

The Gender Equality Policy of the University of Pécs

Institutional Commitment

The University of Pécs is committed to providing its students and staff with a learning and working environment that respects human dignity, supports diversity and enables equal opportunities.

The University is convinced that gender equality is not merely a legal requirement, but a fundamental prerequisite for academic excellence and an inclusive university community.

The University defines the promotion of gender equality as a strategic objective at institutional level and promotes its implementation in all areas of education, employment, student services and university life.

1. The principles of the policy

The University of Pécs' gender equality policy is based on three interrelated principles.

- 1.1. The first principle is **equal treatment and respect for human dignity**.
The University strives to ensure that students and staff have equal access to education, employment, university services and university life, regardless of gender or gender identity.
- 1.2. The second principle is the **creation of an inclusive institutional environment**.
The University strives to create and maintain a learning and working environment that supports diversity within the community, promotes active participation, and strengthens a culture of communication and cooperation based on respect.
- 1.3. The third principle is the **conscious management of structural inequalities**.
The University recognizes that gender differences may manifest themselves in a structural manner in fields of study, academic progression, employment structures, career paths or institutional participation. Accordingly, the institution regularly evaluates its own operations and strives to respond to these with targeted measures where necessary.

2. Institutional commitments

- 2.1. Access and participation
The University strives to **ensure equal access to education and employment opportunities**.

The University strives to **ensure transparency and objectivity in its recruitment, selection and appointment practices, and to minimize any potential bias**.

The University regularly **analyses the gender composition of its students and staff and monitors areas where significant imbalances are evident**.

The University **supports programs that promote the participation of the under-represented gender in education, academic activities and various areas of employment.**

2.2. Academic and professional progression

The University **regularly monitors students' academic progress and the career paths of its staff.**

The institution monitors the gender distribution in leadership and decision-making positions and **strives to promote balanced participation.**

The University **supports measures and programs that promote academic success and professional advancement.**

2.3. Organizational participation and decision-making

The University **encourages the participation of students and staff in university life and decision-making processes.**

The institution **monitors patterns of participation and strives to promote balanced participation.**

2.4. Working and study conditions

The University **strives to ensure that fairness and transparency are upheld in the establishment of study and working conditions.**

The University **monitors pay differentials and strives to reduce unjustified disparities.**

The institution **takes into account the different life situations of students and staff and supports solutions that facilitate the reconciliation of study, work and private life.**

2.5. A safe and respectful environment

The University of Pécs has a **zero-tolerance policy towards harassment, sexual harassment and gender-based discrimination.**

The University **strives to operate institutional mechanisms that enable problems to be reported safely and confidentially, and that facilitate the impartial and fair handling of cases.**

The University **supports prevention programs and training that contribute to strengthening institutional operations based on respect.**

2.6. Education, research and organizational operations

The University encourages the **incorporation of gender equality and social diversity considerations into teaching, research and institutional operations, where relevant.**

The University **supports initiatives that contribute to understanding and reducing social and institutional inequalities.**

3. Monitoring and evaluation

- 3.1. The University regularly evaluates the implementation of its gender equality policy, seeking to review the main trends in the policy's implementation and the experiences gained from the measures taken. To this end, it collects and analyses data in the following areas, amongst others, and uses regular surveys to examine the implementation of gender equality among students and staff, with particular regard to the experiences of those concerned:
- **student numbers and gender ratios in individual fields of study**
 - **academic progress and dropout rates**
 - **employment structure and gender ratios**
 - **career progression and participation in management**
 - **student and staff participation in public life**
 - **handling of harassment cases, including exclusively aggregated and anonymous data on the number and nature of cases, the procedures applied, and experiences in case management**
- 3.2. The findings of the evaluations contribute to the continuous improvement of the institution's operations.

4. Institutional responsibility

The promotion of gender equality is the shared responsibility of the University community.

The University **strives to ensure that the principles of this policy are reflected in its operations and decision-making processes.**

The University's management, organizational units, staff and students jointly contribute to ensuring that the **institution's operations are based on the principles of respect, fairness and equal opportunities.**

This policy forms part of the University's comprehensive equal opportunities and gender equality framework.