

The Policy of gender equality and personal development at Lviv Polytechnic National University

The Policy of gender equality and personal development at Lviv Polytechnic National University (hereinafter - the University Policy) is designed and implemented to ensure equal human rights and equal opportunities for personal development for all employees and graduates of Lviv Polytechnic National University, regardless of gender, religion, social status, nationality, political and other beliefs.

According to the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men", the concept of "gender equality" outlines the equal legal status of all people and equal opportunities for its implementation, which allows them to participate equally in all activities of society. Gender equality is an integral part of equality, development and world peace, without which the principles of democracy, freedom, justice, and tolerance cannot be established. The issue of ensuring equal rights for men and women is one of the key questions in the general context of the promotion of human rights and freedoms.

The University Policy is a system of activities, approaches, and regulations that will promote equal rights and opportunities for employees and graduates of Lviv Polytechnic National University in terms of their work, study, personality development, self-realization, as well as ensuring a balance between work/study and personal life. Gender equality takes into account the natural differences between men and women, their physiological differences, features related to reproductive function and family planning.

All employees and students of higher education of Lviv Polytechnic National University (hereinafter - Polytechnicians) have the right to free development of their personality, provided that the rights and freedoms of others are not violated, and have responsibilities to society aimed at ensuring free and comprehensive personal development. Protecting and enforcing these rights is one of the key tasks of the health care system, social protection, education system, and the regulation of labor guarantees and other human rights related to creating and providing conditions for the effective combination of motherhood, fatherhood, and work.

The University Policy sets before the Polytechnicians the task of ensuring human rights, gender equality, and creating preconditions for equal opportunities for personal development for all employees and graduates of Lviv Polytechnic National University, namely:

1. Ensuring a balance between the work, study, and personal life of Polytechnicians, taking into account the peculiarities of reproductive function and family planning.
2. Ensuring equal opportunities for Polytechnicians in the right to hold positions and make managerial decisions.
3. Ensuring equal opportunities for Polytechnicians in employment and career development.
4. Ensuring equal opportunities for Polytechnicians in access to research and educational processes.
5. Formation of corporate policy of inadmissibility of violence and sexual harassment in Lviv Polytechnic National University.

The University Policy provides a list of activities to achieve the planned objectives, the implementation of which will ensure equality of rights and create an environment of equal opportunities for the development of the personality of Polytechnicians.

List of activities to ensure gender equality and personal development at Lviv Polytechnic National University for 2022-2025.

Goal	Activities to ensure gender equality and personal development
1. Provide balance between work, study, and personal life of Polytechnicians	1. Inform employees of the University about social guarantees provided by Lviv Polytechnic National University (hereinafter –University) under the legislation of Ukraine and the Collective Agreement of Lviv Polytechnic National University, in particular, paragraph 1.3.
	2. Provide advice on rights related to the combination of maternity/paternity and work at the University.
	3. To monitor and inform about the status of implementation of paragraph 1.3 of the Collective Agreement of the University in the structural units. Update the provisions of the Collective Agreement taking into account the gender equality policy.
	4. Open a Room for parents with children at the University. 4.1. Exchange of experience with other free educational institutions of Ukraine on the organization of the Room for students-parents.
	5. Develop a roadmap for the establishment of a preschool educational institution (kindergarten) in the structure of the University.
	6. Expand the list of cultural and educational centers for Polytechnicians (amateur art, sports, ensuring a healthy lifestyle).
	7. Inform about the possibilities of exercising the right to the rest of Polytechnicians with children at the recreation centers of the University.
2. Provide equal opportunities for Polytechnicians to engage in management positions and make management decisions	1. Analyze the compliance of the University's regulations on the possibility of involving SPEs in management positions and management decisions taking into account gender policy.
	2. Conduct information events (seminars, webinars, networking) aimed at overcoming stereotypical thinking and developing a culture of gender equality in decision-making.
	3. Collect, analyze and publish gender statistics according to the requirements of programs, projects, and requests.
3. Provide equal employment opportunities for scientific and educational positions	1. Propose and implement amendments to the existing Collective Agreement to implement gender equality for Lviv Polytechnic staff who have children under one year, children with special needs, large families, pregnant women, women who provide breastfeeding.
	2. Conduct seminars and round tables on gender equality and personal development.
	3. Inform employees and applicants for higher education about the legal consequences of violations that occur in employment relationships and are identified as discriminatory

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4. Provide equal opportunities for Polytechnicians in access to research and educational processes	1. Research and inform about the positive results of synergetic cooperation of structural units of the University on the implementation of gender parity.
	2. Encourage Polytechnicians to submit proposals for international grants on gender equality, to involve them in their implementation.
	3. Create scientific and technical circles for students of the University in various specialties.
	4. Inform applicants for higher education about the possibility of participating as experts in the accreditation of educational programs by the National Agency for Quality Assurance in Higher Education.
5. Form a corporate policy of inadmissibility of violence and sexual harassment	1. Create a subdivision of the University "Center for Legal Research on Gender Equality".
	2. Create an information page of the Center for Gender Equality Legal Research on the University website.
	3. Introduce in the educational process elective/compulsory subjects for higher education students that would promote the development of gender equality in Ukraine.
	4. Establish cooperation with international organizations that ensure the implementation of the legal framework for gender equality and personal development in the world.
	5. Strengthen cooperation with the Union of Ukrainian Women and other women's organizations.
	6. Establish cooperation with public organizations that promote the establishment of democratic values, justice, and gender equality in Ukrainian society.
	7. Inform Polytechnicians about the issue of gender-based violence in Ukrainian legislation.
	8. Conduct surveys and monitoring on issues of gender equality and personal development.

Conditional reduction of names of subdivisions involved in the implementation of measures to ensure gender equality and personal development:

- all structural subdivisions of the University (SS);
- Center for Legal Research on Gender Equality (CLRGE);
- Primary trade union organization of employees of Lviv Polytechnic National University (TU);
- Center for International Education (CIE);
- Project Office (PO);
- Inter-University Legal Department (LD);
- Department of Education Quality Management System Support (DEQMSS)
- Research and Development Department (RDD);
- College and trade union of undergraduate and postgraduate students.

Working Group of University Policy Development:

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10. *Zinovii Kohut* - Head of the Trade Union IMFS.
11. *Anastasiia Vakarchuk* – Head of the Trade Union of Students and Ph.D. Students of NULP.