

GC Gender Equality Plan 2024-2026

Adopted by the GC Secretary General on 23 September 2024

Presentation of the Global Campus of Human Rights

The Global Campus of Human Rights (hereafter the Global Campus or GC) is an international not-for-profit university association aimed at the promotion of democracy and the protection of human rights on a global scale. The GC organises educational, training, promotional and research programmes that contribute to the development of policies which encourage respect of human rights, democracy and sustainability.

The GC Headquarters (GCHQ) are based in Venice, seated in Venice-Lido at the Monastery of San Nicolò, Riviera San Nicolò, 26. As Italian registered association it belongs to the “Third Sector Entities” identified by the Legislative Decree of 3 July 2017 n. 117. It is accordingly registered in the Regional Office of RUNTS (Not-for-Profit Italian National Register) of the Veneto Region with registration number rep. n. 40196; C.F. 94054110278) in section "g - Other entities of the Not-For-Profit Sector”.

GCHQ Safeguarding System

It is a principal aim of the GC to support the wellbeing and social needs of all members of its community, embracing diversity and requiring ethical conduct in all aspects of its operation. With this aim, the GC has adopted a Code of Conduct, a Code of Ethics and a Safeguarding and Integrity System to prevent, respond to and protect individuals from harm committed by the GC community and its stakeholders.

The **GC Code of Ethics** is a document required by Italian law which outlines the legal obligations of the Global Campus under Italian national law with respect to administrative liability for legal entities and the legal obligations individual employees hold as individuals employed by the Global Campus of Human Rights. Alleged violations of the GC Code of Ethics can be submitted using the GC Whistleblowing mechanism referenced in the Code of Ethics and explained in the GC Whistleblowing Procedure.

The **GC Code of Conduct** affirms the values of the Global Campus as a community of professionals and students and outlines duties and obligations we hold to one another in order to promote a culture of human rights and democratic values. Alleged violations of the GC Code of Conduct can be submitted using the GC Safeguarding and Integrity System.

The **GC Safeguarding and Integrity System** establishes a GCHQ Integrity Team composed of two Integrity Coordinators and two Focal Points. This team is responsible to ensure the implementation of the Code of Conduct, raise awareness within the GCHQ, receive reports of alleged misconduct, and initiate the necessary measures to address them.

The Code of Conduct contains a series of provisions to prevent and protect the GC community from discrimination, harassment and violence based on gender and to promote an inclusive and supportive working and learning environment for everyone. The core values of the GC that all members of its community are expected to adhere to are:

- Mutual respect as the fundamental basis of all interactions within our community of staff, students, visiting professors and lecturers, guests and external collaborators;
- Team spirit and collaboration;
- Fairness, equity and equal treatment;

- Tolerance and non-discrimination;
- Diversity and inclusion;
- Respect for human dignity, privacy and personal integrity;
- Freedom of expression;
- Transparency in the management of resources and funds;
- Academic honesty and academic freedom;
- Compliance with law and regulations (national and international).

In accordance with these core values, the Code of Conduct lists a series of behaviours that are considered unacceptable and might be subject to disciplinary sanctions and/or additional safeguarding and integrity training in accordance with the GC Safeguarding and Integrity System, including:

- Any act of harassment, bullying, threats or intimidation (including online) and/or any act of violence on the basis of someone's ethnicity or race, nationality, sex, religious beliefs, ancestry, gender identity, sexual orientation, disability, age, family status, social background or other status;
- Physical and/or psychological violence (including online);
- Any act of discrimination on the basis of someone's ethnicity or race, nationality, sex, religious beliefs, ancestry, gender identity, sexual orientation, disability, age, family status, social background or other status;
- Behaviours that interfere with the professional duties or learning of others and/or the professional or educational environment or that create unsafe conditions.

In addition, the Code of Conduct includes rules and procedures to discourage and address intimate relationships between the GC staff or teaching personnel and students, with the aim to avoid behaviour that may constitute or be perceived as harassment, bias or abuse of power, and to protect individuals against accusations of bias and preferential or unfair treatment in situations where such a relationship exists, has existed or may develop.

GC Gender Equality Plan

With the aim of further improving internal regulations and measures to ensure that the principles of gender equality are respected and promoted, to strengthen the inclusion of the gender dimension in research and teaching activities, to prevent and protect against cases of harassment based on gender or sexual orientation and, more generally, to ensure that the GCHQ is an inclusive and safe community and space for everyone, the GC Secretary General hereby adopts its first Gender Equality Plan in 2024, lasting two years.

The Plan identifies five general objectives/areas in line with the requirements established by the European Commission:

1. Promote work-life balance and an inclusive and supportive environment for everyone, fighting stereotypes and discrimination based on gender
2. Achieve gender balance in senior positions and decision-making bodies
3. Ensure gender equality in recruitment and career progression
4. Further promote the gender dimension in teaching, research and training
5. Fight gender-based violence, including sexual harassment

To achieve these general objectives, the GC Gender Equality Plan establishes specific objectives and measures and defines indicators to monitor their implementation and impact. Moreover, the GC strives to ensure gender-sensitivity in all engagements and administrative procedures and is committed to respond effectively to perceptions and concerns raised by staff members and other stakeholders.

