

EUROPEAN HUMANITIES UNIVERSITY

Gender equality action plan

(this plan is part of the implementation of the EHU Equal Opportunities Policy)

Staff

The goal is to create conditions for a successful career

No.	Name of the measure	Implementation				Notes (expected exceptions, conditions, assumptions, etc.)
		Procedures, dates	Resources used	Responsible persons	Success criteria, capture dates	
1.	Appoint a person responsible for coordinating equal opportunities and diversity issues	Implementation started in 2019.	Management ensures that the functions of the assigned employee correspond to the position held and the workload allows for the high-quality fulfillment of the requirements of the position.	EHU Rector responsible for the appointment	Coordination of the preparation of the Annual Gender Equality Plan. Monitoring implementation, preparing a report. Proposing solutions to problems to the interviewer and management.	
2.	Conduct continuous monitoring of the gender equality situation,	Every year, the EHU Employee Satisfaction Survey is conducted, the	Human resources	Finance and Human Resources Section	Every year, an employee job satisfaction report is prepared, including a gender equality and equal opportunities	

	implement community surveys on gender equality topics	results of which allow us to monitor the situation of gender equality and equal opportunities.			situation monitoring report, and recommended measures are proposed to address problem areas. The report is presented to the University community	
3.	Strengthening opportunities to combine work duties with family responsibilities	Continuing activities Ensuring flexible work and study schedules, remote work opportunities, and maintaining constant contact with individuals on parental leave	Human resources	Rector, heads of departments	A Job Satisfaction Survey, including work-life balance, gender equality, and equal opportunities, is conducted annually. The summarized results are presented to the Rectorate and made public to the community.	
4.	Publicizing the mechanism for complaints about discrimination and sexual harassment for staff and students	June 2026	Human resources	The person responsible for coordinating equal opportunities and diversity, the Communication, Institutional Reporting and	Information is published in a separate section https://ehuniversity.lt/	

				Project Management Center		
5.	Take into account the need for students to balance family obligations and studies	Continuing activities Conversations with course representatives and the SPK, discussing challenges related to balancing studies and family responsibilities, and possible solutions to these challenges	Review and update of study process and schedules	Head of Student Affairs and International Mobility Department, Director of the Academic Support Center	A study schedule has been prepared that meets family needs	
6.	Creating the prerequisites for academic mentoring	By 2028	Human resources	Director of the Academic Support Center	To create conditions for mentoring that encourages young scientists to pursue the title of professor or leading academic positions.	
7.	Dissemination of the Code of Conduct	Once a year	Human resources	Person responsible for anti-violence activities	Distributing the Code of Conduct once a year , emphasizing adherence to the principles of equality and inclusion of other community members.	

Management

The goal is to achieve a 40/60 gender balance in representation structures.

Serial No.	Name of the measure	Implementation				Notes (expected exceptions, conditions, assumptions, etc.)
		Procedures, dates	Resources used	Responsible persons	Success criteria, capture dates	
1.	To strive for a 40/60 gender balance in university structures – working groups, commissions and committees, and in organized activities – student research groups, academic groups of study programs, events	It is recommended to submit for approval the composition of committees, commissions, etc. that comply with the principles of gender balance. Apply this principle to newly approved structural compositions		Rector, Senate, Heads of structural units	Increase female representation in senior management appointments and honorary doctorates by 2030 By 2030, in the structural units of the University where the established 40/60 balance is not maintained, to increase representation accordingly, and to maintain it in those units where the gender balance is appropriate	A recommendation can be ignored if it cannot be implemented for objective reasons.
2.	Integration of	Review of	Human resources	Rector, Center for	Gender equality and equal	

	gender and equal opportunities into EHU strategic plans	strategic and internal documents, document correction.		Communication, Institutional Reporting and Project Management	opportunities aspects included in strategic documents	
3.	Reflect gender representation in university activity reports	Continuing activities	Human resources	Communication, Institutional Reporting and Project Management Center, Finance and Human Resources Department, Academic Support Center, Student Affairs and International Mobility Department	All information provided in activity reports will reflect a gender perspective (ongoing)	

Studies and science

The goal is to strengthen awareness of the importance of ensuring gender equality.

Serial No.	Name of the measure	Implementation			Notes (expected exceptions, conditions, assumptions, etc.)
		Procedures, dates	Resources used	Responsible persons	

1.	Conduct research, prepare commentaries and articles on the topic of women's leadership and/or gender equality, presenting their results to the public	EHU academic community encouraged to disseminate expertise on women's leadership/gender equality	Communication sources, financial resources	EHU community	EHU community members publish at least 2 comments, research or other works on gender equality or women's leadership topics per year, they are published and publicized through internal and external communication channels. The mentioned research is promoted through internal communication channels.	
2.	Organize training for the EHU community on gender equality, gender mainstreaming in science and study processes, and gender-based discrimination, supplementing training topics based on community survey results	once a year	Human resources	Head of Finance and Human Resources Department, Center for Communication, Institutional Reporting and Project	Training on gender equality organized once a year at EHU	

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3.	Organize expert events at the university dedicated to the topics of gender equality and/or women's leadership	The measure is implemented by constantly involving the EHU community in events		Heads of academic departments , for Communication, Institutional Reporting and Project Management	At least one expert event (discussion, conference, expert visit, etc.) organized per year	
4.	Career guidance campaign "Without stereotypes"	Annually (at the time of admission)		Center for Communication, Institutional Reporting and Project Management Representatives of academic departments	A communication campaign for applicants encouraging men to choose humanities/arts and women to choose social sciences/IT.	
5.	Gender and diversity topics in theses	Permanent		Heads of Academic Departments	Encourage students to choose topics related to gender equality, human rights, and inclusion.	

Communication

The goal is to strengthen awareness and sensitivity to gender differences .

Serial No.	Name of the measure	Implementation				Notes (expected exceptions, conditions, assumptions, etc.)
		Procedures, dates	Resources used	Responsible persons	Success criteria, capture dates	
1.	Prepare and send to top-level managers the most relevant information on the principles and implementation of gender equality in the areas of personnel, studies and science. Introduce all employees to the material at least every two years	every two years	Human resources	Person responsible for monitoring equal opportunities and diversity, Academic Support Center, Student Affairs and International Mobility Department	Trainings held/presentation of gender equality and equal opportunities policy to the community in newsletters	
2.	Publish and regularly communicate the official EHU position on	every year	Communication tools, human resources	Person responsible for monitoring equal opportunities and diversity	Prepare an annual post on the EHU website and social media accounts,	



	gender equality through internal and external communication channels			Center for Communication, Institutional Reporting and Project Management	communicating the work done on gender equality issues	
3.	on EHU social networks (Facebook, Instagram, LinkedIn, Twitter) , as well as publicize research or other activities conducted by the EHU community on the topic of gender equality	every year		Center for Communication, Institutional Reporting and Project Management	Regularly publicize gender equality topics on EHU social networks	
4	Publicizing the trust line	periodically		Center for Communication, Institutional Reporting and Project Management	Periodically remind the community about <i>the genderandequalopportunities@ehu.lt</i> channel and confidentiality guarantees.	