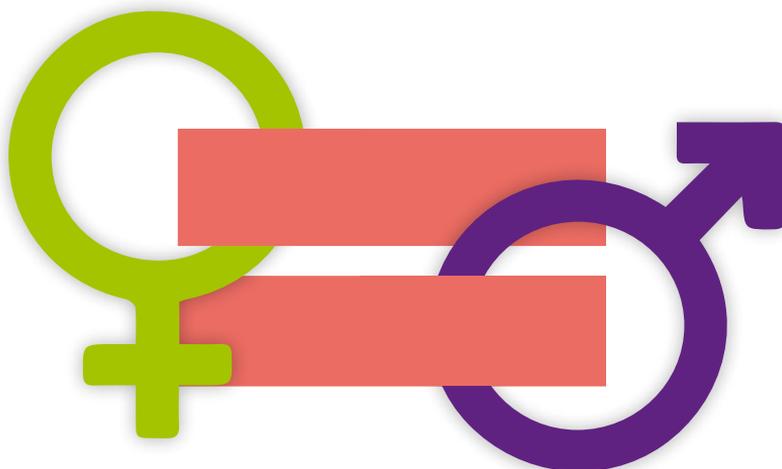




UNIVERSITY  
OF WARSAW



# THE GENDER EQUALITY PLAN

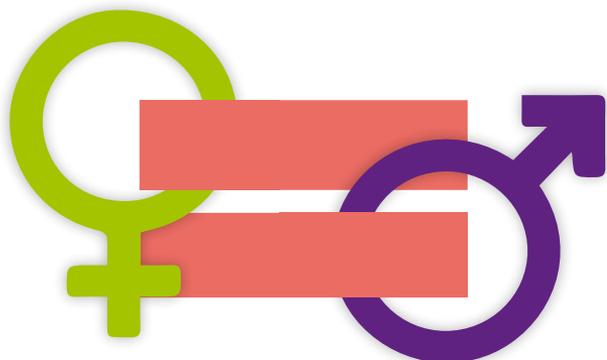
PLAN FOR THE UNIVERSITY OF WARSAW

THE 2020-2023 EQUALITY ACTIVITIES PLAN

**RÓWNO  
WAŻNI**



UNIVERSITY  
OF WARSAW



# THE GENDER EQUALITY PLAN

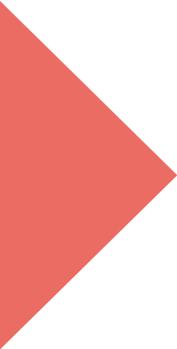
**FOR THE UNIVERSITY OF WARSAW**

AND THE 2020-2023 EQUALITY Activities PLAN

dr Anna Cybulko  
dr hab. Julia Kubisa

"The Gender Equality Plan for the University of Warsaw and the 2020-2023 Equality Activities Plan" was approved by Ordinance no 194 of the Rector of the University of Warsaw, Prof. Marcin Pałys, on the 27<sup>th</sup> of August 2020.

WARSAW, 2020



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## INTRODUCTION

We hereby present “The Gender Equality Plan for the University of Warsaw and the 2020-2023 Equality Activities Plan”, which was conceived of and created on the basis of input from the entire University community, to account for everyone who is working, studying, and preparing doctoral dissertations.

The primary objective of the plan is to ensure that the University of Warsaw is a safe place for everyone, and functions in a manner which respects equality and diversity, is free of discrimination, and ensures unhindered academic progress for all.

The University of Warsaw has received the distinction of “HR Excellence in Research” from the European Commission. This obliges the University to continuously develop its Human Resources and recruitment policies, including the development of equality policies in the form of The General Equality Plan for the University of Warsaw, hereinafter referred to as “The Gender Equality Plan for UW”.

The Gender Equality Plan for UW builds on assumptions included in the “Strategy for the development of human resources taking into account the principles of the European Charter for Researchers and of the Code of Conduct in the process of the recruitment of researchers, 2015-2019”, and integrates the pro-equality activities carried out by the University to date with new initiatives.

Equality and diversity are values which promote the development of science. The social mission of the University of Warsaw is to guarantee access to knowledge and the acquisition of skills to all persons thereto entitled. By putting good practices into Activities and making improvements in communication within the University community, the best solutions for promoting equality can be popularised more efficiently; these provide the starting point of The Gender Equality Plan for UW. They allow for the establishment of a safe environment and equal treatment at the University, and combat discrimination through an early-response system.

As shown in surveys and throughout consultations, some people suffer prejudice and encounter institutional barriers; as a result, they may not be able to benefit equally from existing opportunities for academic development. These barriers often take the form of gender discrimination, sexual harassment, and difficulties with combining professional work and family life. Obstacles like these may slow down researchers’ careers (an issue seen among women, in particular) such that they may lose interest in undertaking further

academic development. Barriers hindering a work/life balance may also discourage fathers from remaining fully involved in both the professional and family spheres of life. Each case constitutes a loss to the University of Warsaw, and also to the development of science in Poland.

Institutions which are focused on science, the quality of education, and human rights have indicated a need for integrated activities at universities in order to reinforce European research environments. The European Commission has identified the following objectives for gender equality strategies in research and innovation (2012):

- fostering equality in scientific careers;
- ensuring gender balance in decision-making processes and bodies;
- integrating the dimension of gender in the content of research and innovation, i.e., accounting for the biological characteristics and social features of women and men.

As laid out in the European Commission's Communication for a Reinforced European Research Area (2012), the EU Member States are encouraged, inter alia, to remove legal and/or other barriers in the recruitment, retention, and career progression of women researchers, while complying fully with EU laws on gender equality (Directive 2006/54/EC) to address gender imbalances in decision-making processes, and to ensure that at least 40% of the underrepresented sex participates in committees which are involved in recruitment/career progression and in establishing and evaluating research programmes (see EIGE 2016).

In the opinion of the General Council for Science and Higher Education (2016), "matters related to discrimination deserve great attention of the academic community (...). The General Council fully shares the opinion of the Team that developed the model standard [Anti-Discrimination Standard], that the academic space should be free from discrimination in any form, whereas any manifestations thereof should be decisively counteracted. (...) The matter of combating discrimination is, in the opinion of the General Council, so important that it is worthwhile to consider adding relevant provisions to statutes of universities, as the most important internal acts governing their activities."

Recommendations pertaining to such activities and good practices are emerging in Poland. Surveys carried out by the Office of the Commissioner for Human Rights (RPO 2018) and the Helsinki Foundation (Gerlich 2019) have unequivocally confirmed the presence of sexual harassment at universities and the need for clear anti-discrimination procedures. Furthermore, the National Science Centre (NCN) has implemented activities to monitor the participation of men and women in research grants (NCN 2019a) and have undertaken steps to ensure balanced representation of the sexes in expert and reviewer committees (NCN 2019b).

The many benefits of equality and diversity in the sciences and higher education include positive changes in the quality of research and teaching, the reinforcement of the scientific and research position of the institution in a competitive environment, improved dialogue and exchange of ideas due to greater inclusiveness, and a sense of community. Equality and diversity in the sciences and higher education also reflect on people's feelings of well-being at work and during their studies. Equality policies support the development of clearer procedures, which help create a better working environment while also attracting and retaining academic talent.

**The Gender Equality Plan for UW is the result of studies, analyses and consultations carried out at the University of Warsaw.**

**It is a strategy for three years - 2020-2023, whereas internal evaluation will take place after two years, in 2022.**

In the first year of implementation of the Gender Equality Plan for UW, a “roadmap” for the Plan will be created, with a list of activities that entail making changes to existing procedures or introducing new ones, and also a list of activities which require investments in accordance with the attached schedule.

