



## University of Georgia Gender Equality Plan

**Preamble:** The University of Georgia (hereinafter referred to as “the University”) reaffirms its commitment to fostering an inclusive and equitable environment for all genders. This commitment is in accordance with Article 11 of the Constitution of Georgia, which guarantees equal rights and freedoms and prohibits discrimination based on sex. The University, founded by two women and with 60% of its female staff, strives to advance gender equality in all aspects of its operations. This Plan serves to define the steps necessary for the continuous promotion of gender equality at the University.

### 1. Objectives

- 1.1. To promote a culture of respect, diversity, and inclusion for all genders within the University.
- 1.2. To ensure equal opportunities for advancement and leadership positions for both men and women.
- 1.3. To eliminate gender bias in curriculum development, research, and decision-making processes.
- 1.4. To provide a safe and supportive environment free from gender-based discrimination and harassment.

### 2. Principles

#### 2.1. Equitable Opportunities

The University shall ensure that all employees are provided with equitable opportunities for employment and professional advancement, irrespective of their gender.

#### 2.2. Family-Friendly Workplace

The University shall foster a family-friendly working environment through the following measures:

- 2.2.1. Providing parental leave options for both male and female employees.
- 2.2.2. Offering flexible working arrangements, including work-from-home options.
- 2.2.3. Establishing facilities for breastfeeding.
- 2.2.4. Implementing policies to support employees affected by family and domestic violence.

#### 2.3. Respectful and Enabling Environment

The University shall ensure a respectful and enabling environment for all genders by:

- 2.3.1. Promoting gender representation in cross-functional teams, interview panels, and assessment panels.
- 2.3.2. Ensuring equitable remuneration across all gender groups.
- 2.3.3. Implementing Key Performance Indicators (KPIs) related to gender equality in senior management positions.
- 2.3.4. Encouraging gender diversity in roles traditionally dominated by one gender.

## **2.4. Gender Equity in Social Responsibility**

The University shall demonstrate its commitment to gender equality through its engagement in community-related activities, including:

2.4.1. Participating in external networks addressing gender equity issues.

## **3. Action Plan**

### **3.1. Data Collection and Analysis**

3.1.1. The University shall conduct an annual gender audit to assess representation in all categories of staff, students, and leadership roles.

3.1.2. The data collected shall be anonymized to protect individual privacy and will be used solely for the purpose of identifying and addressing gender imbalances.

*Reference: University of Georgia Human Resources Handbook.*

### **3.2. Recruitment and Promotion**

3.2.1. The University shall implement a gender-neutral recruitment and promotion policy, ensuring that all qualified candidates are considered fairly, regardless of gender.

3.2.2. All personnel involved in the hiring process shall receive mandatory training on unconscious bias.

*Reference: University of Georgia Recruitment and Promotion Handbook.*

### **3.3. Curriculum Review**

3.3.1. A gender lens shall be applied to all curriculum development and review processes.

3.3.2. Course materials and syllabi shall be reviewed to ensure the use of gender-neutral language and the avoidance of gender stereotypes.

3.3.3. Gender parity shall be a key consideration in the selection of invited speakers and guest lecturers.

### **3.4. Work-Life Balance**

3.4.1. The University shall offer flexible work arrangements, including part-time options and childcare support, to promote work-life balance for all employees.

3.4.2. Flexible work arrangements shall be considered in encouraging greater participation in leadership roles and academic pursuits.

### **3.5. Prevention and Response to Gender-Based Discrimination**

3.5.1. The University shall maintain a zero-tolerance policy toward gender-based discrimination and harassment.

3.5.2. Confidential reporting mechanisms shall be established to allow individuals to report incidents of discrimination or harassment.

3.5.3. Comprehensive support services shall be made available to individuals who report or experience gender-based discrimination or harassment.

## **4. Implementation and Responsibilities**

### **4.1. Rector**

The Rector shall be responsible for championing and overseeing the implementation of this Plan.

**4.2. Managers and Supervisors**

Managers and supervisors are responsible for:

- 4.2.1. Communicating the Plan to all staff members within their departments.
- 4.2.2. Ensuring adherence to the Plan.
- 4.2.3. Addressing any issues related to gender inequality.

**4.3. Human Capital Department**

The Human Capital Department shall be responsible for:

- 4.3.1. Reviewing the Plan regularly.
- 4.3.2. Communicating the Plan throughout the University.
- 4.3.3. Providing training and awareness programs related to gender equity.
- 4.3.4. Assisting managers and supervisors in addressing gender-related issues.

**4.4. All Staff**

All staff members shall:

- 4.4.1. Adhere to the Plan.
- 4.4.2. Participate in training and awareness programs on gender equality.

**5. Monitoring and Evaluation**

5.1. The University shall conduct regular monitoring of the progress made under this Plan, utilizing data collection and impact assessments.

5.2. The Plan shall be reviewed periodically to ensure its continued effectiveness, with necessary updates made as required.