



GENDER  
EQUALITY  
PLAN | 2021-24



ALMA MATER STUDIORUM  
UNIVERSITÀ DI BOLOGNA

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## INTRODUCTION

The Gender Equality Plan (GEP) of the Alma Mater Studiorum - Università di Bologna is a planning document which, in the next three years, aims to implement actions and projects to promote a culture of respect, reduce gender inequalities and enhance diversity with regard, for example, to age, culture, physical ability, sexual orientation and plurilingualism.

As part of an education establishment, it is our duty to offer new generations a different path, free from prejudice and stereotypes, where they can embrace the freedom of other people and appreciate their individuality and originality. We need to move away from pre-established forms and formulas to move towards societies that value talent. We need to lay the foundations for a professional world that, with the same energy and enthusiasm, satisfies and encourages the hopes and expectations of those who are preparing for their futures in our classrooms. We need, therefore, to begin with our community, in the knowledge that by doing so we may succeed also in exporting best practices, new interpretive styles, and incisive ideas for modernisation to the wider world.

The Gender Equality Plan is a tool designed to encourage this cultural change, with the aim of continuing to build an honest and communicative learning and work environment where people are treated equally and there is no discrimination, a community which conveys trust, a sense of belonging and shared goals, and consequently enables the entire institution to grow.

For this reason, rather than simply reflecting the uncritical acceptance of a European requirement, this Gender Equality Plan is an enthusiastic response to the call of the Research and Innovation Directorate-General of the European Commission which, in the framework of the next Horizon Europe programme, envisages the requirement for all public institutions to have a GEP if they wish to access research funding. It is a document that publicly acknowledges the goals of gender equality and intersectionality, fundamental and shared values of the European educational institutions, and leverages the synergies created within the national and international networks that reflect on these themes, indicating concrete actions for their implementation.

For this reason, the Gender Equality Plan of the Alma Mater Studiorum - Università di Bologna is the result of a participatory process that actively engages all components of the university. The proposed actions are aimed at professional staff, teaching and research staff, PhD students and research fellows. Depending on the case, they may apply to the university right across the board, or concern structures (Departments/Centres/Directorships)/bodies or specific components (teaching staff, students, etc.).

The structure of the Gender Equality Plan is in line with the five minimum areas indicated by the Commission, which are broken down into different objectives.

The first area, which concerns work-life balance, organisational culture and combatting stereotypes, seeks to achieve a balance between work, parenting and/or care activities, the reinforcement of a

shared culture of equal opportunities and of the value of inclusion, and aims to combat gender stereotypes, giving support also to under-represented communities.

The second area pursues gender equality in senior positions and in decision-making bodies, promoting the amendment of regulations and the implementation of measures to support equality in the main bodies and structures, as well as in the organisation and staging of scientific events.

The third area pursues gender equality in recruitment and career progression, promoting gender equality in the assessment and selection committees.

The fourth area focuses on gender and intersectionality in research, teaching and third mission activities.

The fifth area focuses on combatting gender-based violence and sexual and moral harassment through preventive actions and initiatives to raise awareness.

## Area 1: Work-life balance, organisational culture and combatting stereotypes

### Objective 1: Promotion of a better work-life balance by reconciling the demands of people's working and private lives

<b>Action</b>	<ul style="list-style-type: none"><li>• Publication of calls for applications every six months for access to remote working projects.</li><li>• Gradual extension of smart working in organisational contexts, depending on the training provided and skills gained.</li></ul>
<b>Responsibility</b>	The Rector, <b>Director General, Personnel Division</b> , Vice-Rector for Human Resources, Occupational Well-Being Officer.
<b>Direct addressees</b>	Professional staff and foreign language instructors.
<b>Indirect addressees</b>	Structure managers
<b>Human resources</b>	3 full-time workers
<b>Financial resources</b>	€467,000 per year for reimbursement of the utility expenses of those working remotely
<b>Indicators and targets</b>	Total number of annual telework and smart working projects. Target 2022: 500 projects; Target 2023: 500 projects; Target 2024: 500 projects.
<b>Relation to SDG Agenda 2030</b>	SDG 3 Good Health and Well-Being SDG 5 Gender Equality SDG 9 Industry, Innovation and Infrastructure SDG 11 Sustainable Cities and Communities
<b>Timing</b>	2022 2023 2024

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## Area 1: Work-life balance, organisational culture and combatting stereotypes

### Objective 1: Promotion of a better work-life balance by reconciling the demands of people's working and private lives

<b>Action</b>	Dissemination of an awareness-raising document on better planning of meetings and work activities to promote respect for a positive work-life balance
<b>Managers</b>	The Rector, Director General, <b>Personnel Division, Guarantee Committee</b> , University Centre for the protection and promotion of health and safety, Vice-Rector for Human Resources, Occupational Well-Being Officer, Structure managers, Academic Senate, Board of Governors.
<b>Direct addressees</b>	Professors and researchers, professional staff and foreign language instructors.
<b>Indirect addressees</b>	
<b>Human resources</b>	
<b>Financial resources</b>	
<b>Indicators and targets</b>	<ul style="list-style-type: none"><li>• Training with the structure managers by December 2023.</li><li>• Proposal, in 2024, of an improvement action for teachers, researchers and professional staff of the "Workaholism" indicator in respect of the Work-Related Stress Risk Assessment Document of 2023.</li></ul>
<b>Relation to SDG Agenda 2030</b>	SDG 3 Good Health and Well-Being SDG 5 Gender Equality SDG 9 Industry, Innovation and Infrastructure SDG 11 Sustainable Cities and Communities
<b>Timing</b>	2023 2024