The Gender Equality Plan for UW is based on five objectives which will be achieved through specific activities, whose effectiveness will be monitored using particular indicators.

### **What are the components of the Gender Equality Plan for UW?**

- Diagnosis – the key conclusions from studies which have been conducted at the University of Warsaw.
- The Five Objectives of the Plan, including information on activities and indicators, as well as their descriptions.

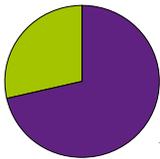
# DIAGNOSIS

## GENDER AT THE UNIVERSITY OF WARSAW IN NUMBERS:

### Men and women researchers

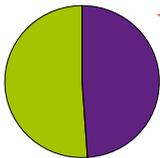
The starting point for the analyses aimed at the development of the Gender Equality Plan for UW was the verification of the gender distribution of people working in research, in accordance with recommendations included in the European Charter for Researchers, and taking academic degrees and positions into account.

According to the published "Report of the Rector of the University of Warsaw on the activities of the University. 2018" and "Report (...). 2019", it may be claimed that the gender distribution among academic researchers is even; however, significant disproportions may be observed in individual positions. The number of men among those holding the title of full professor, associate professor, and associate professors at the University of Warsaw is definitely higher. In the case of adjunct lecturers, the gender proportion is equal, whereas the number of women among assistant lecturers is higher. This may indicate that the paths for promotion and scientific careers are not the same for women and men, and that the University of Warsaw is losing talented female research and teaching staff.



Gender disproportion can also be seen in the case of key functions at the faculty level. During the 2016-2020 term, the numbers of men and women among Deans and Vice-Deans in 21 faculties at the University of Warsaw were as follows:

In 15 cases, the **Deans** were men, and in 6 cases they were women (in the faculties of Biology, Geology, History, Modern Languages, Pedagogy, and Psychology).



27 men and 28 women were **Vice-Deans**. The number of Vice-Deans varied by unit. Women were most often Vice-Deans for Student Affairs (10 out of 21) and Vice-Deans for Science and International Cooperation (12 out of 18).

WOMEN  
MEN

In two faculties, all of the Dean positions were filled by men (Philosophy and Sociology, and Physics), and in three faculties by women only (Geology, Modern Languages, and Pedagogy). If more than three people had Dean functions, the number of men was higher in the case of four faculties (Chemistry, Journalism, Information and Book Studies, Political Science and International Studies, and Polish Studies), while the number of women was higher in the case of one faculty (Applied Linguistics). The summary below may serve as a reference point for the 2020-2024 term.

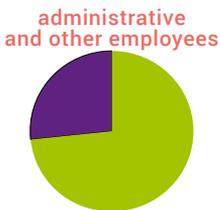
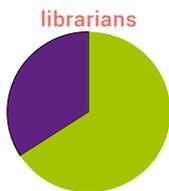
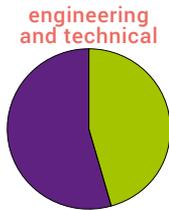
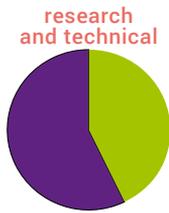
FACULTY	DEAN	VICE-DEAN IN CHARGE OF:					
		of student affairs/ and doctoral candidate affairs/ and quality of teaching	science/ science and cooperation	international cooperation, development	finance / finance, administration and investments	research organisation	
Artes Liberales	M	M	M	F			
Biology	F	M			M	F	
Chemistry	M	F					
Journalism, Information and Book Studies	M	F			M		
Philosophy and Sociology	M	M					
Physics	M	M			M		
Geography	M	F					
Geology	F	F			F		
History	F	M					
Applied Linguistics	M	F			F		
Mathematics, Computer Science and Mechanics	M	M			F		
Economic Sciences	M	F	M				
Political Science and International Studies	M	F					
Modern Languages	F	F	F				
Oriental Studies	M	F			M		
Pedagogy	F	F	F				
Polish Studies	M	M					
Law and Administration	M	M			M		
Psychology	F	M	F				
Applied Social Sciences and Resocialisation	M	M	F				
Management	M	M	F				

**VICE-DEAN IN CHARGE OF:**

	finance and development	science and international cooperation	scientific research and development	personnel affairs and international cooperation	of finance and science	staff and development / scientific staff development	organisation	<b>SUMMARY – GENDER PROPORTION, VICE-DEAN FUNCTIONS</b>
								2M 1F
								2M 1F
	M	M						2M 1F
		M						2M 1F
								1M
			M					3M
				M	F			1M 2F
		F						3F
					F	M		2M 1F
		F						3F
		F						1M 2F
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	M	M						2M 1F
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								2F
		F				M		2M 1F
		F						2M 1F
								1M 1F
								1M 1F
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## Men and women administrative employees

The group of research staff includes 113 women and 150 men, whereas the group of engineering and technical employees is comprised of 152 women and 180 men. The University also employs 269 female librarians and 97 male librarians. The most feminised segment is the group of “administrative and other employees”, with 1,783 women and 920 men (“Report (...) 2019”). In administrative indicators, the management staff includes 60% women and 40% men (according to data included in the “Strategy for the development of human resources, taking into account the principles of the European Charter for Researchers and of the Code of Conduct in the process of recruitment of researchers, 2015-2019”).



WOMEN  
MEN

## RESULTS OF THE EQUALITY STUDY AT THE UNIVERSITY OF WARSAW.

The diagnosis presented below is based on the results of studies which were conducted at the University of Warsaw in 2018-2019. For the purposes of the analysis, three faculties were selected, where interviews were carried out with academic researchers, administrative employees and staff, and other individuals studying and writing doctoral dissertations. The purpose of the inquiry was to diagnose the needs and difficulties encountered by people working and studying in those faculties, related to experiencing discrimination, sexual harassment, and combining professional work with family life. In addition, the study included questions about working conditions and development opportunities, relationships at work, communication, social networks and divisions, and perceived opportunities for support. The indicators used for doing so was to contextualise findings on experiencing discrimination and to improve understanding of the organisational culture of particular faculties, and the University of Warsaw.

With regard to gender distribution in the three faculties which were being studied, statistics pertaining to the functions fulfilled (such as Deans and Vice-Deans, Institute Directors, Heads of Departments, representatives or chairpersons of Scientific Councils) as well as data on those obtaining grants and scholarships were subjected to analysis.

Conclusions from the qualitative study and findings from a literature review on the subject provided the basis for designing a survey that encompassed the entire University community. The purpose of this survey was to diagnose experiences of equal treatment and potential difficulties in obtaining equal treatment at the University of Warsaw. The focus was on individual experiences and the knowledge of situations faced by other people from the same group. Questions pertained to situations in which unequal treatment happens, who is most often affected, who the perpetrators are, what individual reActivities occur, and how

the activities of organisational units of the University are perceived. Additionally, the relationships between unequal treatment and mental well-being, well-being in the workplace, stress, and the health of female and male students and employees of the University were examined. Study reports are available at [www.rownowazni.uw.edu.pl](http://www.rownowazni.uw.edu.pl), in the UW Reports tab. Key findings are presented below.

► **THE ANALYSIS OF NUMERICAL DATA HAS SHOWN THAT:**

- men more often receive grants and scholarships; they hold functional positions far more often than women do, both at the level of Department Head and at the level of Dean (among which there are no women);
- a critical stage in women's careers is the period between the defence of one's doctoral dissertation, the award of a habilitation (doktor habilitowany) degree, and the stage of obtaining professorship. In these moments, women's careers slow down.

