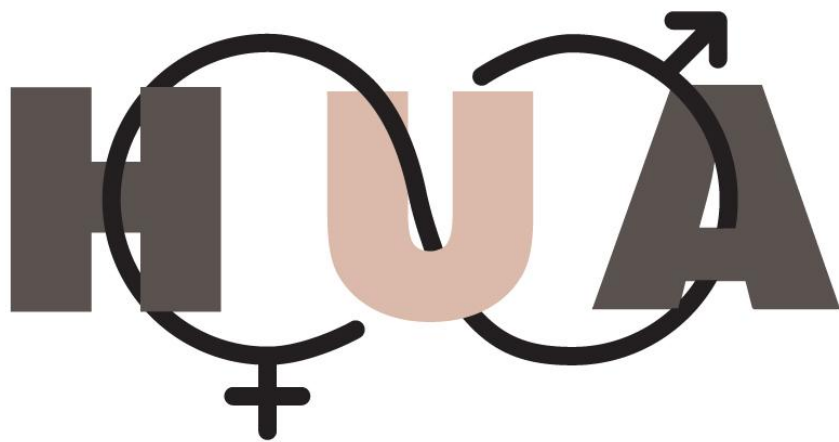


HAROKOPIO UNIVERSITY OF ATHENS

GENDER EQUALITY PLAN

2022-2025



ΕΠΙΤΡΟΠΗ ΙΣΟΤΗΤΑΣ ΦΥΛΩΝ

GENDER EQUALITY COMMITTEE

1. INTRODUCTION

The promotion of gender equality in all aspects of social and professional life is one of the fundamental principles of the European Union. The European Commission sets strategies and legislates with the aim of addressing inequalities and ensuring full gender equality without restrictions from gender norms and discrimination based on gender or stereotypical perceptions. The key policy and action goals for the years 2022-2025 are to take targeted measures to achieve gender equality with equal opportunities for advancement, equal participation, and the consideration of the gender dimension at all stages of policy development. To achieve substantial equality, the horizontal integration of the gender dimension into all policies is provided for.

Greece ranks last in the European Union regarding the Gender Equality Index for 2021 (according to 2019 data). In the field of Higher Education, the country also shows a lagging image in gender equality, which is reflected in the relevant report of the European Commission SHE Figures for 2021.

The goal of this Action Plan for Gender Equality is to contribute to alleviating gender discrimination and overcoming the barriers it creates, in order to improve the quality of academic life and scientific research at Harokopio University of Athens

Gender inequalities and barriers

Discrimination based on gender arises from stereotypical perceptions regarding the different roles of genders, their physical, cognitive abilities, and social skills. It begins with the first socializing factor, which is the family, continues in education, regardless of the level, and persists in the workplace. The professional segregation based on gender, meaning the tendency for women and men to concentrate in distinct fields, professions, forms of employment, and levels of hierarchy that are linked to their salary progression through the holding or not of responsible positions and participation in decision-making, is one of the most significant phenomena in the global labor market.

Based on the traditional culture of a patriarchal society, there is a prevailing belief that, for women, work and professional advancement take a back seat to marriage and family creation. The multiple roles that women undertake create conflicts between work and family. Additionally, equal pay with men for the same and equally valued work provided by women is not ensured, resulting in wage inequality.

Linguistic sexism reflects these gender discrimination issues in a male-dominated society. Language expresses inequality and violence in the social relations between men and women, reflecting the prevailing ideas in society. This type of sexism is evident in public documents, educational books/texts, media, and elsewhere, and it is necessary to overcome it within the framework of a policy promoting gender equality.

Furthermore, sexual harassment, defined as any form of unwanted verbal, psychological, or physical sexual behavior, falls within the scope of gender-related issues, resulting in the violation of the individual's personality, particularly by creating a threatening, hostile, humiliating, or aggressive environment. Correspondingly, any type of discrimination faced by LGBTQI+ individuals has no place in a modern and well-ordered society, especially in the field of education.

