

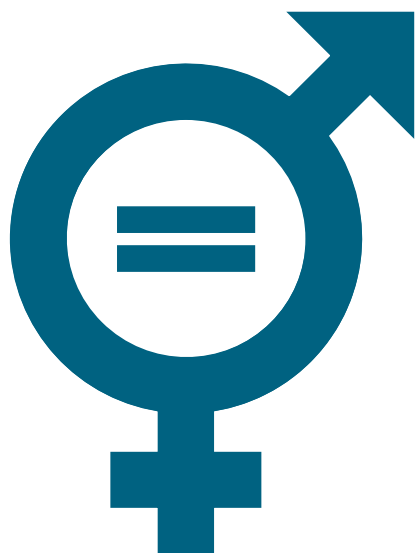


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# POLITECHNIKA POZNAŃSKA

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Attachment to Ordinance No. 4  
of the Rector of Poznan University of Technology  
of 9 January 2026 (RO/I/4/2026)



## GENDER EQUALITY PLAN

Always EQUAL

## Poznań 2026

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## INTRODUCTION

Poznan University of Technology has adopted a Gender Equality *Plan (GEP)*. The document was developed as a response to the needs identified within the academic community. It was created as a result of analyses of the state of representation of people of all genders in the life of Poznan University of Technology and expert consultations and good practices used in Polish and international institutions.

The introduction of the GEP is related to the recommendations of institutions, both national and international, dealing with human rights, education and science. Equality is one of the basic principles of the functioning of the European Union. The European Parliament plays a significant role in promoting gender equality and equal opportunities through the Committee on Women's Rights and Gender Equality and by promoting the inclusion of the aspect of gender in the work of committees and delegations. The European Commission (2012)<sup>1</sup> points in a direct way to the objectives of the gender equality strategy in research and innovation and includes: promoting equality in scientific careers; ensuring gender balance in decision-making processes and bodies; integrating gender, biological and social dimensions into research and innovative content.

The European Commission's communication on the European Research Area (2012) encourages EU Member States to remove barriers in the recruitment, employment and career development of female researchers, while fully respecting EU law on gender equality (Directive 2006/54/EC)<sup>2</sup>. In addition, it recommends solving the problem of gender inequality in decision-making processes. Moreover, it suggests that at least 40% of the representatives of the under-represented gender should participate in committees involved in the recruitment, career development, creation and evaluation of research programmes (see EIGE 2016)<sup>3</sup>.

According to the General Council for Science and Higher Education (2016)<sup>4</sup>: "*The phenomenon of discrimination should be addressed and documents modelled on the Anti-Discrimination Standard should be developed, ensuring that action is taken to free the academic community from all forms of discrimination, and any manifestations of discrimination should be actively opposed.*"

Research conducted by the Office of the Commissioner for Human Rights (RPO 2018)<sup>5</sup> and the Helsinki Foundation (Gerlich 2019)<sup>6</sup> clearly indicates the existence of a variety of problems indicating gender inequality, including the problem of sexual harassment at universities and the lack of clear anti-discrimination procedures.

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<sup>1</sup> European Commission (2012) Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. A Reinforced European Research Area Partnership for Excellence and Growth.

<sup>2</sup> as above

<sup>3</sup> European Institute for Gender Equality (2016) Gender Equality in Academia and Research.

<sup>4</sup> General Council for Science and Higher Education. Letter of 9 September 2016 (reference number DSW.ZNU.621.91.2015.3. Eko).

<sup>5</sup> Commissioner for Human Rights (2018) Experiencing harassment among female and male students. Analysis and recommendations. Office of the Commissioner for Human Rights. Warsaw.

<sup>6</sup> Gerlich Julia (2019) Harassment at Polish public universities. Helsinki Foundation for Human Rights Warsaw.

The National Science Centre has also taken measures to monitor the participation of women and men in research grants (NCN 2019)<sup>7</sup> and committed itself to balanced gender representation in expert and review committees (NCN 2019)<sup>8</sup>.

Observations and good practices indicate that equality and diversity in science and higher education translates into increased well-being of both employees and students, because such a policy supports the creation of clearer procedures, which contributes to the creation of a better working environment as well as attracting and retaining scientific talent.

