>	<p>Increased number of visits to the website and increased number of interventions after reporting discrimination</p>	<p>Chief Equality Specialist at the UW (female); Academic Ombudsman (female); Rector’s Committee for</p>

			and sexual harassment.	Combating Discrimination (Anti-Discrimination Committee and Equality Committee); Disciplinary Committees; Chancellor; Representative of the Rector in charge of HR Management Development (female).
		Introduction of the Code of Ethics of the University of Warsaw.	Adopting the Code in 2020.	Academic Ombudsman (female); Disciplinary Committees; Chief Equality Specialist at the UW (female); Rector's Committee for Combating Discrimination (Anti-Discrimination Committee and Equality Committee).
		Introduction of the function of equality representatives at units (see: description), cooperating with the Chief Equality Specialist at the UW (female).	Details of representatives available on websites of units.	Chief Equality Specialist at the UW (female); Authorities of faculties and other units.
		Arranging the "Week for awareness" campaign aimed at highlighting diversity of the university community and encouraging to combat discrimination at various areas. For this reason, the themes of "Weeks" go beyond gender equality and include other dimensions. Themes of "Weeks:" Themes of "Weeks" will focus on combating social	At least two events with 40 participants (in total) / per week. Posters + video, events.	Chief Equality Specialist at the UW (female); + Welcome Point + BON + scientific circles + representative in charge of family at the UW; Promotion Office;

		<p>problems and emphasising positive phenomena. Examples of themes:</p> <ul style="list-style-type: none"> - combating gender-based prejudices and supporting women's scientific careers, as well as combining professional work with family life by mans; - combating homophobia and transphobia, Rainbow Week; - development of knowledge and skills related to responding to manifestations of racism at the UW, multiculturalism at the UW; - the UW available to everybody; - combining work and education at the UW with taking care of children. 		Press Office.
		<p>Establishing cooperation with other universities/ organisations with respect to dissemination of ideas of equality and diversity included in the Gender Equality Plan for the UW.</p>		Chief Equality Specialist at the UW (female).

OBJECTIVE 2. SUPPORTING THE DEVELOPMENT OF WOMAN'S SCIENTIFIC CAREERS

Objective	Male and female target employees	Action	Ratio	Responsible person(s)
<p>Supporting the development of woman's scientific careers</p> <p>Description: the action is aimed at supporting persons, whose careers slowdown for systemic causes. The action is aimed at combating the women stopping or giving up at certain stages of scientific career (defence of the doctoral dissertation, promotion to the position of the assistant lecturer, the award of <i>doktor habilitowany</i> degree).</p>	<p>Women on research, research and teaching, as well as teaching positions</p> <p>Female doctoral candidates</p>	<p>Networking groups for female doctoral candidates (see: description):</p> <ul style="list-style-type: none"> - including female doctoral candidates in the network of contacts with male and female researchers, and organisation of lectures with invited female lecturers on careers of women in science, in Poland and all over the world (e.g. managers of international grants at the UW): - setting up a mailing group. 	<p>Arranging three events a year.</p>	<p>Chief Equality Specialist at the UW (female); Doctoral Schools; Office for Doctoral and Post-Qualification Education; Research Services Office; International Research Programme Office.</p>
		<p>Launching the research and development programme for young female research and teaching employees – mentoring (see: description):</p> <p>limitation of the phenomena of women's committeemen loss in the process of the development of scientific career.</p> <p>More detailed analysis of needs of young female employees with respect to support of the scientific career development.</p> <p>Testing the tools, developing methodology and organisational solutions for future development programmes at the UW.</p>	<p>Launching the first edition of the programme for at least 10 persons, establishing the programme board prepared to promote the idea of women's career development in research and teaching.</p>	<p>Chief Equality Specialist at the UW (female); Representative of the Rector in charge of HR Management Development (female); Office for Personnel Affairs.</p>