The promotion of gender equality at the national level

Law 4604/2019 (A' 50) on the "Promotion of Substantial Gender Equality, Prevention and Combating of Gender-Based Violence - Provisions for the Granting of Citizenship - Provisions Related to Elections in Local Government - Other Provisions" and the ratification of the "Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence" (known as the "Istanbul Convention") with Law 4431/2018 (A' 62) were significant steps towards promoting gender equality. Subsequently, the National Action Plan for Gender Equality 2021-2025 set goals for achievement and actions that require coordinated efforts from all involved parties, as also provided in Article 10 of Law 4604/2019, for the integration of the gender equality dimension into public policies, in order to develop projects and actions aimed at achieving substantial equality

Current situation in Higher Education

The increase in the presence of women in universities is a relatively recent development (women began to occupy a significant number of academic positions in Western European universities from the 1970s onwards). This phenomenon is attributed, on one hand, to the greater participation of women in the labor market and, on the other hand, to their remarkable increase as students in university lecture halls. The participation of women in the academic profession also reflects changes in social values and stereotypes, which have allowed women to pursue positions in prestigious and high-responsibility professions.

According to EUROSTAT data, as recorded in the Annual Report on the Quality of Higher Education by the National Authority for Higher Education, Greece, in 2019, shows the third highest percentage of male faculty (64.3%), significantly higher than the European average, which is estimated at 56.62%. Additionally, based on the European Commission report *She Figures 2021*, at the country level, women are represented at a particularly low percentage in leadership and management positions in universities compared to other member states. The countries with the highest rates of female participation in higher education leadership were Latvia (44.4%), Sweden (41.7%), Iceland (40.0%), Lithuania (39.0%), and Belgium (37.0%), while the lowest participation rates were observed in Cyprus (9.1%), Romania (11.1%), France (12.1%), Greece (16.0%), the Czech Republic, and Hungary (17.2% each).

At Harokopio University of Athens, there has not yet been a systematic and longitudinal recording of gender distribution among academic and administrative staff as well as the student population, documenting gender inequalities in practice, potential barriers, or discrimination in student, academic, research, and professional life related to gender, with the aim of targeting and undertaking actions. This current Action Plan aims to fill this gap.

On the other hand, an educational institution like the university, as a key socializing mechanism on one hand, and as a mechanism for the production and reproduction of knowledge on the other, can be a structural factor in creating and promoting gender equality or intensifying gender segregation, discrimination, and inequality. The integration of the gender dimension into the educational process and its multifaceted interrelation with the individual components of educational practice, mainly in teaching materials and curricula, is a fundamental component of a long-term Action Plan for Gender Equality.

Action Plans for Gender Equality

The European Commission incorporates the gender dimension into all its policies and takes specific measures that arise from the particular needs and requirements at any given time. In the new funding framework of the European Commission for research and innovation (2021-2027), gender equality is set as a horizontal priority, both in the evaluation of research proposals and in the implementation of research programs as well as in the profile of the institutions applying for funding.

In this context, academic institutions develop and implement Action Plans for Gender Equality. These plans aim at the horizontal integration of the gender dimension in all measures and

policies designed and implemented by the institution, the establishment of processes and criteria for assessing the gender impacts of specific measures, and the adoption of "positive actions." The implementation and outcomes of the Action Plans are regularly monitored and made public.

The expected outcomes from their implementation focus on the following:

- Assessing the response of the implemented actions in overcoming gender discrimination in each academic community.
- Encouraging and empowering the scientific/research activities of women, while simultaneously eliminating barriers faced primarily by female faculty members in their professional advancement.
- Taking measures that enhance the reconciliation of professional and family responsibilities for men and women within each institution.
- Changing attitudes and stereotypical perceptions regarding gender roles.
- Striving to ensure balanced participation of women in the decision-making centers of the institution.

To achieve the goals of the Action Plan for Gender Equality, it is crucial to engage the entire academic community, and improving collaboration and strengthening dialogue is essential.