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## Area 1: Work-life balance, organisational culture and combatting stereotypes

### Objective 2: Supporting the balance between work and parenting and/or caregiving activities

<b>Action</b>	<ul style="list-style-type: none"> <li>• Feasibility analysis of actions granting new parents among the teaching and research staff (1 per family household and only once per child) an optional semester free from teaching activities when returning from mandatory maternity leave and/or from a period of continuous and full parental leave.</li> <li>• Roll-out of measures for professional staff which provide for the substitution by fixed-term workers of staff absent due to a period of continuous and full parental leave.</li> </ul>
<b>Managers</b>	The Rector, <b>Education and PhD Programme Division</b> , Personnel Division, Vice-Rector for Teaching, Occupational Well-Being Officer, Vice-Rector for Human Resources, Equal Opportunities, Inclusion and Diversity Officer.
<b>Direct addressees</b>	Teachers and researchers, professional staff and foreign language instructors.
<b>Indirect addressees</b>	Department Managers, Degree Programme Coordinators, Structure Managers.
<b>Human resources</b>	3 months/person in the first year to study the feasibility of the measures for teachers and researchers.
<b>Financial resources</b>	Estimate: for professional staff: EUR 550,000 (for fixed-term contracts) to be added to the provisional budget for the year 2022 (APOS budget) for the substitution by fixed-term workers of professional staff on parental leave.
<b>Indicators and targets</b>	<ul style="list-style-type: none"> <li>• Roll-out of measures for professional staff: January 2022.</li> <li>• Feasibility analysis concerning teachers and researchers to be completed by June 2024.</li> <li>• Adjustment where necessary of the annual teaching programme guidelines by 2024.</li> </ul>
<b>Relation to SDG Agenda 2030</b>	SDG 3 Good Health and Well-Being SDG 5 Gender Equality
<b>Timing</b>	2022 2024

## Area 1: Work-life balance, organisational culture and combatting stereotypes

### Objective 2: Supporting the balance between work and parenting and/or caregiving activities

<b>Action</b>	<ul style="list-style-type: none"><li>Continuation of activities of the "Arca di Noè" Nursery at the Veterinary Medicine Division in Ozzano dell'Emilia for children of University employees and students.</li></ul> <p><b>Technical, Constructions and Sustainability Division</b>, Heritage Division, Tenders and Procurement Division, Executive Support Services, Equal Opportunities, Inclusion and Diversity Officer.</p>
<b>Managers</b>	
<b>Direct addressees</b>	Teachers and researchers, students undertaking specialisation studies, research fellows, professional staff, foreign language instructors, and the student community.
<b>Indirect addressees</b>	
<b>Human resources</b>	
<b>Financial resources</b>	
<b>Indicators</b>	<ul style="list-style-type: none"><li>Annual monitoring of enrolments at the "Arca di Noè" nursery (Ozzano), carried out by the Company managing the Service as of December 2021.</li><li>Annual monitoring of activities in the "Arca di Noè" nursery (Ozzano) from June 2022.</li></ul>
<b>Relation to SDG Agenda 2030</b>	SDG 3 Good Health and Well-Being SDG 4 Quality Education SDG 5 Gender Equality SDG 11 Sustainable Cities and Communities SDG 17 Partnerships for the Goals
<b>Timing</b>	2022 2023 2024

## Area 1: Work-life balance, organisational culture and combatting stereotypes

### Objective 2: Supporting the balance between work and parenting and/or caregiving activities

<b>Actions</b>	Organisation of annual cultural summer camps (in Bologna and the Multicampus cities) for children of University employees.
<b>Managers</b>	<b>Personnel Division</b> , Cesena Campus Branch, Forlì Campus Branch, Ravenna Campus Branch, Rimini Campus Branch, Vice-Rector for Human Resources, Equal Opportunities, Inclusion and Diversity Officer, Occupational Well-Being Officer, University Sports Centre Bologna.
<b>Direct addressees</b>	Teachers and researchers, professional staff, foreign language instructors, students undertaking specialisation studies, research fellows, PhD students.
<b>Indirect addressees</b>	Entire University community and family households.
<b>Human resources</b>	
<b>Financial resources</b>	EUR 20,000 per year to be obtained through external funding
<b>Indicators</b>	<ul style="list-style-type: none"><li>• Number of places for girls/boys made available each year for each site.</li><li>• Level of satisfaction: satisfaction of at least 70% of the girls/boys.</li></ul>
<b>Relation to SDG Agenda 2030</b>	SDG 4 Quality Education SDG 5 Gender Equality SDG 11 Sustainable Cities and Communities SDG 17 Partnerships for the Goals
<b>Timing</b>	2022 2023 2024

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## Area 1: Work-life balance, organisational culture and combatting stereotypes