		<p>Supporting a group of young female research employees in the development of scientific and teaching careers in cooperation with male and female mentors.</p> <p>Promotion of the idea of young talent development in the area of research and teaching at the UE.</p>		
		<p>Popularisation of good practices related to supporting women's careers, applied at faculties and units – transfer of information on solutions used at organisational units to the Chief Equality Specialist.</p>	<p>Regular publication on www.rownowazni.uw.edu.pl.</p>	<p>Organisational units; Chief Equality Specialist at the UW (female).</p>
		<p>Systematic monitoring of participation of women and men in contests for grants, projects and financial support + publications.</p>	<p>Equalization of the percentage of applications for grants submitted by women and man, increasing the participation of female researchers at an early stage of their career in grants.</p>	<p>Research Services Office; Chief Equality Specialist at the UW (female).</p>
		<p>Doctoral Schools gathering statistical data on starting doctoral dissertation procedures and defence of doctoral dissertation by gender, and submitting these data to the Chief Equality Specialist at the UW.</p>	<p>Equalization of the percentage of men and women starting doctoral dissertation procedures and defending their doctoral dissertations.</p>	<p>Doctoral Schools; Chief Equality Specialist at the UW (female).</p>

OBJECTIVE 3. ENSURING GENDER EQUALITY IN RECRUITMENT OF FEMALE AND MALE EMPLOYEES, AND IN DOCTORAL SCHOOLS

Objective	Male and female target employees	Action	Ratio	Responsible person(s)
<p>Gender equality in recruitment of female and male employees, and in doctoral schools Talent acquisition taking into account sex underrepresentation in particular areas of science</p>	<p>Candidates to work at the University of Warsaw – research positions</p>	<p>Using good practices, soft instruments (incentives) in the case of underrepresented sex:</p> <ul style="list-style-type: none"> – promotional campaign, appropriate language, visualization promoting women starting scientific careers in masculinized areas and men – in feminized areas; – providing information on the contest to the widest possible group of potential male and female candidates, taking into account gender – active search for female candidates for positions in masculinized areas and male candidates in feminized areas; – recruitment announcements including: transparent criteria, clear guidelines for the evaluation of achievements, disclosure of applications, possible consultation with male and female external experts. 	<p>Campaign launched by 2023.</p>	<p>Chief Equality Specialist at the UW (female)</p> <p>in cooperation with the Office for Personnel Affairs and Doctoral Schools;</p> <p>Office for Personnel Affairs.</p>
	<p>Candidates to doctoral schools</p>	<p>In the case of candidates having the same qualifications, it is suggested to selected the person of</p>	<p>No contest with more than one candidate and only candidates of one gender</p>	<p>Persons responsible for recruitment at organisational units;</p>

		<p>underrepresented sex/from underrepresented group.</p> <p>To this end, it is necessary to:</p> <ul style="list-style-type: none"> – draw up a clear procedure; – obtain acceptance of and support for the implementation of the procedure at certain units; – dissemination of information on recruitment principles – taking into account the affirmative action – together with the recruitment announcement, in order to ensure that everybody is aware of the principles from the very beginning. 	<p>at particular units.</p> <p>In 2021: the gender proportion of candidates of at least 2:1, aimed at 1:1 at the level of the University and organisational units.</p>	<p>Chief Equality Specialist at the UW (female) – consultations.</p>
		<p>Gender-balanced contest and other committees or committees comprising representatives of both genders – development of guidelines.</p>	<p>Report after 2 years from the implementation.</p>	<p>Persons responsible for recruitment at organisational units; Chief Equality Specialist at the UW (female) - consultations.</p>
		<p>The contest committee should be chaired by men and women alternately (change after every term of office).</p>	<p>In the years 2020-2021, a half of chairpersons should be men and a half – women.</p>	<p>Persons responsible for recruitment at organisational units.</p>
		<p>Cooperation between recruitment/contest committees and the Equality Observatory at the UW. Gathering and publishing statistical data on the number of candidates and persons selected by gender, taking into account the specifics of the area.</p>	<p>Data published on an annual basis.</p>	<p>Recruitment Committees; Equality Observatory.</p>

		<p>Development of the standardised questionnaire for the evaluation of female and male candidates, taking into account discrimination prevention and diversity actions, or preparation of qualification interview scenarios.</p> <p>Development of the standardised periodic evaluation form.</p> <p>Drawing up announcements targeted at male and female candidates for work, to doctoral schools and study, emphasising equality actions at the UW.</p>	<p>100% of announcement prepared in accordance with the questionnaire guidelines.</p>	<p>Chief Equality Specialist at the UW (female); Office for Personnel Affairs; Doctoral Schools; Office for Student Affairs.</p>
		<p>Development of the policy of remuneration and other employee benefits transparently determining principles of remuneration at particular positions.</p> <p>Monitoring of remunerations and other employee benefits taking into account the gender criterion and the criterion of employment based on flexible employment forms and/or flexible working time.</p> <p>Male/female employees of the UW employed on the same positions and/or with similar scopes of tasks and duties and employment terms receive similar remunerations.</p>	<p>Reports on the Gender Pay Gap issued every two years.</p>	<p>Equality Observatory; Chief Equality Specialist at the UW (female); Office for Personnel Affairs.</p>