2. ACTION PLAN FOR GENDER EQUALITY OF HAROKOPIO UNIVERSITY OF ATHENS

2.1. Entity responsible for planning, implementation, and monitoring: Gender Equality Committee of Harokopio University of Athens

With Article 33 of Law 4589/2019 (Government Gazette A' 13/29.01.2019), Gender Equality Committees were established mandatorily in all Higher Education Institutions in the country. These committees are made up of nine members and consist of six (6) faculty members, one (1) member of the Special Education Staff, one (1) administrative staff member, and one (1) student. The members of the Gender Equality Committee (G.E.C.) serve a three-year term and are appointed following a call for expressions of interest. The Gender Equality Committee (G.E.C.) acts as an advisory body to the Senate and the administrations of the Schools and Departments with the aim of promoting equality at all levels of operation and in all processes of academic life.

The G.E.C. of each university, based on the aforementioned law, has the following responsibilities: a) Develops action plans to promote and ensure substantial equality in the educational, research, and administrative processes of the institution and prepares an annual report, which is submitted to the Senate. b) Recommends measures to the relevant bodies for promoting equality and combating sexism. c) Provides information and training to the members of the academic community on issues related to gender and equality. d) Offers mediation services in cases of complaints about discriminatory treatment or harassment. e) Promotes the establishment of relevant Master's Programs, the preparation of dissertations and doctoral theses, and the organization of seminars and lectures focusing on gender studies. f) Encourages the development of studies and research on issues related to its area of responsibility. g) Provides assistance to victims of discrimination when they report discriminatory treatment. The support of victims of discriminatory treatment by the Committee is specifically regulated through the Internal Regulation of the universities.

At Harokopio University of Athens, the process defined above was followed and based on the decision No. 424/28.4.2021 of the Senate, the G.E.C. was established, and subsequently, on May 17, 2021, it was formally constituted. The G.E.C. of Harokopio University of Athens serves as the entity responsible for planning, implementing, and monitoring the current Action Plan for Gender Equality, with the support of the entire Academic Community.

2.2. Objectives – Actions – Indicators and Timeline

This Action Plan for Gender Equality defines the priorities, actions, and objectives undertaken by Harokopio University of Athens for the period 2022-2025, promoting substantial gender equality in practice, starting from the premise that gender equality is a fundamental right for all individuals as well as a basic value for every society. Understanding the elements regarding gender inequalities at Harokopio University of Athens is deemed extremely important. The effort to create a gender distribution map, along with other actions, will highlight potential problems as well as current needs. The Action Plan for Gender Equality is part of a long-term process that includes monitoring the set goals, evaluating, and updating the Plan as a whole, including the proposed goals and actions.

Specifically, the following objectives are set for the period 2022-2025:

1. The development of the gender distribution map at the University.
2. The systematic informing of the student population and staff of the University (academic and administrative) on issues related to gender equality and discrimination.
3. Ensuring a safe environment free from discrimination and harassment based on gender/gender identity, gender characteristics, and/or sexual orientation, in the contexts of study, teaching, research, and employment, through the prevention and addressing of such incidents by members of the student population, academic, administrative, and other support staff of the University towards other members of the student population and University staff, regardless of the location where these incidents occurred and/or incidents that took place within the University's facilities and infrastructures, and irrespective of the status of the perpetrator(s) and victim(s).
4. Using non-sexist language in the activities of Harokopio University of Athens.

Additionally, the following long-term goals are set:

- The establishment of appropriately staffed University services/offices to support the achievement of the above goals (for example, Gender Equality Office).
- The integration of the gender dimension in the participation of staff in governance and decision-making bodies.
- The equitable and inclusive empowerment of all individuals, regardless of their identity and gender.

- The promotion of gender equality as a lever of innovation and excellence in research and teaching.

Below, the objectives are presented in more detail along with the proposed actions, indicators, the relevant timeline for the period 2022-2025, as well as the target populations.

Objective 1: The development of the gender distribution map at the University

Sub-Objectives:

1. Mapping the gender distribution within the student population.
2. Mapping the gender distribution among the academic and administrative staff.
3. Mapping the gender distribution in positions of responsibility.

