

ALMA MATER STUDIORUM
UNIVERSITÀ DI BOLOGNA

GENDER EQUALITY PLAN | 2021-24



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INTRODUCTION

The Gender Equality Plan (GEP) of the Alma Mater Studiorum - University of Bologna is a policy document covering the next three years with which the University aims to implement actions and projects to reduce gender inequalities and to enhance diversity with regard, for example, to age, culture, physical ability, sexual orientation, multilingualism, etc. At a time when many of the certainties and paradigms of our society have been shaken to the core, we appreciate the importance of an inclusive community that is not only free from discrimination but is also able and willing to do more - in other words, a community perceiving differences as an ethical value and a valuable resource that can yield positive benefits. In this perspective, the GEP represents an effective tool for addressing the negative effects of the pandemic that, as several recent studies show, is significantly affecting women and risks reversing the positive trends of recent years.

As part of a higher education institution, it is our duty to offer new generations a different path free from prejudice and stereotypes, a path embracing the freedom of people and appreciating their individuality and originality. We need to move away from preconceived formulas and towards a society that values talent and does not view reality through lenses that transform differences into frontiers and divisions, a society in which nobody is left behind. With the same energy and enthusiasm, we also need to lay the foundations for a professional world that satisfies and encourages the hopes and expectations of those who are building their futures in our classrooms. We need to begin from our community with the awareness that by doing so we may succeed also in exporting best practices, new interpretive styles, and impactful ideas for modernisation worldwide. 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 envisages the requirement for all public institutions to have a GEP if they wish to access research funding within the framework of the next Horizon Europe programme. GEP is a document that publicly acknowledges the goals of gender equality and intersectionality, which are fundamental and shared values of the European educational institutions. Moreover, it leverages the synergies created within the national and international networks that reflect on these themes, indicating concrete actions for their implementation.

The planning and design actions in this document intend, on the one hand, to give continuity and coherence to policies already being pursued by our University and, on the other hand, explore goals and actions able to overcome the obstacles that still exist to gender equality and enhance diversity based on the experience of recent years and GEPs already produced as part of the Plotina project¹. The GEP will be implemented over three years (2021-2024), while, in future years, it will be necessary to align this document with the Strategic Plan, taking into due consideration the analysis of the context given each year in the Gender Equality Report and the Positive Action Plan (PAP) proposed by the Guarantee Committee.

¹ The Gender Equality Plan (2017-2020) produced as part of the Plotina project “Promoting Gender Balance and Inclusion in Research, Innovation and Training”, funded by the Horizon 2020 Programme and coordinated by Professor Tullia Gallina Toschi, is available at the following link <https://www.unibo.it/en/university/who-we-are/gender-equality-plan>

The process of drafting the GEP, which is discussed also within the working group created by the Conference of Italian University Rectors (CRUI)², entailed various stages:

- analysis of the university context based on the data as well as qualitative and quantitative analysis contained in the Gender Equality Report;
- acquisition of support from the senior political and administrative bodies of the institution;
- identification of people active in the field of gender equality and intersectionality with diverse experiences and knowledge who have participated in drafting the document and contributed to the creation of a sense of co-responsibility of the choices made;
- formulation of goals and actions to be developed and implemented in a sustainable way over the duration of the plan;
- provision for specific resources, both human and financial, to be used to implement the actions;
- provision of indicators that will allow for the monitoring of the implementation and progress of the GEP in the future.

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

The first area concerning work-life balance, organisational culture and combatting stereotypes seeks to achieve a balance between work, parenting and/or care-taking 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 balance in senior positions and in decision-making bodies, promoting the amendment of regulations and the implementation of measures to support gender balance 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.

Training, which entails the creation of events and courses open to all members of the university (the student community, teaching staff, researchers and technical-administrative staff) covers all five areas. The specifications are structured by area and set out the objectives, actions, responsibilities, direct and indirect addressees, human and financial resources necessary to implement the plan, monitoring indicators and targets, the time schedule for implementing the actions and how the latter relate to the United Nation's SDG Agenda 2030.

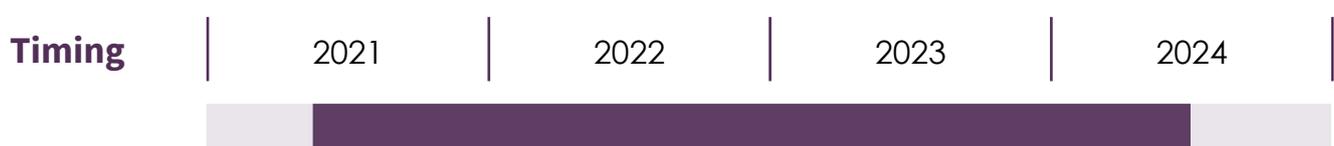
It is clear that the GEP is not a project aimed only at women or that benefits a restricted part of the institution that created it. It is instead a plan based on the value of equal democracy which calls on all those who participate in university life and who want to see it evolve and modernize. Like any planning document that is produced in a broad community that is enriched by its inherent diversity, it sets high and ambitious goals and is sustained by the aspirations of those who will work to implement it.

² A working group was set up within the CRUI's Gender Equality Committee which reflected on the Gender Equality Plan and produced a handbook to facilitate the drafting of the plan in Italian universities. This handbook is available at the link <https://www.crui.it/archivio-notizie/vademecum-per-l%E2%80%99elaborazione-del-gender-equality-plan-negli-atenei-italiani.html>

AREA 1: WORK-LIFE BALANCE, ORGANISATIONAL CULTURE AND COMBATting STEREOTYPES.

Objective 1: Promoting a better work-life balance by reconciling the demands of people’s working and private lives.

Action	<ul style="list-style-type: none"> • Publication of calls for applications to access to remote working projects every six months. • Gradual extension of remote working in the form of the so-called “smart working” to organisational contexts, depending on the training provided and skills gained.
Responsibility	Rector, Director General, Human Resources Division , Vice-Rector for Human Resources, Rector’s Delegate for Occupational Well-Being.
Direct addressees	Technical-administrative staff and foreign language instructors.
Indirect addressees	Structure managers.
Human resources	3 full-time workers.
Financial resources	EUR 467,000/year for reimbursement of utility expenses of remote workers.
Indicators and targets	Total number of annual remote- and “smart”-working projects. Target 2021: 500 projects; Target 2022: 500 projects; Target 2023: 500 projects; Target 2024: 500 projects.
Relation to SDG Agenda 2030	SDG 3 Good Health and Well-Being. SDG 5 Gender Equality. SDG 9 Industry, Innovation and Infrastructure. SDG 11 Sustainable Cities and Communities.