### Objective 2: Supporting the balance between work and parenting and/or caregiving activities

<b>Action</b>	<ul style="list-style-type: none"><li>Continuation of the free psychological support service for staff and extension of the same to the student community in order to support those caring for children, the elderly and/or disabled relatives (“Avrò cura di te” – I’ll take care of you).</li><li>Continuation of the free psychological support service for teaching and professional staff (“Avrò cura di me” – I’ll take care of myself).</li></ul>
<b>Managers</b>	Personnel Division, <b>University Centre for the protection and promotion of health and safety</b> , Guarantee Committee, Vice-Rector for Human Resources, Occupational Well-Being Officer.
<b>Direct addressees</b> <b>Indirect addressees</b>	
<b>Human resources</b> <b>Financial resources</b>	For the “Avrò cura di te” support service, EUR 20,000 per year for 2022 and 2023. For the “Avrò cura di me” support service, EUR 38,000 for 2022, EUR 60,000 for 2023, and EUR 55,000 for 2024.
<b>Indicators</b>	<ul style="list-style-type: none"><li>Annual monitoring of the number of people who make use of the support services from December 2021.</li></ul>
<b>Relation to SDG Agenda 2030</b>	SDG 3 Good Health and Well-Being SDG 5 Gender Equality
<b>Timing</b>	2022 2023 2024

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## Area 1: Work-life balance, organisational culture and combatting stereotypes

### Objective 3: Reinforce a shared culture of equal opportunities and the value of inclusion

<b>Action</b>	Drafting of the annual University Gender Equality Report in Italian and English.
<b>Managers</b>	The Rector, Director General, Personnel Division, <b>Guarantee Committee, Planning and Communication Division</b> , Executive Support Services, Equal Opportunities, Inclusion and Diversity Officer, Academic Senate, Board of Governors.
<b>Direct addressees</b>	Teachers and researchers, students undertaking specialisation studies, research fellows, professional staff, foreign language instructors, and the student community.
<b>Indirect addressees</b>	Citizens.
<b>Human resources</b>	1 full-time worker for 6 months a year.
<b>Financial resources</b>	EUR 3,000/year.
<b>Indicators</b>	<ul style="list-style-type: none"><li>• Annual approval of the Gender Equality Report by the Board of Governors by June of each year.</li><li>• Online publication of the document in Italian and English and its distribution by September of each year.</li><li>• Annual monitoring of the UGII indicator.</li></ul>
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality SDG 10 Reduced Inequalities
<b>Timing</b>	2022 2023 2024

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## Area 1: Work-life balance, organisational culture and combatting stereotypes

### Objective 4: Combatting gender stereotypes, enhancing diversity and supporting underrepresented communities

<b>Action</b>	Adoption of a gender-fair institutional/administrative language through: <ul style="list-style-type: none"> <li>• Organisation of training events on the procedures and strategies for applying the Gender Visibility Guidelines for the University of Bologna's Institutional Communications.</li> <li>• Extensive application of the Gender Visibility Guidelines for the University of Bologna's Institutional Communications.</li> <li>• Adapting the University and Structure documents (Regulations, Guidelines, Social Responsibility Report) and forms in line with the gender visibility guidelines for the University's communications.</li> </ul>
<b>Managers</b>	The Rector, <b>Director General, Planning and Communication Division</b> , Guarantee Committee, Equal Opportunities, Inclusion and Diversity Officer.
<b>Direct addressees</b>	Teachers and researchers, students undertaking specialisation studies, research fellows, professional staff, foreign language instructors, and the student community.
<b>Indirect addressees</b>	General Administrative Divisions and senior management of the Structures (Divisions and Departments). Entire University community.
<b>Human resources</b>	2 months person/year until December 2023
<b>Financial resources</b>	
<b>Indicators</b>	<ul style="list-style-type: none"> <li>• Creation of at least two training events on the procedures and strategies for applying the gender visibility guidelines for the University's communications by June 2022.</li> <li>• Institution of the review of communications (verbal and non-verbal) on the University Portal by December 2022.</li> <li>• Awareness-raising in the production of the new General Administration forms by June 2024.</li> <li>• Awareness-raising in the production of new documents and in communications of the structures (Divisions and Departments) by June 2024.</li> <li>• Institution of the adjustment of the University Regulations by December 2024.</li> </ul>
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality SDG 10 Reduced Inequalities
<b>Timing</b>	2022 2023 2024

## Area 1: Work-life balance, organisational culture and combatting stereotypes

### Objective 4: Combatting gender stereotypes, enhancing diversity and supporting underrepresented communities

<b>Action</b>	<ul style="list-style-type: none"> <li>Dissemination and application of the Alias Career Guidelines (regulating the allocation of temporary identities) for teaching staff and researchers, students of specialisation schools, research fellows, PhD students, professional staff, CEL, and the student community.</li> <li>Strengthening of the Cross-cultural counselling service for international students by setting up collaborative networks with associations, NGOs, and community services in the field of cross-cultural issues and combatting marginalisation.</li> </ul>
<b>Managers</b>	<b>Personnel Division, Student Services Division,</b> IT Systems and Services Division, Regional Authority for the Right to Higher Education, Vice-Rector for Human Resources, Vice-Rector for the Student Community, Vice-Rector for International Relations, Equal Opportunities, Inclusion and Diversity Officer.
<b>Direct addressees</b>	Teachers and researchers, students undertaking specialisation studies, research fellows, professional staff, foreign language instructors, and the student community.
<b>Indirect addressees</b>	
<b>Human resources</b>	1 full-time worker
<b>Financial resources</b>	
<b>Indicators</b>	<ul style="list-style-type: none"> <li>Application and dissemination of the "Alias Career" guidelines as of September 2021, the date of presentation to the Bodies.</li> <li>Initiation of discussions for the conclusion of at least two agreements with associations, NGOs, and community services active in the field of transcultural issues and combatting marginalisation by December 2023.</li> </ul>
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality SDG 10 Reduced Inequalities SDG 17 Partnerships for the Goals
<b>Timing</b>	2022 2023 2024