Actions:

1. Gathering statistical data on gender distribution within the student population.
2. Gathering statistical data on gender distribution among the academic and administrative staff.
3. Gathering statistical data on gender distribution in positions of responsibility.

Indicator:

- A biannual map of the gender distribution at Harokopio University of Athens.

Timeline

Indicator	2022	2023	2024	2025
Map of the gender distribution	1		1	

Objective 2: The systematic informing of the student population and University staff (academic and administrative) on issues related to gender equality and discrimination

Sub-Objectives:

1. The development of an effective communication strategy to promote equality.
2. The dissemination of information on equality issues with respect for individual rights.
3. The awareness of gender social constructs, beliefs, and stereotypes regarding professions as factors that determine both professional and broader social gender representations of individuals.

4. The creation of a network with organizations that have experience/expertise on gender issues in Greece and abroad.
5. Encouraging faculty members and researchers to include gender as a theme in the curriculum and research.

Actions:

1. Raising awareness and activating the student population through the distribution of relevant materials, organizing or hosting informational days or events with cultural, artistic, athletic, and recreational activities on related themes, in collaboration with organizations that have relevant experience and expertise.
2. Training and raising awareness of the academic and administrative staff through seminars, lectures, educational or experiential workshops, which will be organized and implemented by the University and/or in collaboration with organizations that have relevant experience and expertise.
3. Creating an online library on the website of the G.E.C. with informative and awareness-raising materials on gender-based violence and equality from organizations with relevant experience, such as the General Secretariat for Demographic and Family Policy and Gender Equality, the Center for Research on Gender Issues, etc.
4. Awareness/informational activities in the context of the International Day for the Elimination of Violence Against Women (November 25) and International Women's Rights Day (March 8).
5. Networking with organizations promoting gender equality, such as the Center for Research on Gender Issues, and signing relevant memoranda of cooperation that will define the framework for collaboration.
6. Organizing workshops on gender and stereotypes in collaboration with organizations promoting gender equality.
7. Incorporating the gender dimension and including relevant themes in the undergraduate and postgraduate programs of all University Departments.

Indicators:

- Number of awareness-raising and informational seminars for the student population.
- Number of awareness-raising and informational seminars for academic and administrative staff.

- Number of events on gender issues held on global days and in collaboration with organizations promoting gender equality.
- Number of texts posted in the online library of the G.E.C. on gender and violence against women.
- Signing of memoranda of cooperation with organizations promoting gender equality.
- Number of undergraduate or postgraduate courses that include the gender dimension.

Timeline

Indicator	2022	2023	2024	2025
Number of seminars for the student population	1	1	1	1
Number of seminars for the academic and administrative staff	1	1	1	1
Number of events on gender issues held on the occasion of international days	1	1	1	1
Number of texts posted on the website of the G.E.C.	1	2	2	2
Signing of a Memorandum of Cooperation with organizations	100%			
Number of undergraduate or postgraduate courses that include the gender dimension	2	2	3	4

Target Populations:

- Students at all levels (undergraduate, postgraduate, doctoral)
- Members of the Teaching, Scientific, Laboratory, and Technical Staff and special categories
- Members of the administrative staff (Department secretaries, etc.) and other support staff (security, cleaning, catering staff, etc.).

Objective 3: Ensuring a safe environment free from discrimination and harassment based on gender/gender identity, gender characteristics, and/or sexual orientation in the contexts of study, teaching, research, and employment, through the prevention and addressing of such incidents by members of the student population, academic, administrative, and other support staff of the University towards other members of the student population and University staff, regardless of the location where these incidents occurred and/or incidents that took place within the University's facilities and infrastructures, and irrespective of the status of the alleged perpetrator(s) and victim(s).