► **THE QUALITATIVE RESEARCH REVEALED THE FOLLOWING PROBLEMS:**

Combining work and family life – some of the phenomena mentioned refer to both women and men, but women more often declare that they are responsible for the majority of family duties.

- In the case of researchers, there is a problem with "never-ending work";
- the requirement of **availability** (for work in a laboratory) in some areas of scientific research is difficult to balance with childcare;
- **the expectation of international mobility** is difficult to reconcile with taking care of children and other dependents, especially in the absence of institutional support;
- **the importance of gender roles outside of work which affect performance** – women do more housework; maternal responsibilities delay academic work and discourage women from taking up administrative positions;
- women with children do not take longer trips abroad, they publish less, become less involved in the social life of the faculty, and less frequently decide to take up administrative positions.

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**OF KEY IMPORTANCE: THE YEARS BETWEEN THE DOCTORATE DEGREE AND BEING AWARDED A HABILITATION (DOKTOR HABILITOWANY DEGREE). THE HIGHEST PRESSURE EXISTS IN COMBINING WORK AND FAMILY LIFE.**

► **IN TERMS OF DISCRIMINATION, THE FOLLOWING PROBLEMS WERE IDENTIFIED:**

- **Stereotypes and unspoken** regarding gender still exist in the University community, such as beliefs that women are less ambitious, less talented, or that they are less often considered experts, while men are more determined and resistant to stress;
- stereotypes and prejudices translate into behaviours, such as condescending treatment, refusal to recognise the substantive training of women due to their style of self-presentation, which is less confrontational, for instance;
- women find it harder to build a network of academic contacts; they are more often

entrusted with administrative tasks in projects, while men are assigned substantive tasks;

- women do not receive support at the institutional level and self-impose limitations related to academic career development and applying for important functions at the faculty or the University. This phenomenon can be interpreted as the internalisation of discriminatory messages, such as “women are unfit for certain tasks”, or as recognition that Activities in the absence of adequate support will take too much effort and are therefore abandoned. It is worthwhile to note that men, by contrast, are encouraged to assume functions, and their prepaIndicatorsn is not questioned based on the gender argument;
- the people most exposed to discrimination are women, young people, homosexuals, and people working in the lowest positions.

► **WHEN ANALYSING THE STORIES OF PEOPLE WHO HAVE EXPERIENCED SEXUAL HARASSMENT, IT WAS NOTICED THAT:**

- **people experiencing sexual harassment mainly apply individual strategies:** they take Activities to mitigate the negative consequences of the situation on their own, by changing their class schedule or changing their route of movement around the department to avoid meeting the perpetrator; they make an effort to ignore the perpetrator, and experience feelings of isolation;
- **the strategies of the faculties** are rather unclear – cases are handled covertly, faculties do not communicate that they counteract sexual harassment in any way, and in some instances, people accused of sexual harassment have not faced any disciplinary consequences nor have they been held accountable for their actions;
- **there is a noticeable lack of procedures and knowledge about the phenomenon of sexual harassment and how to prevent it.**

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**THE RESULTS OF THE SURVEY CONDUCTED IN WINTER 2019 AT THE ENTIRE UNIVERSITY OF WARSAW CONFIRMED THE RESULTS OF THE PREVIOUS STUDY:**

**Various forms of violation of equality are widespread.**

The most common form of violating equality at the University of Warsaw was shown to be the least serious – verbal messages (remarks or jokes), but such behaviour should not be ignored, given its widespread nature.

- The highest number of respondents (42%) indicated that they had experienced comments or jokes referring to stereotypical beliefs about gender.
- Sexually suggestive comments or jokes were listed in second place (31%).
- In third place, respondents indicated that they had experienced better or worse evaluation or treatment based on gender (26%).
- Other behaviours indicated by a dozen or so percent of people were also inappropriate informal attitudes (19%), derisive comments about dress and appearance (16%), ascribing achievements to persons of the other sex (14%) and questioning

the competences of one of the genders (12%). Less frequently, respondents mentioned questioning the ability to combine professional work with caring for children (10%), not considering parental responsibilities in the evaluation of achievements (8%), and work organisation conflicting with parental responsibilities (7%).

- In contrast to doctoral candidates and students, respondents from the group of employees more often referred to situations related to the professional sphere, such as those where someone has taken credit for another's achievements or the existence of conflicts between one's professional and private life.
- Behaviours in the sphere of sexuality and those of a highly serious nature were mentioned the least frequently in the survey. A low percentage of respondents reported inappropriate violations of personal space (8%), persistent attempts at initiating contact about private matters (6%), negative comments about sexual orientation (4%), and sexual advances (3%). However, none of these situations may be taken lightly.

### **Perpetrators and victims**

Unequal treatment is not a gender-specific problem. Both men and women may be perpetrators (more often men) and victims (more often women). University employees face the greatest risk of being victims of unequal treatment by persons with higher status, including direct superiors and those in similar positions in the University hierarchy. Male and female students reported suffering unequal treatment by lecturers whose courses they were participating in.

### **Responses**

A lack of actions by witnesses to behaviours which are in violation of equality was the most frequently reported issue. This is true of both students and employees. When third parties respond, it usually involves addressing the victim or the perpetrator, directly. On the other hand, instances of reporting such behaviours to responsible persons, both within the faculty and to the central authorities of the University, were seemingly very rare.

### **Perceived treatment of women and men**

Based on personal experiences and those of others, the following situations were perceived by respondents as related more often to women employed / studying at the University: the questioning of skills and knowledge based on gender; the questioning of career opportunities based on gender; comments on the personal life of a particular person; dressing for exams / important presentations in a certain way (e.g., shorter skirts, a high-neck blouse, or a certain type of shirts in the case of men) while being afraid that otherwise they will be given a lower mark; the questioning of one's professional competences due, for instance, to a less confrontational manner of expression and self-presentation; performing time-consuming but not prestigious tasks (e.g., organisational); lower chances for an academic career / good academic results if they have children.

The following situations were indicated as concerning men more often: lecturers treating male students as experts; the favouring of male students by lecturers; taking the floor by male students in discussions during classes; scientific meetings or conferences; encouraging men to take managerial functions in units (department, institute, faculty); encouraging men to take managerial positions in research projects; faster promotion.

## **Mental well-being and its relationship to unequal treatment**

The poorest state of mental well-being and work-related well-being was reported by women doctoral candidates and research and teaching employees of the University: it was significantly lower than the well-being of men in the same professional groups and the well-being of University employees who are not research and teaching employees (e.g., those in administrative roles). Women doctoral candidates specifically mentioned lack of support and uncertainty about their professional futures among their problems. Women research and teaching employees indicated fatigue and lack of certainty about their own professional futures much more often than men in the same professional group. The conditions for women working in academia are subjectively more burdensome than for men, and these groups (research and teaching employees, doctoral candidates) may be risk groups for burnout, depression, and anxiety.

Persons who have experienced unequal treatment simultaneously indicated poorer mental well-being in general, especially that related to the workplace, in all groups surveyed. This relationship was stronger in the group of male and female employees at the University (teaching, research, and administrative employees, etc.) than among the student groups.

## **The need for education**

Many of the open-ended responses described situations that could not be classified as discriminatory. This reveals a need to educate the community about the topic and how to distinguish instances of unequal treatment from other unpleasant work / study experiences. Lack of knowledge about the desired responses, standards and institutional procedures is common. Therefore, the University of Warsaw should pursue an active policy on preventing unequal treatment and discrimination, and also communicate it clearly to students as well as male and female employees.

To summarise the results of the studies, it can be noted that all of the situations mentioned by the respondents and situations analysed at the University, which refer more often to women, are factors of discrimination or manifestations based on gender, while factors relating to men are signs of positive distinction - a type of privilege obtained on the basis of one's gender.