## Area 1: Work-life balance, organisational culture and combatting stereotypes

### Objective 4: Combatting gender stereotypes, enhancing diversity and supporting underrepresented communities

<b>Action</b>	<ul style="list-style-type: none"> <li>• Creation of a video in Italian and in English (possibly with subtitles), to be distributed also through social media, aimed at students at Italian and international higher education institutions and all those who take part in guidance initiatives that intend to remove gender bias in the choice of university programmes.</li> <li>• Creation of a section on the “Free Choice” of university programmes within the University’s social networks and channels.</li> <li>• Creation, as part of the annual Start-Up Day, of a session (workshop/seminar) on the theme of female entrepreneurship, involving Unibo female graduates, researchers and alumnae working in business, as coordinators and speakers.</li> </ul>
<b>Managers</b>	<p><b>Education and PhD Programme Division</b>, Student Services Division, <b>Innovation Division, Planning and Communication Division</b>, Personnel Division, Executive Support Services, Vice-Rector for Teaching, Vice-Rector for the Student Community, Incoming and Ongoing Guidance Officer, Outgoing Guidance Officer, Vice-Rector for Relations with Businesses and Industrial Research, Equal Opportunities, Inclusion and Diversity Officer.</p>
<b>Direct addressees</b>	<p>Students in higher education, graduates of three-year degree programmes, international students taking part in Unibo guidance initiatives, students undertaking specialisation studies, PhD students, research fellows, professional staff and newly recruited foreign language instructors.</p>
<b>Indirect addressees</b>	<p>Teachers and researchers.</p>
<b>Human resources</b> <b>Financial resources</b>	<p>1 tutoring grant/year for guidance initiatives EUR 5,000/year for the videos; EUR 2500/year for 1 tutoring grant.</p>
<b>Indicators</b>	<ul style="list-style-type: none"> <li>• Number of videos produced by 2023: at least 2.</li> <li>• Number of video views: at least 500 views each.</li> <li>• Participation of those registered for the Start-Up Day in the workshop on female entrepreneurship.</li> </ul>
<b>Relation to SDG Agenda 2030</b>	<p>SDG 4 Quality Education SDG 5 Gender Equality SDG 8 Decent Work and Economic Growth SDG 9 Industry, Innovation and Infrastructure SDG 10 Reduced Inequalities</p>
<b>Timing</b>	<p>2022 2023 2024</p>

## Area 2: Gender balance in senior management positions and in decision-making bodies

### Objective 1: Amending the Regulations and promoting frameworks and measures to support gender balance in senior management of the University

<b>Action</b>	<ul style="list-style-type: none"><li>• Proposal to amend the Regulations of the Structures by adding a provision on the need to guarantee gender equality in boards, committees and other bodies of the Structures, howsoever described.</li><li>• Amendment, where necessary, to the provisions concerning the appointment of members of Bodies/Boards and Committees.</li></ul>
<b>Managers Sub-actions</b>	The Rector, <b>Director General</b> , Executive Support Services, Department Managers, School Principals, Research Centre Managers, Academic Senate, Board of Governors.
<b>Direct addressees</b>	Teachers and researchers, research fellows, PhD students, students undertaking specialisation studies, professional staff and foreign language instructors.
<b>Indirect addressees</b>	
<b>Human resources</b>	0.5 full-time workers for one year
<b>Financial resources</b>	
<b>Indicators</b>	<ul style="list-style-type: none"><li>• Analysis of the Model Regulations on the operation of the Structures by June 2024.</li><li>• Drafting of the proposed amendment to the Model Regulations by December 2024.</li></ul>
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality SDG 10 Reduced Inequalities SDG 16 Peace, Justice and Strong Institutions
<b>Timing</b>	2024

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## Area 2: Gender balance in senior management positions and in decision-making bodies

### Objective 1: Amending the Regulations and promoting frameworks and measures to support gender balance in senior management of the University

<b>Action</b>	Promotion of joint actions with health companies also involving the Guarantee Committees on the topic of gender equality, of valuing diversity and of the good practices adopted.
<b>Managers</b>	The Rector, Personnel Division, <b>Medical Area Services Division</b> , Vice-Rector for Human Resources, Equal Opportunities, Inclusion and Diversity Officer.
<b>Direct addressees</b>	Teachers and researchers undertaking conference activities, students undertaking specialisation studies, research fellows, and PhD students.
<b>Indirect addressees</b>	Health authority personnel.
<b>Human resources</b>	
<b>Financial resources</b>	
<b>Indicators</b>	Jointly promoted/organised initiatives by June 2024.
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality SDG 17 Partnerships for the Goals
<b>Timing</b>	2024

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## Area 2: Gender balance in senior management positions and in decision-making bodies

### Objective 2: Promoting gender equality in the organisation and staging of scientific and informative events and in their dissemination and visibility