OBJECTIVE 4. EASIER COMBINATION OF WORK AND FAMILY LIFE

Objective	Male and female target employees	Action	Ratio	Responsible person(s)
<p>Solutions that support combining work or study and family life are available at the University</p>	<p>Persons working and studying at the UW, male and female doctoral candidates</p>	<p>Separation of the scope of activities pertaining to combining work or study with family life and UW activity areas in this respect.</p>	<p>Appointing a representative in charge of family at the UW (female or male) (see: description).</p>	<p>Chief Equality Specialist at the UW (female); Office for Personnel Affairs.</p>
		<p>Development of the care infrastructure at the University:</p> <ul style="list-style-type: none"> – extending the offer of the university day care centre at Karowa St. by increasing the number of places; – developing a plan to establish a day care centre or kindergarten on the Ochota Campus, as part of the Excellence Initiative; – developing a plan to establish an hourly care point for children, open during school hours on a selected campus (Śródmieście, Ochota or Służew), as part of the Excellence Initiative. 	<p>Increase in the number of children of employees, female doctoral candidates and female students looked after by care facilities of the UW.</p>	<p>Representative in charge of family; Social Support Office; Economic Office.</p>
		<p>Formulating recommendations with respect to hours of meetings of Scientific Councils, Teaching Councils and Faculty Councils supporting work and family life balance.</p>	<p>Recommendations sent to all faculties, teaching departments and Scientific Councils.</p>	<p>Representative in charge of family.</p>
		<p>The periodic evaluation form includes the “care duties” – in cooperation with the representative in charge of family. Making amendments to the periodic evaluation form</p>	<p>Introduction of the form by 2022.</p>	<p>Representative in charge of family; Office for Personnel Affairs.</p>

		<p>allowing noting that important external circumstances affected the achievement of previously assumed research goals and proposing the method of achieving these goals in such a situation.</p> <p>Important external circumstances can include care duties (taking care of children, taking care of sick relatives, taking care of elders).</p> <p>Completing this section of the form shall be facultative.</p>		
		<p>Introducing home office opportunities and flexible working hours for male and female administrative employees. Introduction of an individual work schedule, task-based working time and other flexible forms allowing combining work and family life.</p>		Organisational units.
		<p>Diagnosis of needs of persons coming back to research and teaching work after parental leave, with respect to the support from the university.</p>	<p>Carrying out consultations and surveys; publishing results by 2023 as part of works related to the next Gender Equality Plan for the UW.</p>	<p>Equality Observatory; Representative in charge of family.</p>

OBJECTIVE 5. INCREASING BALANCED SEX REPRESENTATION WITH RESPECT TO CHAIRPERSONS OF FACULTY AND UNIVERSITY COMMITTEES, MANAGEMENT, EXPERT AND REVIEWER TEAMS, AND CHAIRPERSONS OF SCIENTIFIC AND POPULARISATION EVENTS

Objective	Male and female target employees	Action	Ratio	Responsible person(s)
<p>Balanced gender representation and men and women acting as chairpersons of:</p> <ul style="list-style-type: none"> – projects and scientific and popularisation events held at the UW; – expert and reviewer committees and teams; – faculty and university committees, management. 	<p>UW community, with special consideration of research and teaching employees, male and female doctoral candidates, male and female students.</p>	<p>Formulating recommendations with respect to balanced gender representation at events arranged at the UW, expert and reviewer committees, faculty and university committees and management, as well as popularising them at the level of all units.</p>	<p>Implementation of guidelines by 2022.</p>	<p>Chief Equality Specialist at the UW (female).</p>
		<p>Formulating and implementing guidelines on percentage representation of women and men in expert, reviewer and examination teams and committees.</p>	<p>Reaching at last 40% share of women by 2023.</p>	<p>Chief Equality Specialist at the UW (female) in cooperation with Discipline Scientific Councils.</p>
		<p>Formulating and implementing guidelines on appointing both women and men as chairpersons of decision-making authorities.</p>	<p>Reaching at last 40% share of women by 2023.</p>	<p>Organisational units in cooperation with the Chief Equality Specialist at the UW (female).</p>
		<p>Co-financing scientific and popular science events by units of the UW:</p> <p>Gathering data on the percentage of men and women in organisation committees and groups preparing</p>	<p>Introducing the form in organisational units by 2023.</p>	<p>Chief Equality Specialist at the UW (female).</p>