AREA 1: WORK-LIFE BALANCE, ORGANISATIONAL CULTURE AND COMBATting STEREOTYPES.

Objective 1: Promoting a better work-life balance by reconciling the demands of people’s working and private lives.

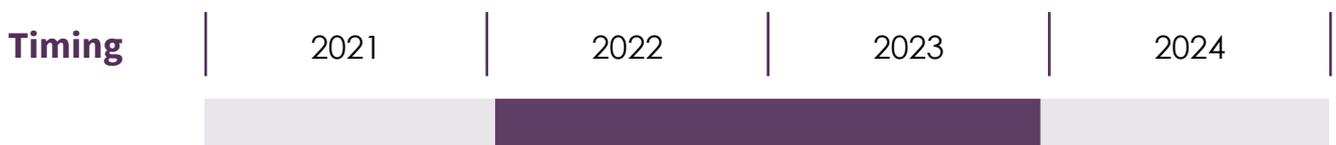
Action	Dissemination of Guidelines concerning the right to disconnect and better planning of meetings and work activities.
Responsibility	Rector, Director General, Human Resources Division , University Centre for the protection and promotion of health and safety, Vice-Rector for Human Resources, Rector’s Delegate for Occupational Well-Being, Structure managers, Academic Senate, Board of Governors.
Direct addressees	Teaching staff, researchers, technical-administrative staff and foreign language instructors.
Indirect addressees	
Human resources	
Financial resources	
Indicators and targets	<ul style="list-style-type: none"> • Training with structure managers by December 2022. • Presentation in the Department Councils and in the Structures by June 2023. • Investigation into work-related stress 2024: improving the “Workaholism” indicator in respect of the Work-Related Stress Risk Assessment Document of 2021 for teaching staff, researchers and technical-administrative staff.
Relation to SDG Agenda 2030	<p>SDG 3 Good Health and Well-Being. SDG 5 Gender Equality. SDG 9 Industry, Innovation and Infrastructure. SDG 11 Sustainable Cities and Communities.</p>



AREA 1: WORK-LIFE BALANCE, ORGANISATIONAL CULTURE AND COMBATting STEREOTYPES.

Objective 2: Supporting the balance between work and parenting and/or care-taking activities.

Action	<ul style="list-style-type: none"> • 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 compulsory maternity leave and/or from a period of on-going and full parental leave. • Roll-out of measures aimed at technical-administrative staff to provide fixed-term substitute workers to cover for staff members who are on on-going and full parental leave.
Responsibility	Rector, Education and PhD Programme Division, Personnel Division , Vice-Rector for Teaching, Vice-Rector for Human Resources, Rector’s Delegate for Equal Opportunities, Rector’s Delegate for Organisational Well-Being.
Direct addressees	Teaching staff, researchers, technical-administrative staff and foreign language instructors.
Indirect addressees	Heads of Department, Degree Programme Coordinators, Structure Managers.
Human resources	3 months/person in the first year to study the feasibility of the measures for teaching staff and researchers.
Financial resources	Estimate: for technical-administrative staff: EUR 550,000/year (for fixed-term contracts) to be added to the provisional budget as of 2022 (APOS budget) for the substitution by fixed-term workers of technical-administrative staff on parental leave.
Indicators and targets	<ul style="list-style-type: none"> • Roll-out of measures for technical-administrative staff: January 2022. • Feasibility analysis concerning teaching staff and researchers to be completed by June 2022. • Adaptation, if necessary, of the annual teaching planning Guidelines by 2023.
Relation to SDG Agenda 2030	SDG 3 Good Health and Well-Being. SDG 5 Gender Equality.



AREA 1: WORK-LIFE BALANCE, ORGANISATIONAL CULTURE AND COMBATTING STEREOTYPES.

Objective 2: Supporting the balance between work and parenting and/or care-taking activities.

Action	<ul style="list-style-type: none"> • Construction of a new Children’s Centre (integrated system and educational continuity 0-6) in the University complex of Bologna aimed at University employees’ offspring. • Continuation of the “Arca di Noè” (Noah’s Ark) day-care activities at the Department of Veterinary Medicine in Ozzano dell’Emilia for children of the University employees and the student community.
Responsibility	Constructions and Sustainability Division, Assets Division, Tenders and Procurement Division, General Administrative Division, Rector’s Delegate for Equal Opportunities.
Direct addressees	Teaching staff, researchers, students of specialisation schools, PhD students, technical-administrative staff, foreign language instructors and the student community.
Indirect addressees	
Human resources	2 full-time workers for two years.
Financial resources	EUR 3,600,000 for the construction of the Children’s Centre.
Indicators and targets	<ul style="list-style-type: none"> • By June 2022, signing of an operating Protocol between the Alma Mater Studiorum – University of Bologna and Bologna City Council regulating the management of the Children’s Centre in Bologna. • Preparation by the Steering Committee (University and Education Services Division of Bologna City Council) of a document defining the educational and psycho-pedagogical project for the Children’s Centre in Bologna by September 2022. • Completion of construction works of the Children’s centre by September 2023. • Annual monitoring of enrolments at the Children’s Centre in Bologna from 2024. • Annual monitoring of enrolments at the “Arca di Noè” day-care facility (Ozzano) carried out by the Company managing the Service as of December 2021. • Annual monitoring of activities at the “Arca di Noè” day-care facility (Ozzano) from June 2022.
Connection with SDG Agenda 2030	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.



AREA 1: WORK-LIFE BALANCE, ORGANISATIONAL CULTURE AND COMBATting STEREOTYPES.

Objective 2: Supporting the balance between work and parenting and/or care-taking activities.