<b>Action</b>	Dissemination and monitoring of the application of the Guidelines to promote equal opportunities and gender balance at events and in the composition of the working groups and committees of the University of Bologna, creating strategic partnerships nationally and internationally.
<b>Managers</b>	The Rector, <b>Guarantee Committee, Research Division, Innovation Division, Planning and Communication Division</b> , Vice-Rector for Research, Equal Opportunities, Inclusion and Diversity Officer.
<b>Direct addressees</b>	Teachers and researchers, professional staff and foreign language instructors, PhD students, students undertaking specialisation studies, and research fellows.
<b>Indirect addressees</b>	Scientific community and stakeholders.
<b>Human resources</b>	<ul style="list-style-type: none"> <li>• 2 weeks/person for advertising campaign in 2022</li> <li>• 3 weeks/person each year in December to monitor sponsorships</li> </ul>
<b>Financial resources</b>	
<b>Indicators</b>	<ul style="list-style-type: none"> <li>• Advertising campaign on the Guidelines for the entire community by February 2023.</li> <li>• Protocol of Understanding “No women no panel”.</li> <li>• Annual monitoring of compliance with the Guidelines with regard to the events sponsored by the University (June 2024)</li> </ul>
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality SDG 10 Reduced Inequalities SDG 17 Partnerships for the Goals
<b>Timing</b>	2022 2023 2024

### Area 3: Gender equality in recruitment and career progression

#### Objective 1: Promoting gender balance in Selection Committees for the recruitment of research, teaching and professional staff, and in Selection Committees for PhD programmes and research fellowships

<b>Action</b>	<p>Promoting gender balance in Selection Committees for the recruitment of research, teaching and professional staff, and CEL. Combatting gender stereotypes in assessment and selection procedures through:</p> <ul style="list-style-type: none"><li>• Annual monitoring, to be submitted to the Board of Governors, of compliance with the provision governing the composition of Committees in calls for Full and Associate Professors.</li><li>• Annual monitoring, to be submitted to the Board of Governors, of compliance with the provision governing the composition of Committees for fixed-term Assistant Professors.</li><li>• Reporting on gender balance in Selection Committees for the recruitment of professional staff.</li><li>• Addition of a provision on gender balance in the composition of committees to the Regulations governing PhD programmes and the Regulations governing research fellowships.</li><li>• Annual monitoring, to be submitted to the Board of Governors, of the application of the Regulations governing PhD programmes and research fellowships, as amended.</li><li>• Dissemination of videos and information aimed at combatting gender stereotypes in assessment procedures, addressing the entire community and all members of the University Committees in competitive selection procedures.</li></ul>
<b>Managers</b>	<p><b>The Rector, Personnel Division, Education and PhD Programme Division,</b> Guarantee Committee, Vice-Rector for Human Resources, Vice-Rector for Teaching, Vice-Rector for Research, Equal Opportunities, Inclusion and Diversity Officer.</p>
<b>Direct addressees</b>	<p>Members of committees for competitive selection procedures, Board of Governors.</p>
<b>Indirect addressees</b>	<p>The entire scientific community.</p>
<b>Human resources</b>	<p>2 months person/year</p>
<b>Financial resources</b>	
<b>Indicators</b>	<ul style="list-style-type: none"><li>• Monitoring of compliance with the Regulations governing the balanced composition of selection committees in terms of gender equality as of January 2023.</li></ul>
<b>Relation to SDG Agenda 2030</b>	<p>SDG 5 Gender Equality SDG 10 Reduced Inequalities SDG 16 Peace, Justice and Strong Institutions</p>
<b>Timing</b>	<p>2023</p>

### Area 3: Gender equality in recruitment and career progression

#### Objective 2: Promoting measures to support gender balance in recruitment

<b>Action</b>	<ul style="list-style-type: none"> <li>• Feasibility study on a criterion that, when assigning the parameters used to measure the value of staff employed ("punti organico") to the Departments, rewards the structures that have reduced gender inequalities.</li> <li>• Incentivisation of external calls if they contribute to the creation of gender equality among the Department's teaching staff (for example, making the second call free if it contributes to equality).</li> </ul>
<b>Managers</b>	<b>The Rector, Personnel Division, Planning and Communication Division</b> , Vice-Rector for Human Resources, Budget and Planning Officer, Equal Opportunities, Inclusion and Diversity Officer, Department Managers.
<b>Direct addressees</b>	Teachers and researchers.
<b>Indirect addressees</b>	Scientific community.
<b>Human resources</b>	1 month/person per year.
<b>Financial resources</b>	
<b>Indicators</b>	<ul style="list-style-type: none"> <li>• Annual monitoring of the reduction of gender inequalities by Department from June 2022.</li> <li>• Completion of feasibility study by June 2024.</li> </ul>
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality SDG 10 Reduced Inequalities SDG 16 Peace, Justice and Strong Institutions
<b>Timing</b>	2022 2024

**Area 4: Incorporation of the gender dimension into teaching and research programmes; training and cross-institutional reliability**

**Objective 1: Incorporating the gender dimension into research, innovation and assessment processes**

<b>Actions</b>	<ul style="list-style-type: none"> <li>• Addition to the IRIS database of a field where researchers can indicate whether gender or other diversity aspects form a key part of their scientific publication (e.g. as indicated by the keywords entered in the main fields in accordance with the practices of internationally recognised databases).</li> <li>• Monitoring the number of scientific publications for which the author has declared the inclusion of the gender and/or diversity variable and provision of the relative aggregate data for the Department. To be carried out following the preceding action, during the University's internal research assessment phase in all the subject disciplines.</li> <li>• Within the project register, mapping of current and funded competitive research projects submitted by Unibo researchers in all disciplinary areas that include the gender and/or diversity dimension.</li> </ul>
<b>Managers</b>	<b>Research Division, Innovation Division, Planning and Communication Division, IT Systems and Services Division, Vice-Rector for Research, Equal Opportunities, Inclusion and Diversity Officer.</b>
<b>Direct addressees</b>	Teachers and researchers, students undertaking specialisation studies, research fellows, PhD students, and professional staff involved in the projects.
<b>Indirect addressees</b>	
<b>Human resources</b>	2 months person/year for mapping the projects. 1 month/person: IT technician for the development and monitoring of the IRIS database.
<b>Financial resources</b>	
<b>Indicators</b>	<ul style="list-style-type: none"> <li>• Development of the IRIS database: June 2024.</li> <li>• Annual mapping of active projects at the University that include the gender dimension by January of the following year as of January 2024.</li> </ul>
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality
<b>Timing</b>	2024