## **From the diagnoses to objectives**

The objectives of the Gender Equality Plan for UW were defined during workshops with male and female representatives of faculties, which included male and female Deans and Vice-Deans, and representatives from University-wide administrative organisational units. They were also based on the results of the Diagnosis and the experiences of the workshop participants, and on expert interviews with male and female representatives of University offices and committees. Gender Equality Plans implemented at European universities were an important benchmark for the discussion and formulation of the Gender Equality Plan for UW.

The result of the work is the Gender Equality Plan for UW, with five objectives. Each of the objectives of the Plan has been operationalised by specifying target employees, activities, indicators for measuring activities, and the organisational units responsible for implementation.



## The Gender Equality Plan for UW responds to needs in the following areas:

- improved dissemination of knowledge about equality, diversity, and anti-discrimination;
- promotion of existing examples and solutions related to strengthening equality and diversity;
- the counterActivities of stereotypes that influence recruitment and career development, and thereby affect the image of the University and that of the sciences;
- support for women at all stages of their careers, with particular emphasis on post-doctoral academic careers;
- support for combining work and family life, with particular emphasis on care.

## Objectives of the Gender Equality Plan for UW

**OBJECTIVE 1.** Raising awareness about the importance of equality issues and strengthening positive attitudes towards diversity.

**OBJECTIVE 2.** Supporting the development of women's academic careers.

**OBJECTIVE 3.** Ensuring gender equality in the recruitment of female and male employees, and in the doctoral schools.

**OBJECTIVE 4.** Easier combination of work and family life.

**OBJECTIVE 5.** Increasing balanced gender representation with respect to chairpersons of faculty and University committees, management, expert and reviewer teams, and chairpersons of scientific and popularisation events.

Objectives identified in the Gender Equality Plan for UW are twofold, concerning both institutional and awareness-building activities. Their implementation is to bring about changes at the institutional level, modify the existing practices at the University, introduce new procedures, and support the establishment of study and work conditions (including administrative, teaching, and scientific work) that will allow for better implementation of the principle of equal treatment based on sex. There are synergies among the objectives which serve to reinforce them. They refer to the motto of the equality policy of the University of Warsaw:

**we are all equal.**

**THE GENDER EQUALITY  
PLAN FOR UW:**

**OBJECTIVES,  
ACTIVITIES,  
AND INDICATORS**

# OBJECTIVE 1.

## Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity.

### MEN AND WOMEN TARGET EMPLOYEES

The University of Warsaw Community

ACTIVITIES	INDICATORS
<p>Establishment of the Equality Observatory (see description). Tasks::</p> <ul style="list-style-type: none"><li>• gathering data on gender equality at UW;</li><li>• collecting the results of studies on equality and diversity carried out in the community at UW;</li><li>• regular verification of the status of equality at UW and the status of knowledge of equality solutions at UW;</li><li>• publications of results of studies and analyses on the <a href="http://www.rownowazni.uw.edu.pl">www.rownowazni.uw.edu.pl</a> website;</li><li>• publication of statistics in the national and European contexts.</li></ul>	<p>Increased awareness, measured in the results of regular surveys pertaining to the development of knowledge, and the modification of attitudes and beliefs.</p>
<b>RESPONSIBLE PERSON(S)</b> Chief Equality Specialist at UW Equality Observatory in cooperation with PEJK and the UW Centre for Research on Prejudice.	
ACTIVITIES	INDICATORS
<p>Workshop meetings for men and women lecturers on anti-discrimination in teaching.</p>	<p>Three meetings of this type for 10 people arranged during the academic year.</p>
<b>RESPONSIBLE PERSON(S)</b> Chief Equality Specialist at UW Academic Ombudsman .	

ACTIVITIES	INDICATORS
<p>Training for men and women employees (academic and administrative), as well as men and women students and doctoral candidates:</p> <ul style="list-style-type: none"> <li>• developing knowledge about discrimination phenomena (including discriminatory language), violence (including that based on prejudice or gender), harassment, and sexual harassment;</li> <li>• developing skills related to identifying and responding to these phenomena.</li> </ul>	<p>Increased anti-discrimination awareness measured in OR surveys every 2 years.</p>
<p>The status of knowledge verified before and after the training.</p> <p>Information about the certificate for completing the training can be entered into the periodic evaluation form.</p> <p>Introduction of anti-discrimination trainings for management staff of organisational units and persons representing student self-government bodies.</p>	<p>All new male and female employees are to be trained as of 2021.</p> <p>At least 100 men and women employees are to be trained in 2021.</p> <p>Management staff of organisational units trained in the new term at UW.</p> <p>Men and women first-year students of the first and second cycle programmes trained – training available to interested persons at each unit in 2020; in 2023 – training will be obligatory.</p>

**RESPONSIBLE PERSON(S)**

Equality Training Specialist;  
 Representative of the Rector in charge of HR Management Development;  
 Chief Equality Specialist at UW

ACTIVITIES	INDICATORS
<p>Promotion and popularisation of the online course on equality – “Course to Equality” – for people working and studying, in all UW information channels. The course has been made available as of 2019.</p>	<p>At least 100 employees and at least 200 students per year participating in the Course to Equality by 2022.</p>
<p>Introduction of the Course to Equality as an OGUN subject in 2020.</p>	<p>Mandatory participation in the Course to Equality for men and women students as of 2023.</p>
<p>Introduction of the Course to Equality as an obligatory subject as of 2023.</p>	

**RESPONSIBLE PERSON(S)**

Chief Equality Specialist at UW .

ACTIVITIES	INDICATORS
The introduction of an electronic tool in the form of a website supporting information and education, as well as allowing the reporting of sexual harassment and discrimination.	An increased number of visits to the website and increased number of interventions after reporting discrimination and sexual harassment.
<b>RESPONSIBLE PERSON(S)</b>	
Chief Equality Specialist at UW Academic Ombudsman Rector's Committee for Combating Discrimination (Anti-Discrimination Committee and Equality Committee); Disciplinary Committees; Chancellor; Representative of the Rector in charge of HR Management Development	
ACTIVITIES	INDICATORS
The introduction of the Code of Ethics of the University of Warsaw.	Adopting the Code in 2020.
<b>RESPONSIBLE PERSON(S)</b>	
Academic Ombudsman Disciplinary Committees; Chief Equality Specialist at UW Rector's Committee for Combating Discrimination (Anti-Discrimination Committee and Equality Committee).	
ACTIVITIES	INDICATORS
The introduction of the function of equality representatives in units (see description), cooperating with the Chief Equality Specialist at UW	The details about representatives made available on the websites of units.
<b>RESPONSIBLE PERSON(S)</b>	
Chief Equality Specialist at UW Authorities of faculties and other units.	
ACTIVITIES	
Establishing cooperation with other universities/ organisations with respect to the exchange of ideas about equality and diversity included in the Gender Equality Plan for UW.	
<b>RESPONSIBLE PERSON(S)</b>	
Chief Equality Specialist at UW .	

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**ACTIVITIES**

Distributing knowledge about existing equality guides at UW.

Introduction of the Anti-Discrimination Procedure allowing for formal complaint proceedings: secure reporting and combating sexual harassment and discrimination, both by the person who experienced discrimination, and by the management of the unit.

Showing that there are two paths for reporting discrimination at UW:

- formal complaint procedure governed by the Anti-Discrimination Procedure;
- informal recovery procedure involving activities of the Anti-Discrimination Ombudsperson – popularisation of knowledge about the functioning of both paths.

Cooperation of representatives of both paths, knowledge, and experience transfer.

