

7.11 Equality and Anti-Discrimination Policy

The University of Cyprus (hereinafter “UCY”), in compliance with article 28 of the Constitution, the Equal Treatment in Employment and Occupation Law of 2004 (Law 58(I)/2004) and the Persons with Disabilities Law of 2000 (127(I)/2000), adopts the Equality and Anti-Discrimination Policy (hereinafter the “Policy”). The UCY community acknowledges that diversity can be one of the most powerful assets of our organisation. Therefore, we must work systematically to create the conditions so that everyone can work and study on fair and equal terms. Each member of our community must be respected by others and, in turn, treat others with respect as well. We expect that all members will work towards upholding the values of equal and fair treatment that govern our organisation. We acknowledge that diversity contributes to creativity and enhances the quality of our work, at all levels. It is everyone’s duty and responsibility to combat systemic and structural bias and discrimination.

A. INTRODUCTION

UCY aims at the fair and impartial treatment of all individuals, as well as at creating the appropriate conditions that encourage and respect diversity and ensure dignity, both in the workplace and the wider society.

Acknowledging that people differ from each other because of their gender identity, sexual orientation, religion or belief, ethnicity, race, origin, nationality, age, marital status, language, physical ability or socioeconomic background, UCY adopts specific policies for understanding and respecting diversity, while promoting equal opportunities, using various tools and practices to manage these differences effectively.

In addition, particular emphasis is placed on the adoption of measures for gender mainstreaming, acknowledging the need to comply with EU directives and practices that govern both the operation of the University and the funding of projects related to gender studies, as well as the existing structure of the University (APPENDIX A).

B. POLICY DECLARATION

UCY is committed to promoting and maintaining a working, teaching and learning environment free from any form of discrimination, whether direct or indirect.

In particular:

- All UCY employees and students must comply with the Policy
- Any form of discrimination based on racial or ethnic origin, religion or beliefs, age or sexual orientation or disability is strictly prohibited:
 - a) by all UCY members (academic, research, teaching and administrative staff, and students) towards any UCY member, irrespective of their rank, position and gender, as well as towards any visitor to the UCY
 - b) concerning access to employment or a job vacancy, including the selection criteria and conditions of recruitment, irrespective of the sector of activity and at all professional levels, including promotion

- c) concerning access to all kinds and levels of vocational guidance, education and training
 - d) concerning the working conditions and terms of employment
 - e) concerning the terms and conditions of attendance at the University
- Any discriminatory treatment or effect against any person who submits a complaint or engages in a procedure aimed at implementing the principle of equal treatment shall be prohibited.
 - Discrimination based on racial or ethnic origin, religion, beliefs, age, sexual orientation or disability constitutes a disciplinary offence and shall be strictly punished.
 - Any UCY member who feels that they are a victim of discrimination is urged to seek help and/or to submit a written complaint and/or grievance to the appropriate UCY Competent Authorities. All complaints and/or grievances of discrimination shall be managed promptly, in a serious manner and with complete confidentiality.
 - Through the present Policy, UCY adopts Objectives aiming at promoting equality and combating discrimination.
 - Provided that, non-compliance with any Code and/or Policy and/or Directive and/or Circular issued by UCY shall constitute a disciplinary offence.

C. USEFUL TERMS

“Direct Discrimination” refers to less favourable treatment of a person due to racial or ethnic origin, religion, beliefs, age, sexual orientation or disability compared to the treatment that another person receives, has received or would receive in a similar position.

“Indirect Discrimination” refers to a *prima facie* neutral provision, criterion or practice that may result in less favourable treatment due to racial or ethnic origin, religion, beliefs, age, sexual orientation or disability in regard to other individuals, unless said provision, criterion or practice is objectively justified by a legitimate aim, and the means of achieving that aim are appropriate and necessary.

“Harassment” refers to unwanted conduct expressed in words or actions which is related to racial or ethnic origin, religion, beliefs, age, sexual orientation or disability, aiming at or resulting in the violation of a person’s dignity and creating an intimidating, offensive, degrading or hostile environment.

D. OBJECTIVES

1ST OBJECTIVE

Respect for diversity should be a strategic priority for UCY and should also be embedded in its culture.

ACTIONS to achieve the above objective:

- Incorporating principles and practices of equal opportunities and respect for diversity into the operations of the organisation
- Providing information and training on gender equality and respect for diversity through seminars, workshops, events, announcements, and leaflets in electronic form.
- Recording ways of managing discrimination and/or harassment incidents and informing students and staff.
- Appropriate training of staff and officers of the organisation for the implementation of suggested programmes and measures.
- Promoting the active participation of employees, men and women, in implementing measures on gender equality and diversity issues.
- Establishing a Diversity, Inclusivity and Equality office.