**Area 4: Incorporation of the gender dimension into teaching and research programmes; training and cross-institutional relatability**

**Objective 1: Incorporating the gender dimension into research, innovation and assessment processes**

<b>Actions</b>	<ul style="list-style-type: none"> <li>Amendment to the Regulations governing the University Research Evaluation Committee (VRA), adding the requirement that the various panels and the entire Committee must comply with gender equality requirements, where possible based on the characteristics of the scientific community.</li> <li>In the selection procedures relating to research funding and third mission activities within Unibo, provide that the composition of candidate assessment committees complies, where possible based on the characteristics of the scientific community, with gender equality requirements, providing also for the presence of experts in gender and diversity research where relevant to the topic of the call.</li> </ul>
<b>Managers</b>	<b>Research Division, Innovation Division, Planning and Communication Area, Vice-Rector for Research, Equal Opportunities, Inclusion and Diversity Officer.</b>
<b>Direct addressees</b>	Teachers and researchers, students undertaking specialisation studies, research fellows, PhD students, and professional staff involved in the projects.
<b>Indirect addressees</b>	
<b>Human resources</b>	1 month/person for the amendment to the VRA Regulations.
<b>Financial resources</b>	
<b>Indicators</b>	Amendment to the Regulations governing the VRA Committee by December 2023.
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality SDG 16 Peace, Justice and Strong Institutions
<b>Timing</b>	2022 2023

**Area 4: Incorporation of the gender dimension into teaching and research programmes; training and cross-institutional relatability**

**Objective 1: Incorporating the gender dimension into research, innovation and assessment processes**

<b>Actions</b>	<ul style="list-style-type: none"> <li>• Production and dissemination of informative materials related to the incorporation of the sex/gender dimension into research methodologies and processes.</li> <li>• Organisation of at least one training event per year aimed at teaching and research staff for each disciplinary area chosen by the Senate, with training given on the incorporation of sex/gender as a variable into research methodologies and processes.</li> <li>• Provision for the inclusion of items that attest to gender equality, the value of diversity and the University's focus on these themes in reports on the research and results achieved by the University published in the press and the media.</li> </ul>
<b>Managers</b>	<b>Guarantee Committee, Research Division, Student Services Division, Personnel Division, Education and PhD Programme Division, Planning and Communication Division, Innovation Division, Press Office, Vice-Rector for Research, Vice-Rector for Relations with Businesses and Industrial Research.</b>
<b>Direct addressees</b>	Teachers and researchers, professional staff and foreign language instructors, research fellows, PhD students, students undertaking specialisation studies, graduates of second- or single-cycle degree programmes.
<b>Indirect addressees</b>	Entire community, external stakeholders.
<b>Human resources</b>	2 months/person in 2023 for the preparation and distribution of information material and organisation of the training event.
<b>Financial resources</b>	EUR 5,000/year for external trainers.
<b>Indicators</b>	<ul style="list-style-type: none"> <li>• Organisation of at least one training event per year (starting from January 2023)</li> <li>• Production and dissemination of informative materials on the incorporation of the sex/gender dimension into research methodologies and processes (by December 2023)</li> </ul>
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality SDG 9 Industry, Innovation and Infrastructure
<b>Timing</b>	2023 2024

**Area 4: Incorporation of the gender dimension into teaching and research programmes; training and cross-institutional relatability**

**Objective 1: Incorporating the gender dimension into research, innovation and assessment processes**

<b>Action</b>	Monitoring gender equality in the composition of the steering committees, supervisory committees and, where possible, research groups that participate as partners in extraordinary funding programmes such as the national Recovery and Resilience Plan (PNRR) or the "Departments of Excellence" initiative.
<b>Managers</b>	<b>The Rector, Research Division</b> , Innovation Division, Vice-Rector for Research, Vice-Rector for Relations with Businesses and Industrial Research, Equal Opportunities, Inclusion and Diversity Officer, Academic Senate, Board of Governors.
<b>Direct addressees</b>	Teachers and researchers, students undertaking specialisation studies, research fellows, PhD students.
<b>Indirect addressees</b>	Department Managers
<b>Human resources</b> <b>Financial resources</b>	
<b>Indicators</b>	Annual presentation of the monitoring results to the Board of Governors as of 2023.
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality SDG 10 Reduced Inequalities SDG 17 Partnerships for the Goals
<b>Timing</b>	2023 2024

**Area 4: Incorporation of the gender dimension into teaching and research programmes; training and cross-institutional relatability**

