

**Ternopil Ivan Puluj National Technical University
GENDER EQUALITY PLAN**

No	Task	Implementation				Implementation results
		Execution date	Resources for implementation / methods of implementation	Responsible persons	Executives	
1.	<p>To appoint a person responsible for coordination of the issues of equal opportunities and diversity (hereinafter - the Responsible Person);</p> <p>To decide and approve the list of the initiative group for the implementation of the Gender Plan objectives;</p> <p>To elect the Authorized Representative of the students' society;</p> <p>Appoint the Advisor among the employees of the legal and organisational issues department of Ternopil Ivan Puluj National Technical University (TNTU).</p>	February 2022	<p>The university authority specifies functions and responsibilities of the appointed Responsible Person; the list, competence and ability of the initiative group, members of the Authorized Representative of the students' society and the Advisor among the employees of the legal and organisational issues department of TNTU to perform tasks;</p> <p>provides resources for the implementation of assigned tasks</p>	Rectorate, heads of departments	Rectorate, heads of departments	

2.	Training of experts concerning approaches to gender audit and gender equality policy as a whole.	Starting from March 2022	Expenses for courses, seminars, participation in relevant events, etc. The Responsible Person of gender equality involves the initiative group members into the courses, trainings and other activities required for training in gender equality.	The Advisor among the employees of the legal and organizational issues department of TNTU, the Responsible Person.	The initiative group members	
3.	To carry out partial gender audit of organizational and managerial work (activity management, staffing, university development strategy, communication).	Starting from March 2022	Stationery expenses, handouts printing, payment for statistical analysis and information processing.	The Responsible Person, the initiative group members, the Authorized Representative of the students' society.	Groups of executives in the departments.	

4.	To carry out constant monitoring of the situation with gender equality, conduct community surveys concerning gender equality issues	Starting from March 2022	Stationery expenses, handouts printing, payment for statistical analysis and information processing.	The Responsible Person, the initiative group members, the Authorized Representative of the students' society.	Groups of executives in the departments.	
5.	Within the University to introduce safe and clear mechanism for submission of complaints on discrimination and sexual harassment, designed for staff and students.	Starting from March 2022	To involve the university official website in the implementation; To create a special email address; To hang a mail box for anonymous letters in the university lobby. To post information about these measures on the website of TNTU, on TNTU social networks. To give quick response to all requests.	Rectorate, the Advisor among the employees of the legal and organizational issues department of TNTU, the Responsible Person.	Initiative group, site administrator.	

6.	To keep gender balance 40/60 in the structural units of the university, as well as in the events, student research groups, educational academic groups.		To involve the Responsible Persons and the gender equality initiative group for gender balance control into formation of the university structural units and planned activities.	Rectorate, heads of structural units, the Advisor among the employees of the legal and organizational issues department of TNTU, the Responsible Person	Heads of structural units, initiative group.	
7.	To introduction gender-sensitive speech / language principles into the document flow by implementation of strategies of feminization, neutralization, avoidance of androcentrism and sexism.		Review of strategic and internal documents, correction of documents, content of external and internal communication messages in accordance with gender-sensitive language.	The advisor among the employees of the legal and organisational issues department of TNTU, the Responsible Person, the initiative group members, the Authorized Representative of the students' society	Groups of executives in the departments, the employees of the legal and organisational issues department of TNTU, Registry and Personnel Department of TNTU.	

8.	To carry out scientific research on women's leadership and / or gender equality with further coverage of the results in the scientific circles and in educational activities.		External and internal channels of communication, financial resources. Promoting the academic community of the university and senior management of scientific research on this problem.	The Vice-Rector for Research, the Responsible Person.	The initiative group, students and teaching staff	
9.	To include the gender aspect into teaching, curriculum content and courses.		To create recommendations and appropriate tools for the teaching staff concerning the implementation of the gender aspect for taught courses; to discuss such requirements with the stakeholders of educational programs.	The First Vice-Rector, the Responsible Person of gender equality, heads of structural units, stakeholders of educational programs..	Teaching staff of the university.	

10.	To organize training concerning gender equality dealing with gender aspect integration into educational processes and gender discrimination for the university staff.		To create topics for the educational unit in accordance with the problems and issues occurring during audit and monitoring processes.	The First Vice-Rector, the Responsible Person of gender equality.	The initiative group, invited lecturers.	
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APPROVED:

First Vice-Rector

Mykola MYTNYK

Vice-Rector on International Cooperation

Tetiana VITENKO

**Acting Head of the Legal and Organizational Issues
Department**

Natalia YAMPOLSKA