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<sup>7</sup> National Science Centre (2019) Information on the participation of women and men in research projects financed by the National Science Centre in 2011-2018.

<sup>8</sup> National Science Centre (2019b) Position of the National Science Centre on equal access of women and men to funds for scientific research.

# GENDER EQUALITY STRATEGY AT POZNAN UNIVERSITY OF TECHNOLOGY FOR THE YEARS 2026 - 2029

Poznan University of Technology abides by the principle that problems and experiences of working and studying people are an integral element of planning, implementing, monitoring and evaluating activities and programmes so that working and studying people can benefit in equal measure, and the existing inequalities are not perpetuated but eliminated.

In order to strengthen the tasks indicated in the Gender Equality Plan for the years 2022-2025, Poznan University of Technology established the Equality Office, which implements activities in the area of equality policy, support for people with disabilities, psychological assistance, anti-mobbing and anti-discrimination procedures. In relation to gender equality policy, it organises training sessions, prepares and updates information on equality and anti-discrimination, and supervises the work of the Psychological Assistance Point, increasing the availability of psychologists and psychological consultations. It proposes new forms of mental health support, i.e. music therapy or yoga. In relation to reports on discrimination, mobbing and harassment, it accepts, registers and handles them. The Equality Office together with the Equality Officer cares for equality and implements the actions indicated in the Plan.

Gender equality, understood as a state in which working and studying people are given the same social value, equal rights, equal obligations, and equal access to resources (e.g. financial resources, development opportunities) of Poznan University of Technology, which they can use.

## Mission of the Equality Plan

Poznan University of Technology ensures equal rights and equal obligations for working and studying people, as well as equal access to resources offered by Poznan University of Technology.

## Vision of the Equality Plan

Poznan University of Technology strives for excellence in ensuring equal rights for working and studying people in access to resources offered by Poznan University of Technology.

## OBJECTIVES OF THE GENDER EQUALITY PLAN

The overarching goal of the GEP is to strive for excellence in creating Poznan University of Technology a safe place for everyone, which functions with respect for equality and diversity, free from discrimination and ensures freedom of scientific and professional development.

The specific objectives of the Equality Plan are based on the key areas defined by the European Commission, which include:

- 1) Work-life balance and organizational culture;
- 2) Gender balance in leadership and decision-making;

- 3) Gender equality in recruitment and career development;
- 4) Inclusion of the aspect of gender in research and didactic content;
- 5) Measures against gender-based violence, including harassment.

Considering the above, the specific objectives of the Equality Plan are as follows:

Work-life balance and organizational culture

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

OBJECTIVE 2: Improving the link between work and family life – work flexibility and childcare support

Gender balance in leadership and decision-making

OBJECTIVE 3: Supporting equal and balanced gender representation in the University and Faculty bodies, university and faculty committees, and expert and review teams

Gender equality in recruitment and career development;

OBJECTIVE 4: Supporting equal career development of working people

OBJECTIVE 5: Enhancing gender balance in the recruitment of job applicants

OBJECTIVE 6: Supporting equal recruitment at Poznan University of Technology

Inclusion of the aspect of gender into research and didactic content

OBJECTIVE 7: Supporting and promoting equality in research and didactic processes

Measures against gender-based violence, including harassment

OBJECTIVE 8: Functioning of the Equality Office and the Equality Officer

The fulfilment of the presented specific objectives of the Equality Plan will take place through the implementation of tasks describing individual objectives; the objectives together with the tasks and units responsible for their implementation are presented in the following tables.

