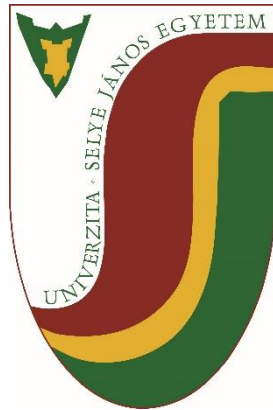


J. SELYE UNIVERSITY



**BASIC PILLARS OF GENDER
EQUALITY
J. Selye University**

KOMÁRNO 2022

Strengthening gender equality and equal opportunities is one of the strategic goals of J. Selye University. Gender equality is an integral part of university life at all levels.

Gender equality is one of the fundamental values of the society, referring to equal treatment of men and women, which means ensuring equal rights, opportunities and responsibilities in all spheres of life, as well as the right of freedom in developing skills, equal access to education, and equal recognition in the society. It also provides conditions for healthy work-life balance.

J. Selye University („UJS“) is pursuing a policy of zero tolerance in terms of sexual harassment and discrimination. We therefore reject sexism, racism, xenophobia, as well as other approaches and practices aimed at discriminating individuals or groups of individuals based on sex, gender, religious belief, race, nationality or ethnic group, disability, age, sexual orientation, marital status, language, political orientation, national or social origin. In this respect, we consider the recognition and elimination of approaches and structures that contribute or result in inequality an essential step the institution has to make. Our institution represents the opinion that everyone regardless to gender has the right to equal opportunities and conditions in different spheres of life. Emphasis is placed on preventing and eliminating inequalities resulting from weaknesses of the system. Ensuring fair workplace environment is a basic pillar to maintain equal opportunities in the academic environment.

I. LEGISLATIVE BACKGROUND

UJS is promoting equality and committed to zero tolerance against any form of discrimination. The institution recognizes equal rights of the individual, and therefore it is committed to promoting equality and preventing all forms of discrimination in the academic field and any activity performed by the university.

When implementing gender equality policy, UJS relies on international conventions and the legislation of the Slovak Republic, guaranteeing the protection of human rights, equality and non-discrimination based on gender as it is set in the Constitution of the Slovak Republic, as well as it set in international and European standards, which are the subject of Annex 1 – Basic Pillars of Gender Equality at UJS.

II. PRIORITY AREAS OF GENDER EQUALITY POLICY AT UJS

1. Gender equality in the field of recruitment and career development of employees. The recruitment process should lead to balanced gender structure at all academic study programmes (Bachelor's, Master's and PhD levels), academics and all the employees in administration and technical positions.
2. Fair and satisfactory work conditions, positive work environment. Salary structure and further work conditions.
3. Gender equality in leadership positions and decision-making bodies.
4. Healthy work-life balance.

5. Supportive environment in the case of unethical workplace behaviour (e.g. discrimination or sexual harassment). Preventive and elimination measures taken by the university in the case of sexual harassment, ensuring that employees and students are provided a possibility to contact the responsible person and get professional help how to handle different forms of discrimination and harassment (training courses).
6. Gender equality in the field of research and education – Gender perspective in research and applying gender-sensitive pedagogy in education is aimed at raising awareness of the scientific community about the issue of gender equality and the negative impact of gender inequality, ignoring gender equality in science and academic institutions, making visible the successful female scientists and researchers. Equal treatment of male and female students.

III. OBJECTIVES OF GENDER EQUALITY POLICY AT UJS

1. Creating ethical and fair work environment.
2. Creating a decent work environment for the employees and all the members of academic community at UJS.
3. Conducting data analysis in order to elaborate a plan for gender equality in the period 2019-2021.
4. Improving awareness of gender equality issues.
5. Strengthening the organizational culture and credibility both externally and internally.
6. Meeting internationally recognized standards of responsible research and educational institutions.
7. Increasing employee and student satisfaction, increasing their motivation and loyalty.
8. Creating a friendly and respecting internal environment, which is based on the respect of fundamental rights and the needs of the academic community.
9. Utilizing all the human resources in order to increase the potential for excellent and quality research activity.
10. Effective utilization of human resources, creative potential of scientific personnel (both male and female employees) in order to prevent ineffective utilization of talent.

IV. INSTRUMENTS OF GENDER EQUALITY AT UJS

1. Elaborating a strategy on gender equality.
2. Create an institutional infrastructure in order to implement gender equality policy and strategic goals for gender equality.
3. Allocating financial tools from the budget of UJS.
4. Elaborate the Plan on Gender Equality at UJS.
5. Defining recommendations for compliance with the principles of gender equality at UJS.

ANNEXES

1. Legal background for the application of gender equality policy at UJS.