		<p>events, and in presentation programmes.</p> <p>Based thereon, preparing recommendations pertaining to gender equality in organisation of such events and activities aimed at ensuring balanced gender representation.</p> <p>Drawing up a form for co-financing of events held at the UW including a section with information on gender proportions of panel participants, organisers, persons cooperating with respect to organisation. This information will be one of the evaluation criteria.</p>		
		<p>Establishing the database pertaining of the aforementioned actions by the Equality Observatory, publishing aggregated results on www.rownowazni.uw.edu.pl.</p>		Equality Observatory.

DESCRIPTION

NETWORKING GROUPS FOR FEMALE DOCTORAL CANDIDATES

Including female doctoral candidates in the network of contacts with male and female researchers, and organisation of lectures with invited female lecturers on careers of women in science, in Poland and all over the world (e.g. managers of international grants at the UW):

- arranging 3 “networking breakfasts” during the academic year, to which female doctoral candidates as well as male and female researchers representing various disciplines will be invited, including lectures by invited guests. Such a formula will allow establishing valuable contacts in a less formal way, sharing experiences, providing advice and substantive support, and will also ensure the integration of female doctoral candidates from various faculties. This action will generate synergies – it will strengthen female doctoral candidates, integrate the academic community and increase the external visibility of good university practices.

In addition to “networking breakfasts,” female doctoral candidates will communicate with one another, on an ongoing basis, based on the mailing list administered in cooperation with the Chief Equality Specialist at the University.

The action is broad and open in order to counteract the phenomenon of “skimming,” i.e. recognising and awarding people who have sufficient achievements and assertiveness. It is focused on strengthening female doctoral candidates and providing them with knowledge about publishing strategies, methods of applying for grants, business trips abroad, which will be useful at later stages of their scientific career. The action will allow selecting equality ambassadors in the doctoral candidate self-government. The action is taken in connection with the Career Development Strategy prepared by the Office for Personnel Affairs and in cooperation with units and Doctoral Schools.

PROGRAMME FOR FEMALE RESEARCHERS

The objective of this action for young female teaching and research employees is to counteract the phenomenon of the loss of women's commitment in the course of the scientific career development (women account for just 1/3 of people holding the highest academic positions at the University), a closer examination of barriers to the development of women's

careers and needs of young female employees in this respect, development of methodology and organizational solutions for future development programs at the University addressed to this group of employees, support for a group of participants in the development of a scientific and teaching career, promoting the idea of developing young talents in the area of science and teaching at the University.

The action comprises 2 editions of a research and development mentoring program for young female researchers. 15 young female research and teaching employees of the University will participate in each of 2 editions of the programme.

Candidates will be selected based on the following criteria: scientific and/or teaching career development idea and motivation, research potential, general potential (results obtained during the evaluation of the potential will constitute a benchmark for the subsequent assistance provided to the participants and evaluation of the program effectiveness). The planned evaluation method is the Development Centre session.

The program will be implemented under the supervision of the Program Council defining the detailed selection criteria, the final shape of the program and evaluating program participants. The programme will include:

- support of male and female mentors in career planning and building relationships in the scientific community;
- career counselling with respect to the development of a scientific career;
- support with respect to the preparation of participants' websites (promotion of professional achievements in 2 language versions) and website positioning;
- development of competences during workshops (2 sessions a year) and individual coaching (6 sessions per person);
- scholarships for covering costs of childcare for the programme participants (in accordance with their needs, scholarship for maximum 12 months per participant).

Male and female mentors are not and mentors are not supervisors in the doctoral dissertation procedure of participants.