Systematisation of equality and anti-discrimination activities at UW by separating functions of the Anti-Discrimination Committee and Equality Committee (see description).

The procedure contains information on the process after the complaint is made: the person handling the complaint, the timeframe, the method of providing the information on the process to the person who reported the complaint, etc.

Distribution of information about the catalogue of matters analysed and the consequences to perpetrators of discrimination and sexual harassment at UW is an element of the procedure.

Including the link to the Anti-Discrimination Guidebook on the website of every organisational unit.

Including the link to the guide titled “Recommendations concerning non-discriminatory language at the University of Warsaw” on the website of every organisational unit.

Including the Anti-Discrimination Guidebook in welcome materials for men and women students and employees.

Development of the “Guide to combating sexual harassment at the University of Warsaw”.

Regular emailing to organisational units at UW reminding them of equality activities at the University of Warsaw, with links to guidebooks and procedures.

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**INDICATORS**

An increased number of downloads of the Anti-Discrimination Guidebook from the [www.rownowazni.uw.edu.pl](http://www.rownowazni.uw.edu.pl) website.

An increased number of downloads of the “Recommendations concerning non-discriminatory language at the University of Warsaw” from the [www.rownowazni.uw.edu.pl](http://www.rownowazni.uw.edu.pl) website.

An increased number of visits to the website with information on procedures.

Evaluation of the Anti-Discrimination Procedure 3 years after its introduction.

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**RESPONSIBLE PERSON(S)**

Chief Equality Specialist at UW

Academic Ombudsman

Rector's Committee for Combating Discrimination (Anti-Discrimination Committee and Equality Committee);

Disciplinary Committees;

Representative of the Rector in charge of HR Management Development

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**ACTIVITIES**

Arranging a "Week for awareness" campaign aimed at highlighting diversity in the University community and encouraging prevention of discrimination in various areas. For this reason, the themes of "Weeks" go beyond gender equality and include other dimensions.

The themes of "Weeks":

The themes of "Weeks" will focus on combating social problems and emphasising positive phenomena.

Examples of themes:

- combating gender-based prejudices and supporting women's academic careers, as well as combining professional work with family life;
- combating homophobia and transphobia, Rainbow Week;
- developing knowledge and skills related to responding to manifestations of racism at UW, multiculturalism at UW;
- UW – available to everybody;
- combining work and education at UW with taking care of children.

**INDICATORS**

At least two events with 40 participants (in total) per week.

Posters + video, events.

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**RESPONSIBLE PERSON(S)**

Chief Equality Specialist at UW

+ Welcome Point

+ BON

+ academic clubs

+ the representative in charge of family at UW;

Promotion Office;

Press Office.

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# OBJECTIVE 2.

## Supporting the development of women's academic careers

Description: this activity is aimed at supporting those whose careers slow down for systemic reasons. It is aimed at combating the phenomenon of women stopping or giving up at certain stages of their academic careers (defence of the doctoral dissertation, promotion to the position of assistant lecturer, the award of the habilitation (*doktor habilitowany* degree).

### MALE AND FEMALE TARGET EMPLOYEES

Women in research, research and teaching, as well as teaching positions  
Women doctoral candidates

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ACTIVITIES	INDICATORS
Networking groups for women doctoral candidates (see description): <ul style="list-style-type: none"><li>including women doctoral candidates in the network of contacts with male and women researchers, and organisation of lectures with invited women lecturers on careers of women in science, in Poland, and all over the world (e.g., managers of international grants at UW):</li><li>setting up a mailing group.</li></ul>	Arranging three events a year.
<b>RESPONSIBLE PERSON(S)</b> Chief Equality Specialist at UW Doctoral Schools; Office for Doctoral and Post-Qualification Education; Research Services Office; International Research Programme Office.	

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ACTIVITIES	INDICATORS
Doctoral Schools gathering statistical data by gender on those starting doctoral dissertation procedures and defences of doctoral dissertations, and submitting this data to the Chief Equality Specialist at UW.	Equalisation of the percentage of men and women starting doctoral dissertation procedures and defending their doctoral dissertations.
<b>RESPONSIBLE PERSON(S)</b> Doctoral Schools; Chief Equality Specialist at UW	

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ACTIVITIES	INDICATORS
<p>Launching a research and development programme for young women research and teaching employees – mentoring (see description): limiting the phenomenon of ‘losing’ women during the process of their academic career development.</p> <p>More detailed analysis of needs of young women employees, with respect to support of their academic career development.</p> <p>Testing tools for developing methodology and organisational solutions in future development programmes at UW.</p> <p>Supporting a group of young women research employees in the development of their scientific and teaching careers, in cooperation with men and women mentors.</p> <p>Promotion of the idea of young talent development in the area of research and teaching at UW.</p>	<p>Launching the first edition of the programme for at least 10 persons, establishing a programme board prepared to promote the idea of women’s career development in research and teaching.</p>
<b>RESPONSIBLE PERSON(S)</b>	
<p>Chief Equality Specialist at UW  Representative of the Rector in charge of HR Management Development  Human Resources Office.</p>	
ACTIVITIES	INDICATORS
<p>Popularisation of good practices related to supporting women’s careers, applied at faculties and units – transfer of information on solutions being used at organisational units to the Chief Equality Specialist.</p>	<p>Regular publication at <a href="http://www.rownowazni.uw.edu.pl">www.rownowazni.uw.edu.pl</a>.</p>
<b>RESPONSIBLE PERSON(S)</b>	
<p>Organisational units; Chief Equality Specialist at UW</p>	
ACTIVITIES	INDICATORS
<p>Systematic monitoring of the participation of women and men in contests for grants, projects, and financial support, plus publications.</p>	<p>Equalisation of the percentage of applications for grants submitted by women and man, increasing the participation of women researchers in grants at an early stage of their careers.</p>
<b>RESPONSIBLE PERSON(S)</b>	
<p>Research Services Office; Chief Equality Specialist at UW</p>	

# OBJECTIVE 3.

## Ensuring gender equality in the recruitment of women and men employees, and in the doctoral schools

Gender equality in recruitment of female and male employees, and in the doctoral schools. Talent acquisition, accounting for gender underrepresentation in particular areas of science.

### Men and women target employees

Candidates to work at the University of Warsaw – research positions.

Candidates to doctoral schools

ACTIVITIES	INDICATORS
<p>Using good practices, soft instruments (incentives) in the case of the underrepresented sex:</p> <ul style="list-style-type: none"><li>• promotional campaigns, appropriate language, visualisation promoting women starting scientific careers in masculinised areas and men – in feminised areas;</li><li>• providing information on the contest to the widest possible group of potential men and women candidates, accounting for gender;</li><li>• active search for women candidates for positions in masculinised areas and men candidates in feminised areas;</li><li>• recruitment announcements including transparent criteria, clear guidelines for the evaluation of achievements, disclosure of applications, possible consultation with men and women external experts.</li></ul>	<p>A campaign launched by 2023.</p>
<b>RESPONSIBLE PERSON(S)</b>	
<p>Chief Equality Specialist at UW in cooperation with the Human Resources Office and Doctoral Schools; Human Resources Office.</p>	