Actions	<ul style="list-style-type: none"> • Creation on each Campus of the Romagna area, and at least in one location in Bologna university district, of a temporary kids-friendly space aimed at university employees' children during conferences or special events that fall outside the scope of standard work activities. • Maintenance of the Baby Pit Stops, set up pursuant to the protocol signed with UNICEF (BPS), in the University district and the museums, and analysis of the feasibility of opening other Baby Pit Stops in the Romagna campuses and other University facilities. • Promotion in collaboration with the City Councils of the Multicampus of public networks in order to map the Baby Pit Stops and develop an App geolocating them. • Participation in UNICEF's "Breastfeeding Together" network.
Responsibility	Constructions and Sustainability Division, Assets Division , Bologna Services Division, Cesena and Forlì Campuses, Ravenna and Rimini Campuses, Rector's Delegate for Construction, Rector's Delegate for Equal Opportunities, Rector's Delegate for Occupational Well-Being.
Direct addressees	Teaching staff, researchers, technical-administrative staff, foreign language instructors, PhD students, research fellows, students of specialisation schools, and the student community.
Indirect addressees	Entire University community and family households.
Human resources	1 Constructions and Sustainability Division worker for the feasibility analysis of the Baby Pit Stops in the Multicampus. 1 worker for the creation of <i>kids-friendly</i> spaces.
Financial resources	EUR 50,000 for <i>kids-friendly</i> spaces.
Indicators and targets	<ul style="list-style-type: none"> • Creation (through a University call) of 2 temporary <i>kids-friendly</i> spaces by 2023 and 3 more by 2024. • Feasibility analysis of opening Baby Pit Stops in the Romagna campuses and in other University structures by 2023. • Annual monitoring³ of the frequency of use of <i>kids-friendly</i> spaces created in 2023 from June 2024. • Annual attendance monitoring at the already existing Baby Pit Stop from June 2022. • Joining the UNICEF network by December 2022.
Relation to SDG Agenda 2030	SDG 3 Good Health and Well-Being. SDG 5 Gender Equality. SDG 11 Sustainable Cities and Communities.



³ The monitoring of each action will be included in a comprehensive report, broken down according to the objectives and actions of the GEP, to be submitted annually to the relative University Bodies along with the Gender Equality Report.

AREA 1: WORK-LIFE BALANCE, ORGANISATIONAL CULTURE AND COMBATting STEREOTYPES.

Objective 2: Supporting the balance between work and parenting and/or care-taking activities.

Actions	Organisation of annual cultural summer camps (in Bologna and the Multicampus cities) for children of University employees.
Responsibility	Personnel Division , Cesena and Forlì Campuses, Ravenna and Rimini Campuses, Vice-Rector for Human Resources, Vice-Rector for the Multicampus, Rector's Delegate for Equal Opportunities, Rector's Delegate for Occupational Well-Being, Bologna University Sports Centre.
Direct addressees	Teaching staff, researchers, technical-administrative staff, foreign language instructors, students of specialisation schools, research fellows, PhD students. Entire University community and family households.
Indirect addressees	Entire University community and family households.
Human resources	
Financial resources	EUR 20,000/year to be obtained through external funding.
Indicators and targets	<ul style="list-style-type: none"> • Number of places for girls/boys made available each year for each site. • Satisfaction level: at least 70% of the girls/boys.
Relation to SDG Agenda 2030	SDG 4 Quality Education. SDG 5 Gender Equality. SDG 11 Sustainable Cities and Communities. SDG 17 Partnerships for the Goals.



AREA 1: WORK-LIFE BALANCE, ORGANISATIONAL CULTURE AND COMBATTING STEREOTYPES.

Objective 2: Supporting the balance between work and parenting and/or care-taking activities.

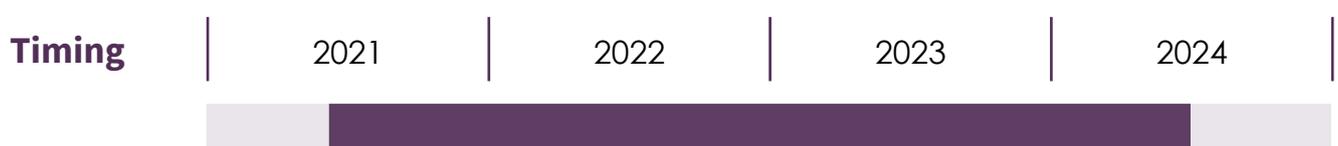
Action	Continuation of the free counselling service for staff and extension of the same to the student community in order to support those caring for children, the elderly and/or disabled relatives (“I’ll take care of you”).
Responsibility	Personnel Division, University Centre for the protection and promotion of health and safety , Guarantee Committee, Vice-Rector for Human Resources, Rector’s Delegate for Occupational Well-Being, Psychological Support Service for Young Adults (SAP).
Direct addressees	
Indirect addressees	
Human resources	
Financial resources	EUR 20,000/year for 2022 and 2023.
Indicators and targets	<ul style="list-style-type: none"> • Annual monitoring of the number of service users disaggregated by user category from December 2021. • Satisfaction level of users equal to almost 70% as from December 2022.
Relation to SDG Agenda 2030	SDG 3 Good Health and Well-Being. SDG 5 Gender Equality.



AREA 1: WORK-LIFE BALANCE, ORGANISATIONAL CULTURE AND COMBATting STEREOTYPES.

Objective 3: Reinforcing a shared culture of equal opportunities and the value of inclusion in the University.

Actions	Draft the University's Gender Equality Report every year in Italian and English.
Responsibility	Rector, Director General, Personnel Division, Guarantee Committee, Finances and Subsidiaries Division , Industrial Relations, Third Mission and Communication Division, International Relations Division, Rector's Delegate for Equal Opportunities, Academic Senate, Board of Governors.
Direct addressees	Teaching staff, researchers, students of specialisation schools, research fellows, technical-administrative staff, foreign language instructors, and the student community.
Indirect addressees	The general public.
Human resources	1 full-time worker for 6 months/year.
Financial resources	EUR 3,000/year.
Indicators and targets	<ul style="list-style-type: none"> • Annual approval of the Gender Equality Report by the Board of Governors by June of each year. • Online publication of the document in Italian and English and its distribution by September of each year. • Annual monitoring of the UGII (University Gender Inequality Index).
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities.



AREA 1: WORK-LIFE BALANCE, ORGANISATIONAL CULTURE AND COMBATTING STEREOTYPES.

Objective 4: Combatting gender stereotypes, enhancing diversity and supporting under-represented communities.