**ANTI-DISCRIMINATION AND ANTI-MOBING DIVISION:
responding, support, implementation of the anti-discrimination and anti-mobbing procedure**

Name of the entity	Key activity assumptions	Scope of tasks included in objectives of the entity	Relationships between entities
Academic Ombudsman in charge of student and employee affairs	Conflict solving, analysis and explaining cases, intervention in the case of breaches of the law or procedures	<ul style="list-style-type: none"> – supporting employees and students conflict solving; – ensuring fair and honest treatment of members of the academic community; – providing support in solving problems caused by mobbing; – intervention and support in case of discrimination or harassment (soft track); – support with respect to other problems related to the university and its community that could not be solved through standard procedures. 	<p>Possible transfer to:</p> <ul style="list-style-type: none"> – Anti-Mobbing Coordinator; – Equality Coordinator; – CRSiK. <p>Cooperates with the Equality Specialist/Equality Coordinator, Equality Committee, CRSiK, BON, CPP, Legal Clinic.</p>
Anti-Mobbing Committee	Carrying out explanatory proceedings and issuing opinions with respect to charges of mobbing	<ul style="list-style-type: none"> – combating mobbing and its consequences; – examining cases reported by the coordinator; – issuing opinions with respect to charges of mobbing. 	<p>Issues an opinion that is submitted to the Rector. Can transfer the case to CRSiK. Cooperates with the Anti-Mobbing Coordinator.</p>

Anti-Mobbing Coordinator	Preliminary case analysis, decision on transferring the case to the Anti-Mobbing Committee	<ul style="list-style-type: none"> – accepting and verifying reports on mobbing, as well as taking actions as part of preliminary proceedings; – collecting information mobbing signals and anti-mobbing good practices; – implementing anti-mobbing initiatives, including aimed at knowledge sharing. 	<p>Can report the case to the Anti-Mobbing Committee.</p> <p>Can transfer the case to:</p> <ul style="list-style-type: none"> – Academic Ombudsman; – CRSiK; – competent unit of the University. <p>Cooperates with the Academic Ombudsman, Anti-Mobbing Committee.</p>
Anti-Discrimination Committee	Carrying out explanatory proceedings and issuing opinions on discrimination charges in accordance with principles set forth in the Anti-Discrimination Procedure – formal complaint proceedings	<ul style="list-style-type: none"> – combating and preventing discrimination; – examining complaints pertaining to discrimination; – issuing opinions with respect to charges of discrimination. 	<p>Issues an opinion that is submitted to the Rector and Dean or a competent head of the unit. Can transfer the case to CRSiK or the Anti-Mobbing Committee. Cooperates with the Anti-Discrimination Coordinator and the Equality Coordinator.</p>
Anti-Discrimination Coordinator	Accepting cases and transferring them for examination to the Anti-Discrimination Committee	<ul style="list-style-type: none"> – accepting and examining complaints for discrimination; – collecting data on discrimination signals; – collecting information on anti-discrimination good practices; – oversight over the administrative support for the Anti-Discrimination Committee. 	<p>Reports the case to the Anti-Discrimination Committee. Cooperates with the Anti-Discrimination Committee and the Academic Ombudsman. May cooperate with CRSiK, BON, CPP and Legal Clinic.</p>

Centre for Dispute and Conflict Resolution at the Faculty of Law and Administration	Mediation	<ul style="list-style-type: none"> – mediation (including academic mediation); – education with respect to conflict resolution, mediation, negotiations and other ADR methods; – promotion of the idea of alternative dispute resolution methods. 	Cooperates with the Academic Ombudsman, Equality Coordinator, Anti-Discrimination Committee, Anti-Mobbing Coordinator, Anti-Mobbing Committee, Equality Committee.
EQUALITY DIVISION – development and implementation of equality policies at the University; teaching and research activities			
Name of the entity	Key activity assumptions	Scope of tasks included in objectives of the entity	Relationships between entities
Chief Equality Specialist	Implementation of system solutions for equality	<ul style="list-style-type: none"> – is focused on anti-discrimination policy, equal treatment and diversity; – oversees the implementation of the Gender Equality Plan for the UE and is responsible for drafting the next Plan; – monitors needs to introduce new equality procedures (gender mainstreaming) in the functioning of the University, and develops these procedures in cooperation with other authorities in charge of equality; – promotes and popularises issues related to equal treatment, anti-discrimination standards; – implements system solutions for equality; – is responsible for the implementation of activities for equality specified in the HR 	Cooperates with the Academic Ombudsman; Anti-Discrimination Committee (as the Anti-Discrimination Coordinator), Equality Committee, Equality Representatives at organisational units, Representative in charge of family, persons arranging classes on equality for students and quality training for employees.