ACTIVITIES	INDICATORS
<p>In the case of candidates having the same qualifications, it is suggested to select the person from the underrepresented sex / from the underrepresented group. To this end, it is necessary to:</p> <ul style="list-style-type: none"> <li>• draw up a clear procedure;</li> <li>• obtain acceptance of and support for the implementation of the procedure at certain units;</li> <li>• distribute information on recruitment principles – taking affirmative action into account – along with the recruitment announcement, in order to ensure that everybody is aware of the principles from the very beginning.</li> </ul>	<p>No contest with more than one candidate and only candidates of one gender at particular units.</p> <p>In 2021: the gender proportion of candidates of at least 2:1, aimed at 1:1 at the level of the University and its organisational units.</p>
<p><b>RESPONSIBLE PERSON(S)</b> Persons responsible for recruitment at organisational units; Chief Equality Specialist at UW – consultations.</p>	
ACTIVITIES	INDICATORS
<p>Gender-balanced contest committees and others or committees comprising representatives of both genders – development of guidelines.</p>	<p>A report 2 years after implementation.</p>
<p><b>RESPONSIBLE PERSON(S)</b> Persons responsible for recruitment at organisational units; Chief Equality Specialist at UW – consultations.</p>	
ACTIVITIES	INDICATORS
<p>The contest committees should be chaired by men and women alternately (change after every term of office).</p>	<p>In 2020-2021, half of all chairpersons should be men, and the other half – women.</p>
<p><b>RESPONSIBLE PERSON(S)</b> Persons responsible for recruitment at the organisational units.</p>	

ACTIVITIES	INDICATORS
<p>Cooperation between recruitment / contest committees and the Equality Observatory at UW. Gathering and publishing statistical data on the number of candidates and persons selected by gender, taking the specifics of the area into account.</p> <p>Development of a standardised questionnaire for the evaluation of women and men candidates, taking discrimination prevention and diversity activities into account, or the preparation of qualification interview scenarios.</p> <p>Development of a standardised periodic evaluation form.</p> <p>Drawing up announcements targeted at men and women candidates for work, and doctoral schools and studies, emphasising equality activities at UW.</p>	<p>Data published on an annual basis.</p> <p>100% of announcements prepared in accordance with the questionnaire guidelines.</p>
<b>RESPONSIBLE PERSON(S)</b>	
<p>Recruitment Committees; Equality Observatory.  Chief Equality Specialist at UW  Human Resources Office;  Doctoral Schools;  Office for Student Affairs.</p>	
ACTIVITIES	INDICATORS
<p>Development of the policy of remuneration and other employee benefits, transparently determining principles of remuneration for particular positions.</p> <p>Monitoring remunerations and other employee benefits, including the gender criterion and the criterion of employment based on flexible employment forms and/or flexible working time.</p> <p>Men/women employees of UW employed in the same positions and/or with similar scopes of tasks, duties and employment terms receive similar remunerations.</p>	<p>Reports on the Gender Pay Gap issued every two years.</p>
<b>RESPONSIBLE PERSON(S)</b>	
<p>Equality Observatory;  Chief Equality Specialist at UW  Human Resources Office.</p>	

# OBJECTIVE 4.

## Easier combination of work and family life

Solutions that support combining work or study and family life are available at the University

### MEN AND WOMEN TARGET EMPLOYEES

Persons working and studying at UW, male and female doctoral candidates

ACTIVITIES	INDICATORS
Separating the scope of activities pertaining to combining work or study with family life, and UW activity areas in this respect.	Appointing a representative in charge of family at UW (woman or man) (see description).
<b>RESPONSIBLE PERSON(S)</b> Chief Equality Specialist at UW Human Resources Office.	
ACTIVITIES	INDICATORS
Development of the care infrastructure at the University: <ul style="list-style-type: none"><li>• extending the offer of the University's day care centre at Karowa St. by increasing the number of available places;</li><li>• developing a plan to establish a day care centre or kindergarten on the Ochota Campus, as part of the Excellence Initiative (IDUB);</li><li>• developing a plan to establish an hourly care point for children, open during school hours at a selected campus (Śródmieście, Ochota or Służew), as part of the Excellence Initiative (IDUB).</li></ul>	An increase in the number of children of employees, women doctoral candidates and women students looked after in care facilities at UW.
<b>RESPONSIBLE PERSON(S)</b> Representative in charge of family; Social Support Office; Economic Office.	

<b>ACTIVITIES</b>	<b>INDICATORS</b>
Formulating recommendations with respect to the hours of meetings of Scientific Councils, Teaching Councils and Faculty Councils, to support a work and family life balance.	Recommendations sent to all faculties, teaching departments, and Scientific Councils.

**RESPONSIBLE PERSON(S)**

Representative in charge of family.

<b>ACTIVITIES</b>	<b>INDICATORS</b>
<p>The periodic evaluation form includes the “care duties” – in cooperation with the representative in charge of family.</p> <p>Making amendments to the periodic evaluation form allowing for notation that important external circumstances affected the achievement of previously planned research goals and proposals for the methods of achieving these goals in such a situation.</p> <p>Important external circumstances may include care duties (taking care of children, taking care of sick relatives, taking care of the elderly).</p> <p>Completing this section of the form shall be optional.</p>	Introduction of the form by 2022.

**RESPONSIBLE PERSON(S)**

Representative in charge of family; Human Resources Office.

<b>ACTIVITIES</b>
Introducing home office opportunities and flexible working hours for men and women administrative employees. Introduction of an individual work schedule, task-based working time, and other flexible forms that facilitate combining work and family life.

**RESPONSIBLE PERSON(S)**

Organisational units.

<b>ACTIVITIES</b>	<b>INDICATORS</b>
The diagnosis of the needs of persons coming back to research and teaching work after parental leave, with respect to support from the University.	Carrying out consultations and surveys; publishing the results by 2023 as part of the activities related to the next Gender Equality Plan for UW.

**RESPONSIBLE PERSON(S)**

Equality Observatory; Representative in charge of family.

# OBJECTIVE 5.

## Increasing balanced gender representation with respect to chairpersons of faculty and university committees, management, expert and reviewer teams, and chairpersons of scientific and popularisation events

Balanced gender representation with men and women acting as chairpersons of:

- projects, and scientific and popularisation events held at UW;
- expert and reviewer committees and teams;
- faculty and University committees, and management.

### MEN AND WOMEN TARGET EMPLOYEES

The UW community, with special consideration of research and teaching employees, male and women doctoral candidates, male and women students.

ACTIVITIES	INDICATORS
Formulating recommendations with respect to balanced gender representation at events arranged at UW, expert and reviewer committees, faculty / University committees and management, and popularising them at the level of all units.	Implementation of guidelines by 2022.
<b>RESPONSIBLE PERSON(S)</b> Chief Equality Specialist at UW	
ACTIVITIES	INDICATORS
Formulating and implementing guidelines on percentages for representation of women and men in expert, reviewer and examination teams, and committees.	Reaching the proportion of at least 40% women by 2023.
<b>RESPONSIBLE PERSON(S)</b> Chief Equality Specialist at UW in cooperation with Discipline Scientific Councils.	

ACTIVITIES	INDICATORS
Formulating and implementing guidelines on appointing both women and men as chairpersons of decision-making authorities.	Reaching the proportion of at least 40% women by 2023.
<b>RESPONSIBLE PERSON(S)</b>	
Organisational units in cooperation with the Chief Equality Specialist at UW	

ACTIVITIES	INDICATORS
Co-financing for scientific and popular science events by units at UW:	Introducing the form in organisational units by 2023.
<ul style="list-style-type: none"> <li>• Gathering data on the percentage of men and women in organisational committees and groups planning events, and in presentation programmes.</li> <li>• Based on the above, preparing recommendations pertaining to gender equality in the organisation of such events and activities, aimed at ensuring balanced gender representation.</li> <li>• Drawing up a form for co-financing of events held at UW which includes a section for information on the gender proportions of panel participants, organisers, and persons cooperating with respect to organisation. This information will be one of the evaluation criteria.</li> </ul>	

<b>RESPONSIBLE PERSON(S)</b>
Chief Equality Specialist at UW

ACTIVITIES
Establishing a database on the aforementioned activities by the Equality Observatory and publishing aggregated results at <a href="http://www.rownowazni.uw.edu.pl">www.rownowazni.uw.edu.pl</a> .
<b>RESPONSIBLE PERSON(S)</b>
Equality Observatory.