Actions	<p>Adoption of a gender-fair institutional/administrative language through:</p> <ul style="list-style-type: none"> • Organisation of training events on the procedures and strategies for applying the gender visibility Guidelines for the University’s communications. • Extensive application of the gender visibility Guidelines for institutional communications. • Adapting the University and Structure documents (Regulations, Guidelines, Social Responsibility Report) as well as official forms to the gender visibility Guidelines for institutional communications.
Responsibility	Rector, Director General, Industrial Relations, Third Mission and Communication Division , Guarantee Committee, Rector’s Delegate for Equal Opportunities.
Direct addressees	Teaching staff, researchers, students of specialisation schools, research fellows, technical-administrative staff, foreign language instructors, and the student community.
Indirect addressees	General Administrative Divisions and senior structure managers (Divisions and Departments). Entire University community.
Human resources	2 months person/year until December 2023.
Financial resources	
Indicators and targets	<ul style="list-style-type: none"> • Developing at least two training events on the procedures and strategies for applying the gender visibility Guidelines for institutional communications by June 2022. • Completion of the review of current communications (verbal and non-verbal) on the University Portal by December 2022. • Review of the General Administration forms by December 2023. • Review of the documents and communications of the structures (Divisions and Departments) by June 2024. • Adaptation of the University Regulations by December 2024.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities.



AREA 1: WORK-LIFE BALANCE, ORGANISATIONAL CULTURE AND COMBATTING STEREOTYPES.

Objective 4: Combatting gender stereotypes, enhancing diversity and supporting under-represented communities.

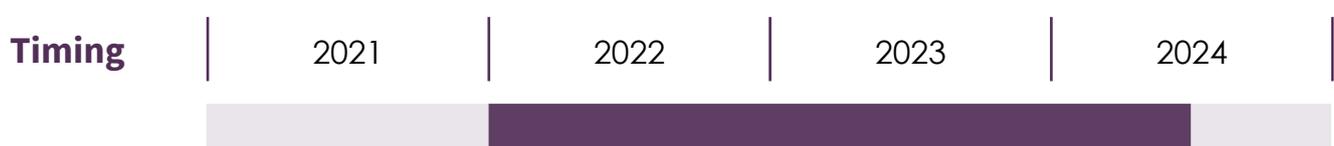
Actions	<ul style="list-style-type: none"> Dissemination and application of the “Alias Career” Guidelines (regulating the allocation of temporary identities) for teaching staff and researchers, student of specialisation schools, research fellows, PhD students, technical-administrative staff, foreign language instructors, and the student community. Reinforcing the transcultural Consultation Service open to the international student community by setting up collaborative networks with associations, NGOs, and community services in the field of transcultural issues and combatting marginalisation.
Responsibility	Personnel Division, Libraries and Study Services Division , IT Systems and Services Division, International Relations Division , Regional Authority for the Right to Higher Education (ER.GO), Vice-Rector for Human Resources, Vice-Rector for the student community, Vice-Rector for International Relations, Rector’s Delegate for Equal Opportunities.
Direct addressees	Teaching staff, researchers, students of specialisation schools, research fellows, technical-administrative staff, foreign language instructors, and the student community.
Indirect addressees	
Human resources	1 full-time worker.
Financial resources	
Indicators and targets	<ul style="list-style-type: none"> Application and dissemination of the “Alias Career” Guidelines from September 2021, when the project is presented to the University Governing Bodies. Sign at least two agreements with associations, NGOs, and community services in the field of transcultural issues and combatting marginalisation by December 2023.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities. SDG 17 Partnerships for the Goals.



AREA 1: WORK-LIFE BALANCE, ORGANISATIONAL CULTURE AND COMBATting STEREOTYPES.

Objective 4: Combatting gender stereotypes, enhancing diversity and supporting under-represented communities.

Actions	<ul style="list-style-type: none"> • Creation of a video in Italian and in English (possibly with subtitles) 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. This video shall be distributed through different channels including social media. • Creation of a section on the “Free Choice” of university courses within the university’s social networks and channels. • Annual organisation of at least one initiative featuring positive testimonials of male and female leadership under whom gender stereotypes in professional settings have been reduced or work is ongoing to create a more inclusive workplace where diversity is valued. This initiative targets PhD students, students of specialisation schools, research fellows, technical-administrative staff and foreign language instructors. • Within the Start-Up Day, creation of a session (workshop/seminar) on the theme of female entrepreneurship involving, as coordinators and speakers, University’s female researchers, graduates and alumnae working in business.
Responsibility	Education and PhD programme Division, Libraries and Study Services Division, Industrial Relations, Third Mission and Communication Division, International Relations Division, Personnel Division, Vice-Rector for Teaching, Vice-Rector for the student community, Rector’s Delegate for Guidance for incoming students, Rector’s Delegate for Guidance for outgoing students, Rector’s Delegate for Industrial Relations, Rector’s Delegate for Equal Opportunities.
Direct addressees	Students in higher education, BA graduates, international students taking part in guidance initiatives of the University of Bologna, students of specialisation schools, PhD students, research fellows, technical-administrative staff and newly recruited foreign language instructors.
Indirect addressees	Teaching staff and researchers.
Human resources	1 paid tutorship/year for guidance initiatives.
Financial resources	EUR 5,000/year for the videos; EUR 2500/year for 1 tutoring contract.
Indicators and targets	<ul style="list-style-type: none"> • Number of videos produced by 2022: at least 5. Number of videos produced by 2024: at least 5. • Number of video views: at least 500 views for each of the first 5 videos; at least 500 views for each the second 5 videos. • Participation of at least 20% of PhD students, research fellows, students of specialisation schools, and newly recruited technical-administrative staff in the initiative on leadership and reducing gender stereotypes. • Participation of 50% of those registered for the Start-Up Day in the workshop on female entrepreneurship.
Relation to SDG Agenda 2030	<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>



AREA 2: GENDER BALANCE IN SENIOR MANAGEMENT POSITIONS AND IN DECISION-MAKING BODIES.

Objective 1: Amendment of the Regulations and promotion of frameworks and measures to support gender balance in senior management of the University.

Actions	<ul style="list-style-type: none"> • Proposal to amend the Regulations of the Structures by adding a provision on the need to guarantee gender balance in boards, committees and other bodies of the Structures, howsoever described. • Amendment, where necessary, of the provisions concerning the appointment of members of bodies and committees.
Responsibility	Rector, Director General, General Affairs Division , Department Managers, Deans of Schools, Research Centre Managers, Academic Senate, Board of Governors.
Direct addressees	Teaching staff, researchers, research fellows, PhD students, students of specialisation schools, technical-administrative staff and foreign language instructors.
Indirect addressees	
Human resources	addressees 0.5 workers for one year.
Financial resources	
Indicators and targets	<ul style="list-style-type: none"> • Analysis of the Model Regulations on the operation of the Structures by June 2024. • Drafting of the proposed amendment to the Model Regulations by December 2024.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities. SDG 16 Peace, Justice and Strong Institutions.