Since this is the first Gender Equality Plan adopted at the GCHQ, many of the specific objectives and measures identified in this document are intended to analyse the current situation, collect sex-disaggregated data, monitor the effectiveness and impact of the regulations and practices that are currently in force, identify spaces for improvement to plan new measures and regulations, and review current regulations and practices to ensure an inclusive and supportive working and studying environment.

In this regard, a first baseline study will be finalised by the end of the first academic year (i.e. 31 July 2025), analysing backward-looking baseline data, as indicated in the specific objectives below, and producing a first set of recommendations. The second report, due by 31 July 2026, focuses on monitoring the implementation of the Gender Equality Plan and relevant regulations and measures for the two-year period in which it is effective (2024-26). It will further include recommendations for strengthening gender equality and sensitivity at GCHQ which will be the foundation for adopting the consecutive Gender Equality Plan 2026-28.

It is the responsibility of the Secretary General to ensure that the goals of this Plan are given priority and that the work to promote gender equality is allocated sufficient resources. An annual follow-up of implemented measures and achieved results, based on the reports mentioned above, will be reported to the GC Council. Others with special responsibility for the work to promote gender equality include:

- The Administrative and Human Resources Director;
- The Academic Director;
- The Reporting and Project Acquisition Manager who will serve as Gender Equality Implementation Officer and act as anchor person for the collection of data and preparation of reports;
- The GCHQ staff and teaching faculty.

It is noted, overall, that the current plan complies with all four process-related requirements identified in the Horizon Europe Guidance on Gender Equality Plans. These are:

1. **Publication:** a formal document published on the institution's website and signed by the top management;
2. **Dedicated resources:** commitment of resources and expertise in gender equality to implement the plan;
3. **Data collection and monitoring:** sex and/or gender disaggregated data on personnel (and students, for the establishments concerned) and annual reporting based on indicators;
4. **Training:** awareness-raising/training on gender equality and unconscious gender biases for staff and decision-makers.

The current plan, as adopted by the GC Secretary General: 1) is publicly available on the GC website; 2) entails allocation of required resources and responsibilities, as outlined above and indicated in relation to the objectives specified below; 3) is principally focused on data collection, notably in the initial year; and 4) foresees targeted training activities under measures 2.2, 5.1 and 7.3 and as an outcome of the review after year 1 of the plan.

Work-Life Balance and Combating Stereotypes

Specific Objective 1: Supporting the balance between work and parenting and/or care-giving activities

Measure 1.1	Possibility for employees with a child under 1 year to apply for and be granted fully remote work
Responsibility	Administrative and Human Resources Director; Reporting and Project Acquisition Manager
Expected Outcomes	Report with gender disaggregated data on the number and proportion of employees with a child under 1 year who applied for and were granted fully remote work after maternity/paternity leave in the last five years and within the duration of the Gender Equality Plan (with proposals for policy revisions, if relevant)

Measure 1.2	Possibility for employees to engage in required parenting activities beyond the child's first year
Responsibility	Administrative and Human Resources Director, Reporting and Project Acquisition Manager
Expected Outcomes	Report with gender disaggregated data on the number of employees who applied for and were granted special accommodation in this regard in the last five years and within the duration of the Gender Equality Plan (with proposals for policy revisions, if relevant)

Measure 1.3	Possibility for employees to engage in required caregiving activities for family members in need of care (due, e.g., to disability, illness, old age)
Responsibility	Administrative and Human Resources Director; Reporting and Project Acquisition Manager
Expected Outcomes	Report with gender disaggregated data on the number of employees who applied for and were granted special accommodation in this regard in the last five years and within the duration of the Gender Equality Plan (with proposals for policy revisions, if relevant)

Specific Objective 2: Reinforcing a shared culture of equal opportunities and the value of inclusion in the GCHQ

Measure 2.1	Review of the administrative documents and regulations to ensure the use of a gender-inclusive language
Responsibility	Reporting and Project Acquisition Manager
Expected Outcomes	The main administrative documents and regulations are reviewed by the end of this Plan (with proposals for revisions, if relevant)

Measure 2.2	Dissemination of informative material to raise awareness on gender stereotypes among staff and students at GCHQ
Responsibility	Reporting and Project Acquisition Manager
Expected Outcomes	Dissemination of at least one source of information (document, online training or workshop) on gender stereotypes

Gender Balance in Senior Positions and Decision-Making Bodies

Specific Objective 3: Promotion of frameworks and measures to support gender balance in senior management and decision-making bodies

Measure 3	Preparation of 10-year baseline study on gender balance in the composition of: senior positions in GCHQ (Secretary General, Directors, Heads of Department, Heads of Unit), GC staff representatives, and GC governing and decision-making bodies (GC Presidency, GC Council, EMA Chair, EMA Council, EMA Executive Committee)
Responsibility	Reporting and Project Acquisition Manager
Expected Outcomes	Report with gender disaggregated data, including list of recommendations for future steps, if applicable