		<p>Excellence in Research Strategy;</p> <ul style="list-style-type: none"> - cooperates with the Equality Observatory with respect to planning and carrying researches; - collects data on gender and other features being a basis for unequal and unfair treatment – in particular activities of the UW, as provided for in the Gender Equality Plan for the UW. 	
Equality Committee	Advisory activities and issuing opinions, promotion of new solution in the area of equality	<ul style="list-style-type: none"> - is focused on anti-discrimination policy, equal treatment and diversity; - promotes and popularises issues related to equal treatment, anti-discrimination standards; - recommends system solutions for equality and anti-discrimination solutions; - issues opinions on new legal solutions taking into account equality, diversity and non-discrimination. 	Cooperates with the Academic Ombudsman, Equality Specialist/Equality Coordinator, Anti-Discrimination Committee, CRSiK, BON, CPP, Legal Clinic.

<p>Equality Observatory</p>	<p>Integrated research activities with respect to equality and anti-discrimination at the UW. Advisory activities with respect to issues related to combining work and education with family duties.</p>	<ul style="list-style-type: none"> - The research team that – in cooperation with the Laboratory for the Assessment of Educational Quality and the Office for University Development Support carries out research activities related to equality monitoring and implementation of equality policies at the University of Warsaw. - The team uses, <i>inter alia</i>, methodologies and results of studies carried out for the purposes of the development of the Gender Equality Plan for the UW. The team will create a repository of studies on good practices related to equality and diversity, as well as support for underrepresented groups; - it will monitor changes at the University of Warsaw resulting from the implementation of the Gender Equality Plan for the UW in order to develop Plan evaluation tools; - cooperates with the system for gathering statistical data pertaining to gender from university offices; - will also carry out regular surveys on equal treatment experiences and problems in achieving equality and respect for diversity, such as discrimination on various grounds, sexual harassment, and problems in combining work and family life. 	
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<p>Representative in charge of family.</p>	<p>Disseminating information on legal and organisational solutions for parents, available at the University of Warsaw.</p>	<ul style="list-style-type: none"> - Focused on Objective 4. "Easier combination of work and family life;" In their activities builds on previous university experiences, such as day care centre on the Śródmieście Campus or "Parent at UW" project financed from the Participation Budget; - In their activities takes into account diversity of parental and care duties – both taking care of children and other family members, including spouses, partners or older parents requiring care; - the representative in charge of family takes into account various family models, including single-parent families or e.g. single-sex families formalised abroad; - promotes university solutions supporting combination of scientific careers with family life – e.g. paid leaves for the period of scholarship abroad (including trips with family). 	
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STRUCTURES AT FACULTIES AND OTHER ORGANISATIONAL UNITS

Name of the entity	Key activity assumptions	Scope of tasks included in objectives of the entity
<p>Equality representatives at organisational units</p>	<p>acting as the first contact and consultation point with respect to promotion of good practices, taking care of equality-supporting atmosphere, combating discrimination, sexual harassment, mobbing, hate speech</p>	<p>Every organisational unit (faculty or even institute, depending on its specifics) may appoint an equality representative.</p> <p>Tasks of equality representatives:</p> <ul style="list-style-type: none"> - cooperation with authorities of the unit and the Academic Ombudsman in charge of student and employee affairs, and the Chief Equality Specialist with respect to combating discrimination and developing the atmosphere supporting equality and respect for diversity, taking care of the atmosphere supporting equality in the everyday life of the faculty; - providing students and employees, on an annual basis, at the beginning of the academic year, with information on the support system at the faculty and university, as well as equality courses and trainings; - gathering information on equality good practices at the unit, information on studies and statistics, and transfer them to the Chief Equality Specialist at the UW and the Academic Ombudsman in charge of student and employee affairs; - popularising good practices at the faculty; - popularising university activities for equality and similar activities (e.g. anti-mobbing activities) at the level of the unit; - acting as a consultation and contract point with respect to discrimination at the organisational unit; - cooperating with the Chief Equality Specialist and the Academic Ombudsman in charge of student and employee affairs; - participating in trainings and university networks of contacts with their equivalents in other entities. Activities of the network are coordinated by

		<p>the Academic Ombudsman and the Chief Equality Specialist at the UW. Information on representatives are published on websites of units with a short description of tasks. The full list of representatives is available on rownowazni.uw.edu.pl website.</p> <p>This function is fulfilled in accordance with the same principles as other representatives or coordinators at the faculty/institute level.</p>
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