AREA 2: GENDER BALANCE IN SENIOR MANAGEMENT POSITIONS AND IN DECISION-MAKING BODIES.

Objective 1: Amendment of the Regulations and promotion of frameworks and measures to support gender balance in senior management of the University.

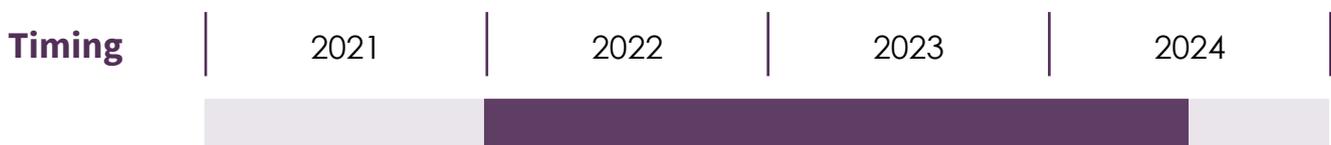
Actions	Feasibility study on the establishment of an inter-departmental research centre on gender equality, overcoming stereotypes, combatting violence based on gender and gender identity, valuing diversity and inclusion.
Responsibility	Rector, Research Division , General Affairs Division, Vice-Rector for Research, Rector's Delegate for Equal Opportunities, Rector's Delegate for Inclusion.
Direct addressees	Teaching staff, researchers, students of specialisation schools, research fellows, departmental structures.
Indirect addressees	Entire community.
Human resources	
Financial resources	
Indicators and targets	Completion of feasibility study and dissemination of results by June 2023.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities.



AREA 2: GENDER BALANCE IN SENIOR MANAGEMENT POSITIONS AND IN DECISION-MAKING BODIES.

Objective 1: Amendment of the Regulations and promotion of frameworks and measures to support gender balance in senior management at the University.

Actions	Establishment of joint working groups with health authorities and other strategic partners of the University (e.g., CNR) to ensure an on-going debate on gender equality, valuing diversity and best practices adopted.
Responsibility	Rector, Personnel Division, Medical Area Services Division , Vice-Rector for Human Resources, Rector’s Delegate for Equal Opportunities, Rector’s Delegate for Inclusion.
Direct addressees	Teaching staff and researchers undertaking conference activities, students undertaking specialisation studies, research fellows, and PhD students.
Indirect addressees	Healthcare personnel.
Human resources	
Financial resources	
Indicators and targets	Creation of joint working groups by June 2023.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 17 Partnerships for the Goals.



AREA 2: GENDER BALANCE IN SENIOR MANAGEMENT POSITIONS AND IN DECISION-MAKING BODIES.

Objective 1: Amendment of the Regulations and promotion of frameworks and measures to support gender balance in senior management at the University.

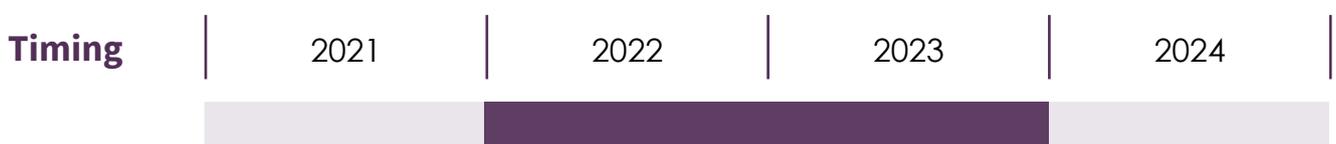
Actions	Feasibility study on the establishment of a University Observatory on gender equality, valuing diversity and combatting violence to facilitate an ongoing dialogue on the topics of the Gender Equality Plan, to monitor it and to collaborate on its implementation.
Responsibility	Rector , Guarantee Committee, Rector's Delegate for Equal Opportunities , Rector's Delegate for Inclusion.
Direct addressees	Teaching staff, researchers, students undertaking specialisation studies, research fellows, PhD students, professional staff, foreign language instructors.
Indirect addressees	
Human resources	
Financial resources	
Indicators and targets	Completion of feasibility study by December 2022.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities. SDG 16 Peace, Justice and Strong Institutions.



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.

Actions	Dissemination and monitoring of the Guidelines on the promotion of equal opportunities and gender balance in events and in the composition of working groups and committees of the Alma Mater Studiorum – University of Bologna.
Responsibility	Rector, Guarantee Committee , Research Division, Industrial Relations, Third Mission and Communication Division , Vice-Rector for research, Rector’s Delegate for Equal Opportunities.
Direct addressees	Teaching staff, researchers, technical-administrative staff, foreign language instructors, PhD students, students undertaking specialisation studies, and research fellows.
Indirect addressees	Scientific community and stakeholders.
Human resources	<ul style="list-style-type: none"> • 2 weeks/person for communication campaign in 2022. • 3 weeks person/year in December to monitor sponsorships.
Financial resources	
Indicators and targets	<ul style="list-style-type: none"> • Communication campaign on the Guidelines aimed at the entire community by February 2022. • Annual monitoring of compliance with the Guidelines for events sponsored by the University (December 2022 - December 2023).
Relation to SDG Agenda 2030	<p>SDG 5 Gender Equality. SDG 10 Reduced Inequalities. SDG 17 Partnerships for the Goals.</p>



AREA 3: GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION.

Objective 1: Promoting gender balance in selection committees for the recruitment of teaching and technical-administrative staff, researchers and in selection committees for PhD programmes and research fellowships.