Gender Equality in Recruitment and Career Progression

Specific Objective 4: Supporting gender balance and equality in the recruitment of staff

Measure 4	Preparation of 5-year baseline study on gender balance in the staff recruited for advertised positions at GCHQ.
Responsibility	Reporting and Human Resources Director, Administrative and Project Acquisition Manager
Expected Outcomes	Report with gender disaggregated data, including list of recommendations for future steps, if applicable

Promotion of the Gender Dimension in, Research, Teaching Training and Capacity Development

Specific Objective 5: Incorporating the gender dimension into research, training, teaching and capacity development

Measure 5.1	Dissemination of training/informative material on the inclusion of a gender dimension into research methodology among research staff and students
Responsibility	EMA Programme Director, GC Research Manager, Reporting and Project Acquisition Manager
Expected Outcomes	Informative material (document, online training, seminar) is shared with the academic community of the GCHQ

Measure 5.2	Preparation of 5-year baseline study on the number and percentage of EMA master's theses that address topics related to gender
Responsibility	Librarian, Reporting and Project Acquisition Manager
Expected Outcomes	Report with gender disaggregated data, including list of recommendations for future steps, if applicable

Measure 5.3	Preparation of 5-year baseline study on the number and percentage of GC publications (blogs, published articles) that address topics related to gender
Responsibility	GC Research Manager, Reporting and Project Acquisition Manager
Expected Outcomes	Report with gender disaggregated data, including list of recommendations for future steps, if applicable

Specific Objective 6: Incorporating the gender dimension into teaching and training

Measure 6.1	Preparation of 5-year baseline study on measures taken to ensure the mainstreaming of gender issues in the EMA programme and on contributors to teaching in EMA
Responsibility	EMA Programme Director, GC Academic Director, Reporting and Project Acquisition Manager
Expected Outcomes	Report with gender disaggregated data, including data on the number and percentage of courses/modules that expressly include a gender dimension; and a list of recommendations for future steps, if applicable

Measure 6.2	Preparation of 5-year baseline study on the inclusion of a gender dimension in GC E-learning activities and on contributors to such activities
Responsibility	GC E-learning Manager, Reporting and Project Acquisition Manager
Expected Outcomes	Report with gender disaggregated data, including data on the number and percentage of e-learning activities that expressly include a gender dimension; and a list of recommendations for future steps, if applicable

Measure 6.3	Preparation of 5-year baseline study on the inclusion of a gender dimension in GC training activities and on contributors to such activities
Responsibility	GC Project Manager, Reporting and Project Acquisition Manager
Expected Outcomes	Report with gender disaggregated data, including data on the number and percentage of training activities that expressly include a gender dimension; and a list of recommendations for future steps, if applicable

Measure 6.4	Preparation of 5-year baseline study on in the inclusion of a gender dimension in the GC's work in the field of children's rights
Responsibility	Children's Rights Project Manager, Administrative and Project Acquisition Manager

Expected Outcomes	Report with gender disaggregated data, including data on the number and percentage of training activities that expressly include a gender dimension; and a list of recommendations for future steps, if applicable
-------------------	--

Measure 6.5	Preparation of 5-year baseline study on the inclusion of a gender dimension in other activities organised at GC HQ (conferences, scholarship programmes, HQ-led cross-regional activities)
Responsibility	Head of Office of the Secretary General, Academic Partnerships Manager, Reporting and Project Acquisition Manager
Expected Outcomes	Report with gender disaggregated data, including data on the number and percentage of other activities that expressly include a gender dimension; and a list of recommendations for future steps, if applicable

Combating Gender-Based Violence, Including Sexual Harassment

Specific Objective 7: Promoting measures against sexual and other harassment

Measure 7.1	Monitoring of the application of the GC Code of Conduct and GC Code of Ethics for preventing and combating sexual harassment
Responsibility	Secretary General, Administrative and Human Resources Director, Academic Director, GC Integrity Team, Reporting and Project Acquisition Manager
Expected Outcomes	Report with gender disaggregated data pertaining to the past 2 years and for the duration of the present Plan on reported cases and measures undertaken to address them, including a list of recommendations for future steps, if applicable

Measure 7.2	Analysis of the effectiveness of the Code of Conduct and mechanisms for preventing and combating sexual and other harassment, through a study, after one year of implementation
Responsibility	GC Integrity Team and Focal Points, Reporting and Project Acquisition Manager
Expected Outcomes	Final report on the results of the study with recommendations on how to improve the policies in place

Measure 7.3	Institutional awareness-raising and organisational measures aimed at preventing any form of harassment and gender-based violence
Responsibility	Secretary General, Administrative and Human Resources Director, Reporting and Project Acquisition Manager
Expected Outcomes	Report on actions taken to raise awareness within staff and adopt measures to preventing any form of harassment and gender-based violence within the past 2 years and for the duration of the present Plan, including list of recommendations, if applicable