**Objective 1: Incorporating the gender dimension into research, innovation and assessment processes**

<b>Action</b>	Feasibility study on the activation of university corridors (UNICORE) or the allocation of reserves for participation in international competitions for admission to degree programmes and/or the award of grants/scholarships, in synergy with the actions and policies of the Scholars at Risk network.
<b>Managers</b>	<b>Student Services Division, Education and PhD Programme Division</b> , Vice-Rector for International Relations, Vice-Rector for Teaching.
<b>Direct addressees</b> <b>Indirect addressees</b>	Student community, teachers and researchers, research fellows, PhD students.
<b>Human resources</b> <b>Financial resources</b>	
<b>Indicators</b>	Completion of feasibility study by July 2023.
<b>Relation to SDG Agenda 2030</b>	SDG 4 Quality Education SDG 5 Gender Equality SDG 10 Reduced Inequalities SDG 16 Peace, Justice and Strong Institutions SDG 17 Partnerships for the Goals
<b>Timing</b>	2023 2024

**Area 4: Incorporation of the gender dimension into teaching and research programmes; training and cross-institutional relatability**

**Objective 2: Developing training aimed at the acquisition of knowledge and skills relating to gender equality, diversity and human rights**

<b>Action</b>	<ul style="list-style-type: none"> <li>• Activation each year of at least two (one at the Bologna Campus and the other at a Romagna Campus) Diversity Management programmes open to the student community and included in the course units offered across all the degree programmes.</li> <li>• Provision for the addition of teaching laboratories to the Teaching Innovation Centre in order to help teachers from all divisions include activities aimed at raising awareness of diversity, gender equality, human rights and inclusion in their programmes.</li> </ul>
<b>Managers</b>	The Rector, <b>Education and PhD Programme Division, Teaching Innovation Centre</b> , Personnel Division, <b>IT Systems and Services Division</b> , Vice-Rector for Teaching, Vice-Rector for the Student Community, Vice-Rector for Human Resources, Equal Opportunities, Inclusion and Diversity Officer.
<b>Direct addressees</b>	Students enrolled on first-, second- and single-cycle degree programmes, PhD students, research fellows, students undertaking specialisation studies, teachers and researchers, professional staff and foreign language instructors, visiting professors and tutors.
<b>Indirect addressees</b>	Teaching Innovation Centre
<b>Human resources</b>	
<b>Financial resources</b>	EUR 10,000 for the two Diversity Management contracts
<b>Indicators</b>	<ul style="list-style-type: none"> <li>• Continuation also in the 2022/23 academic year of two course units on Diversity Management offered across all disciplines.</li> <li>• Setting up the teaching innovation laboratories by June 2023.</li> </ul>
<b>Relation to SDG Agenda 2030</b>	SDG 4 Quality Education SDG 5 Gender Equality
<b>Timing</b>	2022 2023

**Area 4: Incorporation of the gender dimension into teaching and research programmes; training and cross-institutional relatability**

**Objective 2: Developing training aimed at the acquisition of knowledge and skills relating to gender equality, diversity and human rights**

<b>Action</b>	<ul style="list-style-type: none"> <li>• Continuation of the GEMMA Master’s Degree in Gender Studies.</li> <li>• Feasibility study on Summer/Winter Schools (interdepartmental) run by the University or as part of the Una Europe Alliance on the topics of Gender Studies, Diversity Management and Social Inclusion.</li> <li>• Examination of the feasibility of studying Gender Studies, Diversity Management and Social Inclusion as a minor pathway within the Una Europe Alliance.</li> <li>• Organisation of a training week for professional staff on Diversity &amp; Inclusion within the UnaEuropa alliance.</li> </ul>
<b>Managers</b>	<b>Education and PhD Programme Division</b> , Executive Support Services, Vice-Rector for Teaching, Vice-Rector for International Relations, Equal Opportunities, Inclusion and Diversity Officer.
<b>Direct addressees</b>	Teachers and researchers, professional staff involved in the project and in supporting the international multidisciplinary networks.
<b>Indirect addressees</b>	Department of Modern Languages, Literature and Cultures (LILEC), Una Europa Alliance.
<b>Human resources</b>	Teachers of the activities listed above; 6 months professional staff/year for the feasibility study; 1 tutor for the Gemma Master's Degree.
<b>Financial resources</b>	Resources for academic tutoring on the Gemma Master's Degree: EUR 2,500/year.
<b>Indicators</b>	<ul style="list-style-type: none"> <li>• Vision Action Plan Diversity Council of UnaEuropa: new UnaFutura project by December 2023.</li> <li>• Organisation of a training week for professional staff on Diversity &amp; Inclusion by November 2023.</li> <li>• Feasibility study on the minor pathway by December 2023.</li> </ul>
<b>Relation to SDG Agenda 2030</b>	SDG 4 Quality Education SDG 5 Gender Equality SDG 17 Partnerships for the Goals
<b>Timing</b>	2023

## Area 5: Combatting gender-based violence, including sexual harassment

### Objective 1: Promoting actions to raise awareness of the issues related to the various forms of gender-based violence

<b>Action</b>	Feasibility study on a Summer/Winter School (possibly held remotely) on the various forms of gender-based violence. The school will be cross-disciplinary and involve the areas of medicine, humanities and social sciences, technology, and science.
<b>Managers</b>	<b>Education and PhD Programme Division</b> , Innovation Division, Vice-Rector for Teaching.
<b>Direct addressees</b>	Teaching and Research Staff
<b>Indirect addressees</b>	Student community, PhD students, research fellows, students undertaking specialisation studies
<b>Human resources</b>	2 months/person for a year
<b>Financial resources</b>	
<b>Indicators</b>	Completion of feasibility study by December 2023.
<b>Relation to SDG Agenda 2030</b>	SDG 3 Good Health and Well-Being SDG 5 Gender Equality SDG 16 Peace, Justice and Strong Institutions
<b>Timing</b>	2023