Actions	<p>Promote gender balance in selection committees for the recruitment of teaching and technical-administrative staff, researchers, and foreign language instructors. Combat gender stereotypes in assessment and selection procedures through:</p> <ul style="list-style-type: none"> • Annual monitoring of compliance with the provision governing the composition of committees in calls for full and associate professors. The monitoring report shall be submitted to the Board of Governors. • Annual monitoring of compliance with the provision regulating the composition of committees for fixed-term researchers. The monitoring report shall be submitted to the Board of Governors. • Reporting on gender balance in selection committees for technical-administrative staff. • Addition of a provision on gender balance in the composition of committees to the Regulations on PhD programmes and the Regulations on research fellowships. • Annual monitoring of the application of the Regulations on PhD programmes and research fellowships as amended. The monitoring report shall be submitted to the Board of Governors: • Dissemination of videos and information aimed at combatting gender stereotypes in assessment procedures. These videos and information shall address the entire community and all members of the University's competitive selection procedure committees.
Responsibility	Rector, Personnel Division, Education and PhD Programme Division , Guarantee Committee, Vice-Rector for Human Resources, Vice-Rector for Teaching, Vice-Rector for Research, Rector's Delegate for Equal Opportunities.
Direct addressees	Selection committees members, Board of Governors.
Indirect addressees	The entire scientific community.
Human resources	2 months person/year.
Financial resources	
Indicators and targets	<ul style="list-style-type: none"> • Monitoring of compliance with the Regulations on the balanced composition of selection committees in terms of gender from 2023. • Annual online publication of gender balance percentages in selection committees, disaggregated to the level of Department and Structure from 2023.
Relation to SDG Agenda 2030	<p>SDG 5 Gender Equality. SDG 10 Reduced Inequalities. SDG 16 Peace, Justice and Strong Institutions.</p>



AREA 3: GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION.

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

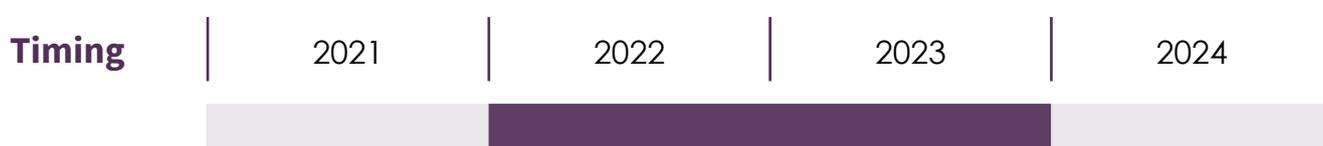
Actions	<ul style="list-style-type: none"> • Systematic collection by the Personnel Division of quantitative data, disaggregated by gender, on the procedures for the selection of teaching staff, researchers, PhD students, research fellows, students of specialisation schools, technical-administrative staff and foreign language instructors. • Annual monitoring of the gender variable in the data on the participation of teachers, researchers, professional staff and foreign language instructors in competitive selection procedures, the data on participation in selection procedures for the Specialisation Schools, PhD programmes and the award of research grants, and the data concerning the successful candidates in direct calls. The monitoring report shall be submitted to the Board of Governors.
Responsibility	Rector , Director General, Personnel Division, IT Systems and Services Division , Education and PhD Programme Division, Guarantee Committee, Vice-Rector for Human Resources, Vice-Rector for Research, Rector's Delegate for Equal Opportunities, Confidential Counsellor, Board of Governors.
Direct addressees	Teaching staff, researchers, technical-administrative staff and foreign language instructors.
Indirect addressees	
Human resources	2 fixed-term professional staff members/year.
Financial resources	EUR 20,000 for external consultation, where necessary.
Indicators and targets	<ul style="list-style-type: none"> • Database creation to enable the performance of the required analyses on participation in and outcome of selection procedures by December 2023. The database shall be included in the University's datawarehouse system. • Annual presentation of the monitoring results at the December session of the Board of Governors from December 2024.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities. SDG 16 Peace, Justice and Strong Institutions.



AREA 3: GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION.

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

Actions	<ul style="list-style-type: none"> • Feasibility study on a criterion that rewards the structures that have reduced gender inequalities. The criterion shall be used when allocating points for workforce recruitment (“punti organico”) to the Departments. • Incentivisation of direct calls to international scholars 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).
Responsibility	Rector, Personnel Division, Finances and Subsidiaries Division , Vice-Rector for Human Resources, Rector’s Delegate for Budget, Rector’s Delegate for Equal Opportunities, Department Managers.
Direct addressees	Teaching staff and researchers.
Indirect addressees	Scientific community.
Human resources	1 month person/ year.
Financial resources	
Indicators and targets	<ul style="list-style-type: none"> • Annual monitoring of the reduction of gender inequalities by Department from June 2022. • Completion of feasibility study by June 2023.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities. SDG 16 Peace, Justice and Strong Institutions.



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.

Actions	<ul style="list-style-type: none"> • Addition to the IRIS database of a field where researchers can indicate whether gender or other diversity aspects characterise their scientific publication (e.g., as indicated by the key words entered in the main fields following the established practices of international databases). • 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. This action shall be carried out after the previous one while the University is undertaking the internal research assessment phase in all study fields. • Within the project register, mapping current competitive research projects in all study fields that were presented by researchers at the University of Bologna, received funding and include the gender and/or diversity dimension.
Responsibility	Research Division, Industrial Relations, Third Mission and Communication Division, IT Systems and Services Division, Vice-Rector for Research, Rector's Delegate for Equal Opportunities.
Direct addressees	Teaching staff, researchers, students of specialisation schools, research fellows, PhD students and technical-administrative staff involved in the projects.
Indirect addressees	
Human resources	2 months person/year for mapping the projects. 1 month/person: IT technician for the development and monitoring of the IRIS database.
Financial resources	
Indicators and targets	<ul style="list-style-type: none"> • Development of the IRIS database: June 2022. • Annual mapping of active projects at the University that include the gender dimension by January of the following year from January 2023.
Relation to SDG Agenda 2030	SDG 5 Gender Equality.



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.

Actions	<ul style="list-style-type: none"> • 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. • In the selection procedures regarding research funding and third mission activities within the University of Bologna, the composition of candidate assessment committees shall comply with gender equality requirements, where possible based on the characteristics of the scientific community; it shall also account for the presence of experts in gender and diversity research if their presence is relevant to the topic of the call.
Responsibility	Research Division, Industrial Relations, Third Mission and Communication Division , Vice-Rector for research, Rector's Delegate for Equal Opportunities.
Direct addressees	Teaching staff, researchers, students of specialisation schools, research fellows, PhD students, and technical-administrative staff involved in the projects.
Indirect addressees	
Human resources	1 month/person for the amendment to the VRA Regulations.
Financial resources	
Indicators and targets	Amendment to the Regulations governing the VRA Committee by June 2022.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 16 Peace, Justice and Strong Institutions.



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.

