



UNIVERZITA
KOMENSKÉHO
V BRATISLAVE

Internal Regulations of Comenius University Bratislava

Internal Regulation No. 3/2022

Directive of the Rector
of Comenius University Bratislava

**on the Adoption of the Gender Equality Plan of Comenius
University**

Year 2022

Table of Contents

Art. 1 Introductory provisions	3
Art. 2 Basic definitions.....	3
Art. 3 Basic provisions	4
Art. 4 Final provisions.....	4

Annex No. 1: Gender Equality Plan of Comenius University

Pursuant to Art. 10 (3) of Internal Regulation No. 3/2007 Organisational Rules of CU, as later amended, the Rector of the Comenius University Bratislava (hereinafter referred to as "UK") issued this Directive:

Art. 1 **Introductory provisions**

- (1) Within the meaning of Sec. 1 (1) and (2) of Act No. 131/2002 Coll. on Higher Education and on Amendments and Additions to Certain Acts, as amended, Comenius University Bratislava is a higher education institution that is part of the European Higher Education Area and the common European Research Area. The mission of CU is to develop a harmonious personality, knowledge, wisdom, goodness and creativity in one person and to contribute to the development of education, science, culture and health for the benefit of society as a whole.
- (2) Ever since it was founded, CU has felt committed to fundamental values of human existence – truth, goodness and justice. At CU, the integrity of the academic environment is permanently strengthened, where all people are treated equally and with respect, and the fundamental rights and freedoms of each and every person are respected, regardless of work and function, gender, ethnic origin, religion, field of study, form, method or degree.¹
- (3) With this Directive, CU adopts the Gender Equality Plan for Comenius University Bratislava (hereinafter referred to as "CU Gender Equality Plan" or the "Plan"), which is based on the recommendations and procedures of the European Commission.²
- (4) With the adoption of the CU Gender Equality Plan, CU makes a long-term commitment to promoting gender equality, both in terms of equity (distribution of rights and duties, opportunities and influence) and in terms of increasing quality in research. The aim of adopting the CU Gender Equality Plan is to initiate changes that will result in the creation of an open, supportive, inclusive and non-discriminatory environment for all staff and students at CU and its units.

Art. 2 **Basic definitions**

- (1) For the purposes of this Directive, the following should be understood:
 - a) **The CU Gender Equality Plan (GEP)** = a document in which CU has set out mandatory measures to promote gender equality, broken down into five areas of intervention:
 1. work-life balance, organisational structure;
 2. gender balance in management and decision-making;
 3. gender equality in recruitment and career development;
 4. integration of the gender dimension in research and teaching content;

¹ Internal Regulation No. 23/2021 Internal System for Quality Assurance of the Higher Education of CU.

² <https://op.europa.eu/sk/publication-detail/-/publication/ffc06c3-200a-11ec-bd8e-01aa75ed71a1>.

5. actions against gender-based violence, including sexual harassment;

The CU Gender Equality Plan is based on the principle of cultural and structural change. The plan is divided into main objectives and sub-objectives to be achieved in the years 2022–2024. The individual objectives contained in the CU Gender Equality Plan are assigned specific, time-bound activities (measures) with specific responsibilities of the respective organisational part of CU.

- b) **Structural change** = determination of working conditions and career development rules, the selection and hiring of male and female workers and the selection of people for managerial positions;
- c) **Cultural/symbolic change** = raising awareness of gender inequality, developing knowledge and skills related to gender issues, eliminating stereotypes and prejudice, promoting the value of equality and inclusivity and creating a supportive work environment;
- d) **The E4E Project** = “*Gender Equality Standards for AHMSSBL Institutions Throughout Europe – Equal4Europe*” project to be implemented by the CU Faculty of Arts in 2020–2023 and funded by the Horizon 2020 programme with a target to identify and use tools that enable gender inclusion in education and research, reduce gender imbalances in decision-making bodies and remove persistent barriers to women’s career advancement;
- e) **Responsible unit** = a unit of CU or the organisational part of the CU faculty/CU Rectorate that bears the main responsibility for the implementation of the respective measure;
- f) **Measures** = activities set out in the CU Gender Equality Plan to be implemented to achieve sub- and main objectives.

Art. 3 Basic provisions

- (1) CU adopts the CU Gender Equality Plan and commits to implementing the individual measures to achieve the set goals.
- (2) CU units and all organisational departments of CU units shall proceed in accordance with this guideline and provide the necessary cooperation in the implementation of the individual measures of the CU Gender Equality Plan.

Art. 4 Final provisions

- (1) This Directive shall enter into force and take effect on the date of its signature.
- (2) This Directive includes:

Annex No. 1: Gender Equality Plan of Comenius University

In Bratislava, on 24 January 2022

prof. JUDr. Marek Števček, PhD.
CU Rector