| <b>WORK-LIFE BALANCE AND ORGANIZATIONAL CULTURE</b>                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                     |                                                                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| <b>OBJECTIVE 1: Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                     |                                                                                                                            |
| No.                                                                                                                               | Tasks                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Person responsible                  | Measure                                                                                                                    |
| 1.1                                                                                                                               | Awareness-raising activities and strengthening positive attitudes towards gender equality and diversity among working and studying people <ul style="list-style-type: none"> <li>– anti-discrimination training sessions/workshops</li> <li>– neurodiversity workshops</li> <li>– instructional video on communication and proper attitudes towards people with invisible disabilities</li> <li>– implementing and updating a guide on non-discriminatory language</li> </ul> | Equality Office<br>Equality Officer | Number of training sessions and number of persons attending them<br>Number of video downloads<br>Number of guide downloads |
| 1.2                                                                                                                               | Presentation of the annual report on the implementation of the Gender Equality Plan to the Rector's Authorities and Dean's Authorities                                                                                                                                                                                                                                                                                                                                        | Equality Officer                    | Minutes of the meeting<br>Minutes of the meeting                                                                           |
| 1.3                                                                                                                               | Promotional activities aimed at showing gender equality and equal rights <ul style="list-style-type: none"> <li>– running a subpage with information on gender equality</li> <li>– development of materials promoting gender equality and equal rights</li> </ul>                                                                                                                                                                                                             | Equality Office                     | Website<br>Promotional materials                                                                                           |
| 1.4                                                                                                                               | Research on well-being at the University                                                                                                                                                                                                                                                                                                                                                                                                                                      | PUT Psychological Assistance Point  | Research report                                                                                                            |
| <b>OBJECTIVE 2: Improving the link between work and family life – work flexibility and childcare support</b>                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                     |                                                                                                                            |
| 2.1                                                                                                                               | Enabling equivalent and task-oriented working time                                                                                                                                                                                                                                                                                                                                                                                                                            | Human Resources Office              | % of successful applications                                                                                               |
| 2.2                                                                                                                               | Conducting an analysis of activities facilitating the link between work and family life                                                                                                                                                                                                                                                                                                                                                                                       | Equality Officer                    | Analysis report                                                                                                            |
| 2.3                                                                                                                               | Organization of integration events (e.g. picnics, cultural events, etc.) addressed to employees and relatives                                                                                                                                                                                                                                                                                                                                                                 | University Culture Centre           | Number of events per year                                                                                                  |

| GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING                                                                                                                      |                                                                                                                                                                                                    |                    |                                                                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|------------------------------------------------------------------|
| OBJECTIVE 3: Supporting equal and balanced gender representation in the University and Faculty bodies, university and faculty committees, and expert and review teams |                                                                                                                                                                                                    |                    |                                                                  |
| No.                                                                                                                                                                   | Tasks                                                                                                                                                                                              | Person responsible | Measure                                                          |
| 3.1                                                                                                                                                                   | Organizing training sessions and improving the skills of working and studying people, in particular in the range of shaping leadership qualities and raising self-esteem                           | Equality Office    | Number of training sessions and number of persons attending them |
| 3.2                                                                                                                                                                   | Monitoring documents and internal acts affecting the promotion of balanced participation of working and studying people in various structures and forms of activities undertaken at the University | Equality Officer   | Analysis report                                                  |

| GENDER EQUALITY IN RECRUITMENT AND CAREER DEVELOPMENT |                                                                                                                        |                                            |                                                      |
|-------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|------------------------------------------------------|
| OBJECTIVE 4: Supporting equal career development      |                                                                                                                        |                                            |                                                      |
| No.                                                   | Tasks                                                                                                                  | Person responsible                         | Measure                                              |
| 4.1                                                   | Analysis of the binding rules of work remuneration in projects limiting the subjective awarding of allowances          | Equality Officer                           | Analysis report                                      |
| 4.2                                                   | Running promotion statistics                                                                                           | Equality Officer                           | Report                                               |
| 4.3                                                   | Compliance with equality and anti-discrimination standards in force in the EU                                          | Equality Officer                           | Report                                               |
| 4.4                                                   | Pay gap analysis                                                                                                       | Equality Officer                           | Report                                               |
| OBJECTIVE 5: Enhancing gender balance in recruitment  |                                                                                                                        |                                            |                                                      |
| 5.1                                                   | Introduction of guidelines on conducting a sustainable process of recruiting new employees in all organizational units | Human Resources Office<br>Equality Officer | Guidelines on recruitment criteria for job positions |
| 5.2                                                   | Analysis of recruitment advertisements in terms of ensuring gender balance in recruitment                              | Human Resources Office<br>Equality Officer | Report                                               |