Actions	<ul style="list-style-type: none"> • Call for proposals for the activation of at least 2 study grants/ year for doctoral and specialisation research analysing the cultural, social and economic values and the innovation represented by the inclusion of gender and diversity variables in social environments in research and professional contexts. • Production and dissemination of informative materials related to the incorporation of the sex/gender dimension into research methodologies and processes. • Organisation of at least one training event/year aimed at teaching staff and researchers for each study field chosen by the Senate. Trainers shall provide guidance and education on the incorporation of the sex/gender variables into research methodologies and processes. • Media and press reports on research and results achieved by the University of Bologna shall include tokens showing the University's focus on and attention to gender-related themes such as gender balance and the value of diversity.
Responsibility	Research Division, Libraries and Study Services Division, Personnel Division, Education and PhD programme Division, Industrial Relations, Third Mission and Communication Division, Press Office, Vice-Rector for Research, Rector's Delegate for Industrial Relations.
Direct addressees	Teaching staff, researchers, technical-administrative staff and foreign language instructors, research fellows, PhD students, students undertaking specialisation studies, graduates of second- or single-cycle degree programmes.
Indirect addressees	Entire community, external stakeholders.
Human resources	1 month person/year from 2023 for the competitive selection procedure for the 2 study grants. 2 months/person in 2023 for the preparation and distribution of information material and organisation of the training event.
Financial resources	EUR 4,000/year for the doctoral and specialisation study grants. EUR 5,000/year for external trainers.
Indicators and targets	<ul style="list-style-type: none"> • Organisation of at least one training event/year (starting from January 2023). • Publication of at least 1 call/year for the award of 2 study grants for doctoral and specialisation research (starting from June 2023). • Production and dissemination of informative materials on the incorporation of the sex/gender dimension into research methodologies and processes (by December 2023).
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 9 Industry, Innovation and Infrastructure.

Timing	2021	2022	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.

Actions	Monitor 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.
Responsibility	Rector, Research Division , Industrial Relations, Third Mission and Communication Division, Vice-Rector for Research, Rector’s Delegate for Industrial Relations, Rector’s Delegate for Equal Opportunities, Academic Senate, Board of Governors.
Direct addressees	Teaching staff, researchers, students of specialisation schools, research fellows, PhD students.
Indirect addressees	Department Managers.
Human resources	
Financial resources	
Indicators and targets	Annual presentation of the monitoring results to the Board of Governors from 2023.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities. SDG 17 Partnerships for the Goals.



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.

Actions	Feasibility study on the activation of university humanitarian corridors (UNICORE) or the allocation of reserves for participation in international calls 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.
Responsibility	International Relations Division, Education Division , Vice-Rector for International Relations, Vice-Rector for Teaching.
Direct addressees	Student community, teaching staff, researchers, research fellows, PhD students.
Indirect addressees	
Human resources	
Financial resources	
Indicators and targets	Completion of feasibility study by July 2023.
Relation to SDG Agenda 2030	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.



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.

Actions	<ul style="list-style-type: none"> • Activation each year of at least two (one at the Bologna campus and the other at the Romagna campuses) Diversity Management programmes open to the student community and included in the courses offered across all the degree programmes. • Creation of an e-learning MOOC/training course (issuing a certificate of attendance) on gender equality, diversity and inclusion, human rights, and fight against stereotypes and violence, open to all teaching staff, researchers, technical-administrative staff, foreign language instructors and the entire student community. • Make provisions for workshops to be carried out at the Teaching Innovation Centre in order to help teaching staff members from all fields include activities aimed at raising awareness of diversity, gender equality, human rights and inclusion in their programmes.
Responsibility	Rector, Education and PhD Programme Division, Teaching Innovation Centre, Personnel Division, Industrial Relations, Third Mission and Communication Division, IT Systems and Services Division, Vice-Rector for Teaching, Vice-Rector for the student community, Vice-Rector for Human Resources, Rector’s Delegate for Teaching Innovation, Rector’s Delegate for Equal Opportunities.
Direct addressees	Students enrolled in first-, second- and single-cycle degree programmes, PhD students, research fellows, students of specialisation schools, teaching staff and researchers, technical-administrative staff and foreign language instructors, visiting professors and tutors.
Indirect addressees	Teaching Innovation Centre.
Human resources	1 permanent technical-administrative staff member for two years to set up the MOOC.
Financial resources	EUR 10,000 for the two Diversity Management contracts. EUR 2,000 to set up the MOOC/e-learning course.
Indicators and targets	<ul style="list-style-type: none"> • Activation of two course units on Diversity Management offered through “Transferable skills” courses also in the 2022/23 academic year. • Setting up workshops on teaching innovation by June 2023. • Creation of MOOC/e-learning training courses by September 2024. • 5%/year increase in the number of participants in the MOOC course with reference to the invited audience. • Satisfaction level of participants equal to at least 70%.
Relation to SDG Agenda 2030	SDG 4 Quality Education. SDG 5 Gender Equality.



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.

Actions	<ul style="list-style-type: none"> • Continuation of the Gemma Master’s Degree in Gender Studies. • Feasibility study on Summer/Winter (interdepartmental) Schools run by the University or as part of the Una Europa Alliance on the topics of Gender Studies, Diversity Management and Social Inclusion. • Feasibility study on a minor pathway within the Una Europa Alliance on the topics of Gender Studies, Diversity Management and Social Inclusion.
Responsibility	Education and PhD Programme Division, International Relations Division, Vice-Rector for Teaching, Vice-Rector for International Relations, Rector’s Delegate for Equal Opportunities.
Direct addressees	Teaching staff, researchers, technical-administrative staff involved in the project and in supporting the international multidisciplinary networks.
Indirect addressees	Department of Modern Languages, Literature and Cultures (LILEC), Una Europa Alliance.
Human resources	Staff members teaching the activities listed above; 6 months technical-administrative staff/year for the feasibility study; 1 tutor for the Gemma Master’s Degree.
Financial resources	Resources for academic tutoring on the Gemma Master’s Degree: EUR 2,500/year.
Indicators and targets	Feasibility study on Summer/Winter Schools by December 2022. Feasibility study on the minor pathway by December 2023.
Relation to SDG Agenda 2030	SDG 4 Quality Education. SDG 5 Gender Equality. SDG 17 Partnerships for the Goals.



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.