# DESCRIPTION

## NETWORKING GROUPS FOR WOMEN DOCTORAL CANDIDATES

Including women doctoral candidates in a network of contacts with male and female researchers, and organising lectures with invited female lecturers on careers of women in academia, in Poland and all over the world (e.g., managers of international grants at UW): arranging three “networking breakfasts” including lectures by invited guests during the academic year, which women doctoral candidates and male and female researchers representing various disciplines will be invited to attend. Such a formula will allow for making valuable contacts in a less formal way, while sharing experiences, providing advice and substantive support, and facilitating the integration of women doctoral candidates from various faculties. This activity will generate synergies – strengthening women doctoral candidates, integrating the academic community, and increasing the external visibility of good University practices.

In addition to “networking breakfasts”, women doctoral candidates will be able to communicate with one another on an ongoing basis, using a mailing list administered in cooperation with the Chief Equality Specialist at the University.

The activity is broad and open, in order to counteract the phenomenon of “skimming” – recognising and rewarding people who already have sufficient achievements and assertiveness. It is focused on supporting women doctoral candidates and providing them with knowledge about publishing strategies, methods of applying for grants, and how to plan business trips abroad, which will be useful at later stages of their academic careers. The activity will allow for the selection of equality ambassadors in the doctoral candidates’ self-government bodies. This activity is being carried out as part of the Career Development Strategy prepared by the Human Resources Office and in cooperation with units and Doctoral Schools.

## PROGRAMME FOR WOMEN RESEARCHERS

The objective of this activity for young women teaching and research employees is to counteract the phenomenon of loss of commitment among women in the course of their academic career development (women account for just 1/3 of people holding the highest academic positions at the University). It intends to take a closer examination of the barriers to the development of women's careers and the needs of young women employees in this regard, and develop methodology and organisational solutions for future programmes at the University addressed to this group of employees, provide support for a group of participants in the development of their scientific and teaching careers, and promote the idea of developing young talents in the area of science and teaching at the University.

The activity comprises two editions of a research and development mentoring programme for young women researchers. 15 young women research and teaching employees of the University will participate in each of the editions of the programme.

Candidates will be selected based on the following criteria: scientific and/or teaching career development ideas and motivation, their research potential, general potential (the results obtained during the evaluation of potential will constitute a benchmark for the subsequent assistance provided to the participants and evaluation of the programme's effectiveness). The planned evaluation method is the Development Centre session.

The programme will be implemented under the supervision of the Programme Council defining the detailed selection criteria, the final shape of the programme and evaluating programme participants. The programme will include:

- support of male and female mentors in career planning and building relationships in the scientific community;
- career counselling with respect to the development of a scientific career;
- support for the preparation of participants' websites (promotion of professional achievements in 2 language versions) and website positioning;
- development of competences during workshops (2 sessions a year) and individual coaching (6 sessions per person);
- scholarships for covering costs of childcare for the programme participants (in accordance with their needs, a scholarship for a maximum of 12 months per participant).

Male or female mentors do not serve as the supervisors of the doctoral dissertation procedures of the participants.

**ANTI-DISCRIMINATION AND ANTI-MOBING DIVISION:**  
responses, support, and implementation of the anti-discrimination  
and anti-mobbing procedures

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<b>NAME OF THE ENTITY</b>	<b>MAIN ACTIVITIES</b>
<b>Academic Ombudsman in charge of student and employee affairs</b>	Conflict solving, analysis and explaining cases, intervention in the case of breaches of the law or procedures
<b>Anti-Mobbing Committee</b>	Carrying out explanatory proceedings and issuing opinions with respect to charges of mobbing
<b>Anti-Mobbing Coordinator</b>	Preliminary case analysis, decision on transferring the case to the Anti-Mobbing Committee

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**SCOPE OF TASKS INCLUDED  
IN THE OBJECTIVES OF THE ENTITY**

**RELATIONSHIPS AMONG ENTITIES**

- supporting employees and students conflict solving;
- ensuring fair and honest treatment of members of the academic community;
- providing support in solving problems caused by mobbing;
- intervention and support in case of discrimination or harassment (soft track);
- support for other problems related to the University and its community that could not be solved through standard procedures.

Possible transfer to:

- Anti-Mobbing Coordinator;
- Equality Coordinator;
- CRSiK (The Centre for Dispute and Conflict Resolution).

Cooperates with the Equality Specialist/ Equality Coordinator, Equality Committee, CRSiK (The Centre for Dispute and Conflict Resolution), BON (Office for Persons with Disabilities), CPP (Psychological Counseling Centre at UW)

- combating mobbing and its consequences;
- examining cases reported by the coordinator;
- issuing opinions concerning charges of mobbing.

Issues an opinion that is submitted to the Rector.

Can transfer the case to CRSiK.  
Cooperates with the Anti-Mobbing Coordinator.

- accepting and verifying reports on mobbing, as well as taking actions as part of preliminary proceedings;
- collecting information on mobbing signals and anti-mobbing good practices;
- implementing anti-mobbing initiatives, including those aimed at knowledge sharing.

Can report the case to the Anti-Mobbing Committee.

Can transfer the case to:

- The Academic Ombudsman;
- CRSiK (The Centre for Dispute and Conflict Resolution);
- the competent unit of the University.

Cooperates with the Academic Ombudsman and the Anti-Mobbing Committee.

**ANTI-DISCRIMINATION AND ANTI-MOBGING DIVISION:**  
responses, support, and implementation of the anti-discrimination  
and anti-mobbing procedures

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<b>NAME OF THE ENTITY</b>	<b>MAIN ACTIVITIES</b>
<b>Anti-Discrimination Committee</b>	Carrying out explanatory proceedings and issuing opinions on discrimination charges in accordance with principles set forth in the Anti-Discrimination Procedure - formal complaint proceedings
<b>Anti-Discrimination Coordinator</b>	Accepting cases and transferring them for assessment to the Anti-Discrimination Committee
<b>Centre for Dispute and Conflict Resolution at the Faculty of Law and Administration</b>	Mediation

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**SCOPE OF TASKS INCLUDED  
IN THE OBJECTIVES OF THE ENTITY**

- combating and preventing discrimination;
- examining complaints pertaining to discrimination;
- issuing opinions on charges of discrimination.

**RELATIONSHIPS AMONG ENTITIES**

Issues an opinion that is submitted to the Rector and Dean or a competent Head of the unit.

Can transfer the case to the Centre for Dispute and Conflict Resolution or the Anti-Mobbing Committee.

Cooperates with the Anti-Discrimination Coordinator and the Equality Coordinator.

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- accepting and examining complaints about discrimination;
- collecting data on discrimination signals;
- collecting information on anti-discrimination good practices;
- oversight over the administrative support for the Anti-Discrimination Committee.

Reports the case to the Anti-Discrimination Committee.

Cooperates with the Anti-Discrimination Committee and the Academic Ombudsman.

May cooperate with CRSiK (The Centre for Dispute and Conflict Resolution), BON (Office for Persons with Disabilities), CPP (Psychological Counselling Centre at UW), and the Legal Clinic

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- mediation (including academic mediation);
  - education about conflict resolution, mediation, negotiations, and other ADR methods;
  - promotion of the idea of alternative dispute resolution methods.
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Cooperates with the Academic Ombudsman, Equality Coordinator, Anti-Discrimination Committee, Anti-Mobbing Coordinator, Anti-Mobbing Committee, and the Equality Committee.