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## Area 5: Combatting gender-based violence, including sexual harassment

### Objective 1: Promoting actions to raise awareness of the issues related to the various forms of gender-based violence

<b>Action</b>	Institution of a specific guidance service offering anti-violence counselling and support, to be set up in close harmony with the University's psychological support service for the student community, the occupational counselling service for employees, and the cross-cultural counselling service for international students.
<b>Managers</b>	Personnel Division, Student Services Division, <b>Occupational health and safety service</b> , Vice-Rector for Human Resources, Vice-Rector for the Student Community, Psychological Support Service for Young Adults.
<b>Direct addressees</b>	Teachers and researchers, professional staff and foreign language instructors, student community.
<b>Indirect addressees</b>	
<b>Human resources</b>	2 months person/year
<b>Financial resources</b>	
<b>Indicators</b>	Implementation by June 2023.
<b>Relation to SDG Agenda 2030</b>	SDG 3 Good Health and Well-Being SDG 5 Gender Equality SDG 16 Peace, Justice and Strong Institutions
<b>Timing</b>	2023

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## Area 5: Combatting gender-based violence, including sexual harassment

### Objective 1: Promoting actions to raise awareness of the issues related to the various forms of gender-based violence

<b>Action</b>	<ul style="list-style-type: none"> <li>In collaboration with the anti-violence centres, women’s shelters and other local stakeholders, organisation of at least one seminar each year aimed at raising awareness of the issues relating to gender-based violence, gender identity, harassment and how to address them, aimed at the entire community.</li> <li>Creation of flyers/leaflets containing information on violence-related issues and a list of useful telephone numbers and/or email addresses to contact in the event of suffering or witnessing violence; documentation to be published on the University website and social media channels.</li> </ul>
<b>Managers</b>	Personnel Division, Student Services Division, <b>Guarantee Committee</b> , Vice-Rector for Human Resources, Vice-Rector for the Student Community, Equal Opportunities, Inclusion and Diversity Officer, Planning and Communication Division, Innovation Division, Confidential Counsellor.
<b>Direct addressees</b>	Teachers and researchers, professional staff and foreign language instructors, PhD students, research fellows, students undertaking specialisation studies, and the student community.
<b>Indirect addressees</b>	
<b>Human resources</b>	1 month Guarantee Committee member; 1 month/person of the Communication Division
<b>Financial resources</b>	EUR 1,000 for the flyers
<b>Indicators</b>	<ul style="list-style-type: none"> <li>Creation of an annual initiative on the issues relating to gender-based violence, gender identity, and harassment and of how to address them as of 2021.</li> <li>Implementation of a campaign against violence by December 2023.</li> <li>Creation of flyers/leaflets by June 2023.</li> </ul>
<b>Relation to SDG Agenda 2030</b>	SDG 3 Good Health and Well-Being SDG 5 Gender Equality SDG 16 Peace, Justice and Strong Institutions SDG 17 Partnerships for the Goals
<b>Timing</b>	2022 2023 2024

## Area 5: Combatting gender-based violence, including sexual harassment

### Objective 1: Promoting actions to raise awareness of the issues related to the various forms of gender-based violence

<b>Action</b>	<ul style="list-style-type: none"> <li>• Mapping of third mission activities that the University develops to combat stereotypes, violence based on gender and gender identity, and sexual and moral harassment.</li> <li>• Implementation of third mission activities to combat stereotypes, violence based on gender and gender identity, and sexual and moral harassment targeting in particular schools, youth centres and bodies/institutions/associations.</li> </ul>
<b>Managers</b>	<b>Innovation Division, Third Mission Observatory</b> , Equal Opportunities, Inclusion and Diversity Officer.
<b>Direct addressees</b>	Teachers and researchers.
<b>Indirect addressees</b>	
<b>Human resources</b>	2 months/person per year
<b>Financial resources</b>	
<b>Indicators</b>	Annual mapping document as of December 2023.
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality SDG 16 Peace, Justice and Strong Institutions SDG 17 Partnerships for the Goals
<b>Timing</b>	2023 2024

## Area 5: Combatting gender-based violence, including sexual harassment

### Objective 2: Promoting measures against sexual and moral harassment

<b>Action</b>	Annual monitoring of the application of the Code of Conduct for the Prevention of Sexual and Moral Harassment, to be submitted to the Academic Senate.
<b>Managers</b>	The Rector, Director General, Personnel Division, Student Services Division, Vice-Rector for Human Resources, Vice-Rector for the Student Community, <b>Confidential Counsellor, Academic Senate</b> , Student Board, Guarantee Committee, Academic Senate.
<b>Direct addressees</b>	Teachers and researchers, professional staff and foreign language instructors, student community.
<b>Indirect addressees</b>	Entire community and stakeholders.
<b>Human resources</b> <b>Financial resources</b>	
<b>Indicators</b>	Presentation in a meeting of the Academic Senate of the report on the monitoring of the application of the Code of Conduct for the prevention and combatting of sexual and moral harassment.
<b>Relation to SDG Agenda 2030</b>	SDG 5 Gender Equality SDG 16 Peace, Justice and Strong Institutions
<b>Timing</b>	2022 2023 2024

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