Sub-Objectives:

1. Informing and raising awareness among the student population, academic, administrative, and other support staff of the University about the phenomenon of discrimination and harassment based on gender/gender identity, gender characteristics, and sexual orientation, and the multiple consequences of this phenomenon both for the victim itself and for the broader climate within the University and interpersonal relationships among members.
2. Systematic monitoring and recording of the extent and characteristics of the aforementioned discrimination and harassment phenomenon, aimed at the design and implementation of targeted prevention and response measures.
3. Empowering the student population, teaching, research, administrative, technical, and other support staff of the University to recognize such incidents, respond—whether as victims or as witnesses—in appropriate, safe ways, know their rights, and be aware of the available options for reporting and receiving support services.
4. Encouraging and supporting those who experience or have experienced incidents of discrimination or harassment based on gender/gender identity, gender characteristics, and sexual orientation, to report them to the relevant bodies of the University and/or to the appropriate Authorities.
5. Immediate investigation of reported incidents and accountability of the alleged perpetrator(s) before the relevant bodies of the University and/or authorities of the country.

Actions:

1. Implementation, publication, and updating of the Action Protocol against any form of harassment or discrimination based on gender at Harokopio University of Athens (for the

student population, academic, administrative, and other support staff), which was approved in the Senate meeting No. 442/30.11.2021.

2. Designation of representatives of the University Departments as points of reference for the members of academics, administrative, technical, and other support staff in cases of discrimination or harassment for the aforementioned reasons.
3. Organized dissemination actions of the Action Protocol via the website of the Gender Equality Committee (G.E.C.) of the University, which will include: (a) Updating and enriching the G.E.C. website with relevant material (definitions, current legislative framework, etc.) and advice in simple and understandable language regarding the recognition and reporting of such incidents and access to support services within and outside the University. (b) Issuing electronic (and/or printed) informative/educational materials and promoting them to the student population, academic, administrative, and other support staff, regarding the rights of victims of incidents of discrimination or harassment for the aforementioned reasons, appropriate ways to respond, available options for reporting, and available support services within and outside the University.
4. Other informational actions regarding the implementation of the Action Protocol against any form of harassment or discrimination based on gender at Harokopio University of Athens aimed at presenting and raising awareness among the student population, academic, administrative, and other support staff of the University.
5. Creating an action protocol for cases of harassment of student population members and/or academic, administrative, and other support staff at collaborating institutions or organizations (e.g., during internships).
6. Updates on training actions organized by Harokopio University of Athens or other organizations with relevant experience or expertise (workshops/conferences, training workshops, campaigns, activities including cultural, athletic, or recreational activities).
7. Continuous collaboration with the Legal Advisor and the Data Protection Officer of the University to ensure proper application of current legislation during the collection/receipt and examination of reports—either named or anonymous—of incidents of discrimination or harassment for the aforementioned reasons, the collection, processing, storage, and use of the data collected, and support for victims.
8. Designing and implementing a process for anonymous online reporting of incidents for victims who— for any reason—do not wish to make a named report. The victim will not

identify the perpetrator but will provide information regarding the circumstances and characteristics of the incident, their status, and the status of the perpetrator(s) in a manner that does not allow for the identification of either party.

9. Updating/enriching the "Internal Operating Regulations of the University," as well as other Regulations, to prevent direct or indirect discrimination or harassment for the aforementioned reasons.
10. Cooperation with the Ethics and Research Integrity Committee of the University for the updating/enhancement of the "Regulations of Principles and Operations of the Ethics and Research Integrity Committee," aimed at preventing direct or indirect discrimination or harassment during the design or conduct of scientific research

Indicators

1. Published Action Protocol against any form of harassment or discrimination based on gender at Harokopio University of Athens for the student population, academic, administrative, and other support staff.
2. Updated Action Protocol against any form of harassment or discrimination based on gender at Harokopio University of Athens for the student population, academic, administrative, and other support staff.
3. Designation of representatives from the University Departments as points of reference.
4. Number of actions for disseminating the Action Protocol.
5. Updated/enriched website of the G.E.C.
6. Action Protocol for cases of harassment of student population members and/or academic, administrative, and other support staff in collaborating institutions or organizations.
7. Number of updates on training actions.
8. Number of informational, awareness-raising, and training actions for members of the University and/or the wider public regarding the phenomenon.
9. Updating of the "Internal Operating Regulations of the University."
10. Updating of the "Regulations of Principles and Operations of the Ethics and Research Integrity Committee."
11. Tool (procedure) for anonymous reporting of incidents.