**EQUALITY DIVISION**

development and implementation of equality policies at the University;  
teaching and research activities

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<b>NAME OF THE ENTITY</b>	<b>MAIN ACTIVITIES</b>
<b>Chief Equality Specialist</b>	Implementation of systemic solutions for equality
<b>Equality Committee</b>	Advisory activities and issuing opinions, promotion of new solution in the area of equality

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**SCOPE OF TASKS INCLUDED  
IN THE OBJECTIVES OF THE ENTITY**

- is focused on anti-discrimination policy, equal treatment, and diversity;
- oversees the implementation of the Gender Equality Plan for the UE and is responsible for drafting the next Plan;
- monitors the need for new equality procedures (gender mainstreaming) in the functioning of the University, and develops these procedures in cooperation with other authorities in charge of equality;
- promotes and popularises issues related to equal treatment, anti-discrimination standards;
- implements systemic solutions for equality;
- is responsible for the implementation of activities for equality specified in the HR Excellence in Research Strategy;
- cooperates with the Equality Observatory with respect to planning and carrying out research;
- collects data on gender and other features comprising a basis for unequal and unfair treatment – in particular, the activities of UW, as provided for in the Gender Equality Plan for UW.

**RELATIONSHIPS AMONG ENTITIES**

Cooperates with the Academic Ombudsman;

Anti-Discrimination Committee (as the Anti-Discrimination Coordinator), Equality Committee, Equality Representatives at organisational units, the Representative in charge of family, persons arranging classes on equality for students and quality training for employees.

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- is focused on anti-discrimination policy, equal treatment, and diversity;
  - promotes and popularises issues related to equal treatment, anti-discrimination standards;
  - recommends system solutions for equality and anti-discrimination solutions;
  - issues opinions on new legal solutions which account for equality, diversity, and non-discrimination.

Cooperates with the Academic Ombudsman, Equality Specialist/Equality Coordinator, Anti-Discrimination Committee, CRSiK (The Centre for Dispute and Conflict Resolution), BON (Office for Persons with Disabilities), CPP (Psychological Counselling Centre at UW), the Legal Clinic.

## EQUALITY DIVISION

development and implementation of equality policies at the University;  
teaching and research activities

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NAME OF THE ENTITY	MAIN ACTIVITIES
Equality Observatory	Integrated research activities with respect to equality and anti-discrimination at UW. Advisory activities with respect to issues related to combining work and education with family duties.
Representative in charge of family.	Disseminating information on legal and organisational solutions for parents, available at the University of Warsaw.

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**SCOPE OF TASKS INCLUDED  
IN THE OBJECTIVES OF THE ENTITY****RELATIONSHIPS  
AMONG ENTITIES**

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- The research team that carries out research activities related to equality monitoring and implementation of equality policies at the University of Warsaw, in cooperation with the Laboratory for the Assessment of Educational Quality and the Office for University Development Support.
- The team uses methodologies and results of studies carried out for the purposes of the development of the Gender Equality Plan for UW, among other things. The team will create a repository of studies on good practices related to equality and diversity, and support for underrepresented groups;
- it will monitor changes at the University of Warsaw resulting from the implementation of the Gender Equality Plan for UW in order to develop Plan evaluation tools;
- it will cooperate with the system for gathering statistical data pertaining to gender from University offices;
- will also carry out regular surveys on equal treatment experiences and problems in achieving equality and respect for diversity, such as discrimination on various grounds, sexual harassment, and problems in combining work and family life.

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- Focused on Objective 4 - "Easier combination of work and family life"; their activities build on previous University experiences, such as day care centre on the Śródmieście Campus or the "Parent at UW" project financed from the Participation Budget;
  - Accounts for diversity in parental and care duties – both taking care of children and other family members, including spouses, partners or older parents requiring care;
  - the representative in charge of family takes various family models into account, including single-parent families or same-sex families formalised abroad;
  - promotes University solutions supporting the combination of scientific careers with family life – e.g., paid leaves for a period of scholarship abroad (including trips with family).
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## STRUCTURES AT FACULTIES AND OTHER ORGANISATIONAL UNITS

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<b>NAME OF THE ENTITY</b>	<b>MAIN ACTIVITIES</b>
<b>Equality representatives at organisational units</b>	Acting as the first point of contact and consultation concerning the promotion of good practices, maintaining a pro-equality environment, combating discrimination, sexual harassment, mobbing, and hate speech.

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### **SCOPE OF TASKS INCLUDED IN THE OBJECTIVES OF THE ENTITY**

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Every organisational unit (faculty or even institute, depending on its specifics) may appoint an equality representative.

The tasks of equality representatives include:

- cooperation with authorities of the unit and the Academic Ombudsman in charge of student and employee affairs, and the Chief Equality Specialist with respect to combating discrimination and developing an environment which supports equality and respect for diversity, maintaining a pro-equality environment in the regular operations of the faculty;
- providing students and employees, on an annual basis, at the beginning of the academic year, with information on the support system at the faculty and University, as well as equality courses and training sessions;
- gathering information on equality good practices at the unit and information on studies and statistics, and transferring them to the Chief Equality Specialist at UW and the Academic Ombudsman in charge of student and employee affairs;
- popularising good practices at the faculty;
- popularising University activities for equality and similar activities (e.g., anti-mobbing activities) at the level of the unit;
- acting as a consultation and contact point with respect to discrimination at the organisational unit;
- cooperating with the Chief Equality Specialist and the Academic Ombudsman in charge of student and employee affairs;
- participating in trainings and networks of contacts with their peers from other entities. Activities of the network are coordinated by the Academic Ombudsman and the Chief Equality Specialist at UW.

Information on representatives is published on the websites of the units along with a short description of tasks. The full list of representatives is available from the [www.rownowazni.uw.edu.pl](http://www.rownowazni.uw.edu.pl) website.

This function is fulfilled in accordance with the same principles which apply to other representatives or coordinators at the faculty / institute level.

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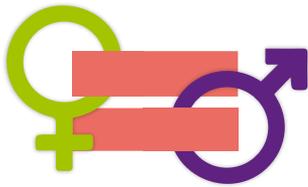
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We hereby present „The Gender Equality Plan for the University of Warsaw and the 2020-2023 Equality Action Plan”, which was conceived of and created on the basis of input from the entire University community, to account for everyone who is working, studying, and preparing doctoral dissertations.

The primary objective of the plan is to ensure that the University of Warsaw is a safe place for everyone, and functions in a manner which respects equality and diversity, is free of discrimination, and ensures unhindered academic progress for all.

Equality and diversity are values which promote the development of science. The social mission of the University of Warsaw is to guarantee access to knowledge and the acquisition of skills to all persons thereto entitled. By putting good practices into action and making improvements in communication within the University community, the best solutions for promoting equality can be popularised more efficiently; these provide the starting point of The Gender Equality Plan for UW. They allow for the establishment of a safe environment and equal treatment at the University, and combat discrimination through an early-response system.

As shown in surveys and throughout consultations, some people suffer prejudice and encounter institutional barriers; as a result, they may not be able to benefit equally from existing opportunities for academic development. These barriers often take the form of gender discrimination, sexual harassment, and difficulties with combining professional work and family life. Obstacles like these may slow down researchers' careers (an issue seen among women, in particular) such that they may lose interest in undertaking further academic development. Barriers hindering a work/life balance may also discourage fathers from remaining fully involved in both the professional and family spheres of life. Each case constitutes a loss to the University of Warsaw, and also to the development of science in Poland.

**[www.rownowazni.uw.edu.pl](http://www.rownowazni.uw.edu.pl)**