2ND OBJECTIVE

To reinforce transparency and information on equal treatment and combating discrimination

ACTIONS to achieve the above objective:

- Transparency in decision-making and timely information of all staff.
- Establishing procedures for the submission of complaints and grievances, as well as for their resolution.
- Preparation of an annual report for recording the efforts made towards inclusivity.
- Recognising gender differences in research and academic careers, as documented in international literature, and addressing the “leakage” of capable women from a lower to a more senior position, known as the “leaky pipeline” phenomenon.
- Creating a key performance indicator for monitoring and recording progress on gender equality issues.

3RD OBJECTIVE

To create a working and learning environment that respects diversity

ACTIONS to achieve the above objective

- Creating the appropriate environment and practices that appeal to all and benefit the organisation, its staff, students and partners.
- Developing policies and procedures for promoting equal opportunities for and equal treatment between men and women, as well as respect for diversity.
- Adopting measures for work-life balance for employees and students, taking into consideration their family obligations in relation to the University’s operational needs or their study obligations respectively.
- Adopting measures for managing harassment or sexual harassment incidents in the workplace.

4TH OBJECTIVE

To integrate the gender dimension into the UCY policies and procedures (gender mainstreaming)

ACTIONS to achieve the above objective:

- Representation of both genders in academic and administrative committees, the University governing bodies and in academic leadership positions (where possible).
- Non-discrimination in the selection, tenure, promotion, education and development of staff.
- Actively supporting the establishment of gender-balanced committees, in accordance with the EU recommendations.
- Regularly evaluating this effort and taking improvement measures.

Sources:

European Commission, Promoting Gender Equality in Research and Innovation, 2019.
<https://ec.europa.eu/programmes/horizon2020/en/h2020-section/promoting-gender-equality-research-and-innovation>.

European Commission, Strategic Engagement for Gender Equality, 2016-2019.
https://ec.europa.eu/anti-trafficking/sites/antitrafficking/files/strategic_engagement_for_gender_equality_en.pdf.

The University of Manchester Equality and Diversity Policy, 2014.

Uppsala University Equal Opportunities Programme, 2016.

Wagner, C. (2019). Measuring Inequality- Creating an indicator to assess gender bias in universities.
<https://blogs.lse.ac.uk/impactofsocialsciences/2019/05/15/measuring-inequality-creating-an-indicator-to-assess-gender-bias-in-universities/>

Approved by the Senate (meeting No. 16/2020, dated 17/06/2020) and ratified by the Council (meeting No. 9/2020, dated 7/9/2020).

APPENDIX A

ACADEMIC STAFF - DATA BASED ON GENDER

ACADEMIC LEADERSHIP POSITIONS	MEN	WOMEN
RECTOR	1	0
VICE RECTOR	1	1
DEAN	8	0
DEPARTMENT CHAIR	17	5
DIRECTOR OF RESEARCH CENTER/UNIT	5	4

TOTAL	32 (76%)	10 (24%)
ACADEMIC POSITIONS (RANK)	MEN	WOMEN
PROFESSOR	102 (85%)	18 (15%)
ASSOCIATE PROFESSOR	73 (64%)	41 (36%)
ASSISTANT PROFESSOR	38 (67%)	19 (33%)
LECTURER	18 (62%)	11 (38%)
TOTAL	231 (72%)	89 (28%)

SENIOR MANAGEMENT - DATA BASED ON GENDER

POSITION/RANK	MEN	WOMEN
DIRECTOR OF ADMINISTRATION AND FINANCE	1	0
HEAD OF SERVICE*	4	1
SENIOR OFFICER	14	7
TOTAL	19 (70%)	8 (30%)

*There are four Head of Service vacancies. At present, Senior Officers have been appointed Deputy Heads of Service: 3 men and 1 woman.

ATTENDANCE AT DOCTORAL PROGRAMMES - DATA BASED ON GENDER

ACADEMIC YEAR	MEN	WOMEN	Total
2018-19	408 (63%)	242 (37%)	650
2017-18	408 (62%)	252 (38%)	660
2016-17	412 (62.5%)	248 (37.5%)	660

NOTE: This table is useful for studying the possibility of “leaky pipeline”, noted in the 2nd Objective.