Timeline

Indicator	2022	2023	2024	2025
Published Action Protocol.	100%			
Updated Action Protocol.				100%
Appointment of representatives from the University Departments as points of reference	100%			
Actions for disseminating the Action Protocol	2	2	2	2
Update of the G.E.C. website.	1	1	1	1
Action Protocol for collaborating institutions or organizations		1		
Updates on training actions.	3	3	3	3
Informational actions	1	1	1	1
Updating / enhancement of the 'Internal Operating Regulations of the University'.			100%	
Updating / enhancement of the 'Regulations of Principles and Operations of the Ethics and Research Integrity Committee'.		100%		
Tool (procedure) for anonymous reporting of incidents.	100%			

Target Populations:

- Students at all levels (undergraduate, postgraduate, doctoral).
- Members of the Teaching, Scientific, Laboratory, and Technical Staff and special categories.
- Members of the administrative staff (Department secretaries, etc.) and other support staff (security, cleaning, catering staff, etc.).

- Visitors, users of the University's facilities and infrastructures.

Objective 4: The use of non-sexist language in the activities of Harokopio University of Athens.

Sub-Objectives:

The use of non-sexist language, which means a language that does not exclude and makes both genders equally visible, in all publications, documents, and texts of the University, specifically:

- In the administrative documents of the University (external and internal correspondence),
- In announcements, press releases, informative notes, etc., in printed or electronic form,
- On the University's website and electronic platforms managed by the University,
- In academic texts, presentations, and notes prepared by instructors, in undergraduate, graduate, diploma, and doctoral theses.

Actions:

1. Publication and initiation of implementation of the G.E.C. Proposal for the use of non-sexist language, which was approved in the Senate meeting No. 442/30.11.2021.
2. Conducting seminars for the student population and the academic and administrative staff of the University.
3. Sending informative material to the academic community of Harokopio University of Athens with practical guidelines for implementing the use of non-sexist language in texts.
4. Revising the language used in announcements directed to the student population and the broader University community on educational (e-class) as well as administrative platforms of Harokopio University of Athens (for example, in the student register).

Indicators:

1. Published Proposal of the G.E.C. for the use of non-sexist language.
2. Number of seminars and/or informative materials.
3. Percentage of announcements to the student population and the broader University Community using non-sexist language (in relation to the total of announcements).
4. Change of language on the website and electronic platforms.
5. Use of non-sexist language in academic texts.

Timeline

Indicator	2022	2023	2024	2025
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Indicator	2022	2023	2024	2025
Published Proposal of the G.E.C.	1			
Number of seminars and/or updates	2	2	2	2
Announcements using non-sexist language	Gradual change	75%	100%	100%
Change of language on the website and electronic platforms	Gradual change	Gradual change	Gradual change	Full compliance
Change of language in academic texts.	Informing instructors and students.	Gradual change	Gradual change	Gradual change

Target populations

- Students at all levels (undergraduate, postgraduate, doctoral).
- Members of the Teaching, Scientific, Laboratory, and Technical Staff and special categories.
- Members of the administrative staff (Department secretaries, etc.) and other support staff (security, cleaning, catering staff, etc.).

2.3. Evaluation of the Gender Equality Action Plan

The Gender Equality Committee (G.E.C.) prepares an annual Report of Activities, clearly referring to the goals that have been set, the actions that have been implemented according to the timelines mentioned in this Action Plan, as well as the problems that have arisen. This report is submitted to the Senate for approval. Upon acceptance, it is posted both on the University's website and on the G.E.C. website.

The data recorded in the reports are expected to highlight gaps and inform the goals and actions for the next period.

2.4. Implementation Resources

To implement the Gender Equality Action Plan, Harokopio University of AThens commits to making every possible effort to secure material and human resources, to seek special grants in order to align with national and European challenges, and to consider the gender dimension in its key initiatives, strategic planning, and the implementation of its development policies, with a horizon extending to 2025.