| OBJECTIVE 6: Supporting equal recruitment at Poznan University of Technology |                                                                                                                     |                         |                                       |
|------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-------------------------|---------------------------------------|
| 6.1                                                                          | Cyclical organization of an event for secondary school graduates entitled "Girls as Engineers"                      | Public Relations Office | One event per year                    |
| 6.2                                                                          | Supervision and support of recruitment processes in the range of correctness in the areas of equality and diversity | Equality Officer        | Participation in the recruitment team |

| INCLUSION OF THE ASPECT OF GENDER IN RESEARCH AND DIDACTIC CONTENT                |                                                                                                                                                                                                                                                                                                                                                                            |                                                        |                                                                                                                         |
|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| OBJECTIVE 7: Supporting and promoting equality in research and didactic processes |                                                                                                                                                                                                                                                                                                                                                                            |                                                        |                                                                                                                         |
| No.                                                                               | Tasks                                                                                                                                                                                                                                                                                                                                                                      | Person responsible                                     | Measure                                                                                                                 |
| 7.1                                                                               | Conducting training sessions in the range of directing processes in education towards changing gender stereotypes                                                                                                                                                                                                                                                          | Equality Office                                        | Number of training sessions and number of persons attending them                                                        |
| 7.2                                                                               | Support for working and studying people in the organization of the educational process and solving problems resulting from the identified lack of equality and discrimination                                                                                                                                                                                              | Equality Officer<br>PUT Psychological Assistance Point | Number of meetings organized with students / number of meeting participants/ number of people supported in a direct way |
| 7.3                                                                               | Analysis of the implementation of gender equality principles in all implemented projects in terms of both shaping the project itself (participation in project teams on equal terms) and equal access to the use of project products and results (including the organization of courses and training sessions in the afternoon and at weekends if such needs are reported) | Research and Project Office<br>Equality Officer        | Indicators taking into account gender equality in projects                                                              |
| 7.4                                                                               | Preparation of information on the aspect of gender in projects carried out at the University in accordance with EU guidelines                                                                                                                                                                                                                                              | Equality Office                                        | Document/Information                                                                                                    |

| MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING HARASSMENT         |                                                                                                                                                               |                                                        |                                                                     |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------|
| OBJECTIVE 8: Functioning of the Equality Officer and Equality Office |                                                                                                                                                               |                                                        |                                                                     |
| No.                                                                  | Tasks                                                                                                                                                         | Person responsible                                     | Measure                                                             |
| 8.1                                                                  | Functioning of the Equality Officer and Equality Office                                                                                                       | Rector                                                 | Position of the Officer and the Office                              |
| 8.2                                                                  | Monitoring and possible update of the anti-mobbing policy                                                                                                     | Equality Officer<br>Human Resources Office             | Updates to the Ordinance on anti-mobbing policy                     |
| 8.3                                                                  | Maintaining, updating and monitoring an application for reporting irregularities in the area of gender equality and respect for diversity                     | Equality Officer<br>Services and Operation Office      | Implemented application                                             |
| 8.4                                                                  | Monitoring and possible updating the anti-discrimination policy                                                                                               | Equality Officer<br>Human Resources Office             | Analysis report                                                     |
| 8.5                                                                  | Counteracting discrimination, mobbing and sexual harassment in places of study and work by popularizing employee rights and strengthening assertive attitudes | Equality Office                                        | Number of training sessions                                         |
| 8.6                                                                  | Conducting an annual quantitative and qualitative diagnosis of the level of equality at Poznan University of Technology                                       | Equality Officer                                       | Annual report                                                       |
| 8.7                                                                  | Participation in creating and updating documents in the range of gender equality and anti-discrimination in all organizational and executive processes at PUT | Equality Officer                                       | Percentage of analyzed documents in relation to documents submitted |
| 8.8                                                                  | Cooperation with Deans, Heads of PUT organizational units and the PUT Psychological Assistance Point in the                                                   | Equality Officer<br>PUT Psychological Assistance Point | Number of support actions taken                                     |

|     |                                                                                                                                                                                                                                     |                                     |                    |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------|
|     | range of support for aggrieved people and victims of discrimination                                                                                                                                                                 |                                     |                    |
| 8.9 | Maintaining and developing cooperation in the range of equality, including gender equality and other academic values with other Universities and inter-university organizations (e.g. the Academic Network for Safety and Equality) | Equality Office<br>Equality Officer | Number of meetings |