



**Gender Equality Plan
of Poltava State Medical University
for 2022-2026**

Introduction. Poltava State Medical University hereby expresses its commitment to gender equality, and possession of dedicated resources and expertise in gender equality to implement this Plan. In order to legally ensure gender equality, eliminate discrimination, achieve parity of women and men in all spheres of society, Poltava State Medical University is guided by: the Constitution of Ukraine, Laws of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men", "On the Principles of Preventing and Combating Discrimination in Ukraine", Order of the Rector №381 as of 17.10.2019 "On the Policy Approval".

Gender Equality Plan (GEP) is a five-year policy statement in which Poltava State Medical University aspires to execute activities and initiatives to minimise gender inequities and improve diversity in areas such as age, culture, physical ability, sexual orientation, and multilingualism. The Plan is intended to promote equality and oppose discrimination among University staff and students, regardless of gender, race, national origin, language, religion, or beliefs, sexual orientation, gender identity, or age.

The primary objective of this Plan is to assure that the University is a safe environment for everyone and to guarantee that it operates in a way that respects equality and diversity, is free of prejudice, and allows everyone to succeed academically.

GEP of Poltava State Medical University addresses the following needs:

- further developed dissemination of information about equity, diversity, and anti-discrimination;
- promotion of existing solutions related to enhancing equality and diversity;
- conducting counter-activities against stereotypes that influence recruitment and career development, thereby affecting the University's image;
- support for women in science.

The tasks of the Gender Equality Plan are:

- Targeting work-life balance and company culture.
- Achieving gender balance in leadership and decision-making.
- Promoting equality of opportunities for men and women.
- Achieving gender parity in hiring and advancement.
- Incorporation of a gender perspective into research and education.
- Taking action to combat gender-based violence, such as sexual harassment.

Relevant baseline data and targets include:

- Data analysis and collection: gender inequality and biases are detected through critically evaluating procedures, processes, and practices..
- A phase of planning during which objectives are determined, targets are specified, actions and steps to address recognized issues are decided, resources and duties are assigned, and timelines are agreed upon.

Actions to be taken by Poltava State Medical University:

- Raising awareness and providing training for workers and decision-makers on gender equality and unconscious gender biases. Heads of structural subdivisions of PSMU, together with applied psychologists, will regularly organise and conduct informational and educational campaigns, training sessions and workshops, aimed at raising awareness among the staff and students as to gender equality, prevention of discrimination and sexual harassment, and to ensure equal rights and opportunities for women and men.

— Monitoring, through which the procedure and its development are observed and evaluated on a regular basis. In order to comply with the legal framework of Ukraine, the University has developed the «Policy to Prevent and Combat Discrimination and Sexual Harassment at PSMU». The Committee on Prevention and Combating Discrimination and Sexual Harassment acts at the University on a permanent basis. The main activity of the Committee is timely response to cases and appeals, if any, regarding discrimination and sexual harassment.

— Data collection and annual reporting based on indicators.

The Gender Equality Plan will address the following targets and desired outcomes:

1) Promoting work-life balance, increasing awareness of organisational culture and overcoming stereotypes.

Objectives: Promoting a better work-life balance by reconciling the demands of people's working and private lives. Supporting the balance between work and parenting and/or care-taking activities. Reinforcing a shared culture of equal opportunities and the value of inclusion in the university.

Activities to be carried out: Organising workshops, meetings and lectures on anti-discrimination. Collecting data on gender equality at PSMU. Regular verification of the status of equality at PSMU and the status of knowledge of equality solutions at the University. Regular surveys pertaining to the development of knowledge, and the modification of attitudes and beliefs.

2) Gender balance in senior management positions and in decision-making bodies

Objectives: Achieving gender balance and equality in appointing both women and men as chairpersons of decision-making authorities. Increasing balanced gender representation with respect to chairpersons of faculty and university committees, management, expert and reviewer teams, and chairpersons of scientific events.

Activities to be carried out: Formulating recommendations with respect to balanced gender representation at events arranged at PSMU, expert and reviewer committees, faculty / University committees and management, and popularising them at the level of all units. Implementing guidelines on percentages for representation of women and men in expert, reviewer and examination teams, and committees.

3) Achieving gender equality in recruitment and career progression

Objectives: Promoting measures to support gender balance in recruitment. Achieving gender balance in selection committees for the recruitment of teaching, administrative staff and researchers, as well as in selection committees for PhD programmes and research fellowships, academic mobility, etc.

Activities to be carried out: Using good practices to support gender balance in recruitment. Recruitment announcements including transparent criteria, clear guidelines for the evaluation of achievements, disclosure of applications.

4) Incorporating the gender dimension into teaching and research programmes.

Objectives: Organising networking groups for women doctoral candidates. Popularisation of good practices related to supporting women's careers, applied at faculties and units. Systematic monitoring of the participation of women and men in contests for grants, projects, and financial support.

Activities to be carried out: Organising networking groups for women doctoral candidates; organisation of lectures with invited women lecturers on careers of women in science, in Ukraine, and all over the world. Gathering statistical data by gender on those starting doctoral dissertation procedures and defences of doctoral dissertations. Systematic monitoring of the participation of women and men in contests for grants, projects, and financial support, plus publications.

5) Promoting measures against gender-based violence, including sexual and moral harassment

Objectives: Developing knowledge about discrimination phenomena and fostering skills related to identifying and responding to these phenomena. Raising awareness of the issues related to various forms of gender-based violence. Combatting gender stereotypes, enhancing diversity and supporting under-represented communities.

Activities to be carried out: Organising trainings aimed at the acquisition of knowledge and skills relating to gender equality, diversity and human rights. Training for employees (academic and administrative), as well as students and doctoral candidates. Introduction of anti-discrimination trainings for management staff of organisational units and persons representing student self-government bodies.

Rector of Poltava State Medical University
Doctor of Medical Sciences, Professor



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Viacheslav Zhdan