Actions	Feasibility study on a Summer/Winter School (possibly held remotely) on the various forms of gender-based violence. This Summer/Winter School shall be cross-disciplinary and involve the areas of medicine, humanities, social sciences, technology and science.
Responsibility	Education and PhD Programme Division , Industrial Relations, Third Mission and Communication Division, International Relations Division, Vice-Rector for Teaching.
Direct addressees	Teaching staff and researchers.
Indirect addressees	Student community, PhD students, research fellows, students of specialisation schools.
Human resources	2 months person/year.
Financial resources	
Indicators and targets	Completion of feasibility study by December 2023.
Relation to SDG Agenda 2030	SDG 3 Good Health and Well-Being. SDG 5 Gender Equality. SDG 16 Peace, Justice and Strong Institutions.



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.

Actions	Feasibility study on the institution of a specific guidance service offering anti-violence counselling and support. This service shall be set up in close collaboration 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.
Responsibility	Personnel Division, Libraries and Study Services Division, Occupational health and safety service , Vice-Rector for Human Resources, Vice-Rector for the student community, Psychological Support Service for Young Adults.
Direct addressees	Teaching staff, researchers, technical-administrative staff and foreign language instructors, student community.
Indirect addressees	
Human resources	2 months person/year.
Financial resources	
Indicators and targets	Completion of feasibility study by June 2023.
Relation to SDG Agenda 2030	SDG 3 Good Health and Well-Being. SDG 5 Gender Equality. SDG 16 Peace, Justice and Strong Institutions.



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.

Actions	<ul style="list-style-type: none"> • In collaboration with the anti-violence centres, women’s shelters and any other stakeholders in the community, organisation of at least one seminar/year for the entire community aimed at raising awareness of the issues relating to gender-based violence, gender identity, and harassment and of how to address them. • 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; these documents shall be published on the University’s website and social media channels.
Responsibility	Personnel Division, Libraries and Study Services Division, Guarantee Committee , Vice-Rector for Human Resources, Vice-Rector for the student community, Rector’s Delegate for Equal Opportunities, Industrial Relations, Third Mission and Communication Division, Confidential Counsellor.
Direct addressees	Teaching staff, researchers, technical-administrative staff and foreign language instructors, PhD students, research fellows, students of specialisation schools and the student community.
Indirect addressees	
Human resources	1 month Guarantee Committee member; 1 month/person of the Communication Division.
Financial resources	EUR 1,000 for the flyers.
Indicators and targets	<ul style="list-style-type: none"> • Creation of an annual initiative on the issues relating to gender-based violence, gender identity and harassment and of how to address them from 2021. • Creation of flyers/leaflets by June 2023.
Relation to SDG Agenda 2030	SDG 3 Good Health and Well-Being. SDG 5 Gender Equality. SDG 16 Peace, Justice and Strong Institutions. SDG 17 Partnerships for the Goals.



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.

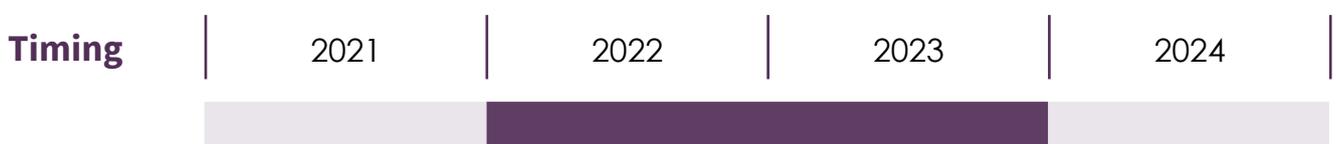
Actions	<ul style="list-style-type: none"> • Mapping third mission activities that the University develops to combat stereotypes, violence based on gender and gender identity, as well as sexual and moral harassment. • Implementation of the third mission activities to combat stereotypes, violence based on gender and gender identity, and sexual and moral harassment targeting in particular schools, youth centres and bodies/institutions/associations.
Responsibility	Industrial Relations, Third Mission and Communication Division, Third Mission Observatory , Rector’s Delegate for Equal Opportunities.
Direct addressees	Teaching staff and researchers.
Indirect addressees	
Human resources	2 months/person per year.
Financial resources	
Indicators and targets	Annual mapping document from December 2022.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 16 Peace, Justice and Strong Institutions. SDG 17 Partnerships for the Goals.



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.

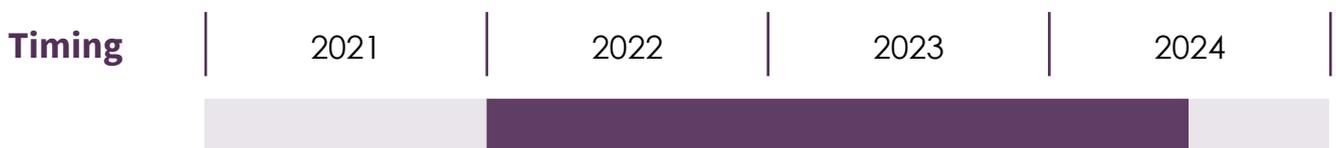
Actions	Feasibility study about a measure that would reserve a set number of places in the students' housing facilities of the Multicampus for students who are victims of gender-based violence or violence related to gender identity. This measure shall be implemented in accordance with a confidentiality agreement and in collaboration with the Regional Authority for the Right to Higher Education, women's shelters and other institutions and stakeholders.
Responsibility	Libraries and Study Services Division, Constructions and Sustainability Division, Regional Authority for the Right to Higher Education, Women's Shelters.
Direct addressees	Student community.
Indirect addressees	
Human resources	2 months person/year until May 2023.
Financial resources	
Indicators and targets	Completion of the feasibility study by May 2023.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 16 Peace, Justice and Strong Institutions. SDG 17 Partnerships for the Goals.



AREA 5: COMBATTING GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT.

Objective 2: Promoting measures against sexual and moral harassment.

Actions	Annual monitoring of the application of the Code of Conduct for preventing and combatting moral and sexual harassment; the resulting report shall be submitted to the Academic Senate.
Responsibility	Rector, Director General, Personnel Division, Libraries and Study Services Division, Vice-Rector for Human Resources, Vice-Rector for the student community, Confidential Counsellor, Academic Senate , Student Counsellor, Guarantee Committee.
Direct addressees	Teaching staff, researchers, technical-administrative staff and foreign language instructors, student community.
Indirect addressees	Entire community and stakeholders.
Human resources	
Financial resources	
Indicators and targets	Presenting the monitoring report on the application of the Code of Conduct for preventing and combatting sexual and moral harassment to the Academic Senate every year.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 16 Peace, Justice and Strong Institutions.





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