

**Confirmed by
the Academic Council of TNTU
January, 25, 2022
Protocol № 1**

**Approved by
Acting Rector of Ternopil Ivan
Puluj National Technical
University

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January, 27, 2022**

**PROVISIONS
on Gender Policy of Ternopil Ivan Puluj National Technical University**

Ternopil
2022

1. GENERAL PROVISIONS

1.1. The Provisions on Gender Policy (hereinafter - the Provisions) are regulated by international standards and regulations on the requirements of gender balance and representation of women and men at the university and developed in accordance with the Gender Equality Strategy of the Council of Europe for 2018-2023; Constitution of Ukraine, Art. 23, 24; Universal Declaration of Human Rights; International Covenant on Civil and Political Rights; Convention on the Elimination of All Forms of Discrimination against Women; Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men" (2005); Resolutions of the Cabinet of Ministers of Ukraine dated 09.10.2020 № 930 "Some issues of ensuring equal rights and opportunities for women and men"; Resolutions of the Cabinet of Ministers of Ukraine dated 24.02.2021 № 145 "Issues of the State Social Program for Prevention and Counteraction to Domestic Violence and Gender-Based Violence until 2025"; UN Security Council Resolution 1325 "Women, Peace, Security"; UN Sustainable Development Goals "Ensuring Gender Equality, Empowerment of All Women and Girls", approved for the period from 2015 to 2030.

1.2. The Provisions state that Ternopil Ivan Puluj National Technical University (hereinafter - University) is an organization that supports a friendly attitude and open actions aimed at building respect for the individual, regardless of gender, age, race or physical condition. The principles of gender equality are identified as a priority in both the educational and work environment, and are among a number of fundamental tasks of the University to create a gender educational space at the European level. The strategy of implementation of the principles of gender equality at the University provides for systematic monitoring, analysis and dissemination of data on gender equality, cooperation with national and international organizations, scientists and experts.

1.3. The main purpose of the Provisions is to ensure the principles of gender equality, implementation of a gender approach in the functioning of the University, formation of a gender-sensitive educational environment, counteraction to gender discrimination, sexism, language sexism, gender stereotypes, etc.

1.4. Definition of terms used in the Provisions:

Gender - social characteristics and opportunities associated with being a woman or a man, with the relationship between women and men, girls and boys, and with the relationship between women and between men.

Gender equality / essential gender equality is a combination of formal gender equality with equality of real results, namely when equality before the law, equal

opportunities and equal treatment of women and men are complemented by equality of influence, results and consequences.

Gender education is a necessary part of educational programs at all levels of the education system, enabling girls and boys, women and men to understand how the constructions of masculinity and femininity and patterns of distribution of social roles (formed by our societies) affect their lives, relationships, life choice, development of their careers, etc.

Gender audit – assessment of the level of effectiveness of institutional gender equality in policies, programs, organizational structures and procedures, including decision-making processes, and in relevant budgets.

Gender discrimination – restriction of opportunities and rights or provision of the most-favored-nation treatment for people based on their gender.

Sexism is an ideology and practice of discriminating against people on the basis of sex, based on the idea of the preference of moral, intellectual, cultural, physical and other qualities of one sex over another.

Verbal sexism - sex discrimination in language that exists both at the level of the word and at the level of the sentence and the whole discourse.

Gender dimension in education - assessment of the consequences and results of educational and pedagogical efforts of teachers aimed at full personal development and development of all subjects of the educational process, their awareness of their own identity, choice of ideals and goals and self-realization without any restrictions on the basis of gender.

Gender-sensitive educational environment - an educational environment in which gender sensitivity is emphasized as one of the criteria for the effectiveness of educational activities.

2. BASIC PRINCIPLES AND DIRECTIONS OF GENDER POLICY

2.1. The basic principles of the University's gender policy are:

- ensuring equal rights and opportunities for women and men in the field of professional and personal development and growth;
- creation of a gender-sensitive educational environment through the implementation of gender education, gender audit, gender parity;
- creation of optimal, safe, modern conditions for work and training of different categories of workers, students, teachers;
- ensuring gender equal payment;
- introduction of effective mechanisms to prevent and counteract the sexual harassment, violence or bullying;

- promoting the full integration of the gender approach into the functioning of the University, including the overall development strategy, projects and programs.

The main directions of gender policy implementation are:

- ensuring equal rights and opportunities for women and men working at the University;
- conducting comprehensive monitoring of the internal regulatory framework, which regulates all activities of the University in accordance with the principles of gender equality;
- systematic monitoring of the implementation of the gender approach in educational activities (gender dimension in education) through the use of mechanisms of gender analysis, examination and audit to assess the consequences and results of educational and pedagogical efforts of teaching staff aimed at comprehensive personal formation and development of all staff involved into the educational process;
- informational, scientific and methodological support for the implementation of a gender approach in the educational programs of the university;
- implementation of cooperation of the university with domestic and international scientific and educational institutions on gender equality;
- promoting the participation of persons responsible for gender policy in trainings, conferences, social activities aimed at ensuring and maintaining gender equality;
- regular holding of relevant meetings and trainings with representatives of the labor and student staff of the university;
- promoting research on gender issues conducted at the university;
- development and approval of the annual Gender Equality Plan;
- ensuring the work of persons responsible for considering appeals on gender equality.

2.2. Documents, plans, programs, rules and procedures are developed and implemented in order to ensure equal opportunities and inadmissibility of discrimination in accordance with international law and the law of Ukraine.

3. TASKS OF THE WORKING GROUP ON ENSURING THE IMPLEMENTATION OF GENDER POLICY AT THE UNIVERSITY

To implement gender policy, the University creates a working group responsible for the implementation of gender policy. The activities of the working group are ensured and monitored by the coordinator, who is responsible for coordinating the activities of the University on ensuring equal rights and opportunities for women and men, preventing and combating violence. The staff of the working group and the coordinator is approved by the order of the Rector.

The main tasks of the working group are:

- coordination of the work of University structural units due to the application of gender approaches;
- participation in the development of university provisions draft on equal rights and opportunities for women and men, and providing methodological and advisory assistance to structural units of the University in this matter;
- participation in national and regional programs on gender policy;
- making proposals, including gender audits' results, on the inclusion of relevant provisions in the staff agreement in accordance with Article 18 of the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men";
- preparation of information for the official website of the University and the media to cover issues of equal rights and opportunities for women and men;
- participation in gender audit of the implementation of the Laws of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men", "On Principles of Preventing and Combating Gender Discrimination in Ukraine" in terms of combating discrimination on the grounds of sex.

The main tasks of the working group coordinator are:

- advising and making proposals to the Rector on the implementation at the University of state policy and international obligations of Ukraine on ensuring equal rights and opportunities for women and men, combating violence and discrimination;
- organization of gender audits, development of appropriate measures and plans;
- coordination of preparation of analytical reports, statistical reports, recommendations, reports on gender policy;
- organization of educational events (seminars, trainings, etc.) on gender policy;
- organization of information activities and public relations on this issue.

4. FINAL PROVISIONS

4.1. The coordinator of the working group on ensuring the implementation of gender policy at the University monitors the implementation of the Provisions.

4.2. The Provisions comes into force from the moment of its approval by the Rector.

4.3. Changes and additions to the regulations are made by order of the Rector by decision of the Academic Council of the University.

**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