

Policy for Gender Equality, Equal Opportunities and Diversity at NOVA University Lisbon

Objective

NOVA University Lisbon aims to be among the European Universities of reference as a global, inclusive and diverse institution. Such an objective requires stimulating the ambition, curiosity and innovation of its students, researchers, faculty and staff. The diversity of perspectives is essential to promote a creative environment for studying, teaching and research, as well as a more appropriate interaction with society and a greater awareness of the societal role of the University. Promoting gender equality, equal opportunities and diversity improves the quality of what is done in an academic institution.

The actions of NOVA University Lisbon, described on its Strategic Plan, Mission and Vision, are based on the principles of gender equality, equal opportunities and diversity. This means that employees, students or all those who apply for jobs or to academic programs at NOVA University Lisbon are treated without any irrelevant considerations that refer to their sex, transgender identity, ethnic origin, religion or any form of belief, disability, sexual orientation or age.

At NOVA University Lisbon there is zero tolerance for any form of discrimination. All relations should be based on mutual respect and consideration, as well as on responsibility and loyalty to the values, vision and mission of NOVA University Lisbon.

In the context of the various areas of knowledge, the University systematically develops work related to gender equality, equal opportunities and diversity. In addition, all members of the University have the responsibility to safeguard that the intentions underlying this policy are made present, ensuring that the principles of respect, tolerance and mutual consideration have real meaning.

Focal Areas

In order to achieve the objectives related to gender equality, equal opportunities and diversity, the following areas are particularly highlighted by NOVA University Lisbon as objectives of a policy in this area:

1. Discrimination
2. Equal Opportunities
3. Recruitment and Promotion
4. Leadership
5. Wages and Conditions of Employment
6. Gender and Diversity in University Missions

1. Discrimination

NOVA University Lisbon strives to ensure that all members of its community are familiar with the measures to deal with discrimination, including physical, psychological or sexual abuse. To support this work, different dissemination and awareness-raising mechanisms should be implemented at different levels of the institution.

In order to create awareness among the community about gender equality, equal opportunities and diversity, NOVA's core values should permeate all its activities in a natural way. Information units in departments, organic units and at the central administration shall support and provide resources for this purpose.

2. Equal Opportunities

The equal opportunities perspective creates shared principles for equal opportunities to exist, while the diversity perspective creates an awareness and understanding of differences. Acting in this context requires sensitivity and reflection. Equal opportunities means that everyone is treated with respect and consideration, and that everyone will have the opportunity to develop from their personal circumstances.

In the development of equal opportunities, NOVA University Lisbon prioritizes the following:

- Increase knowledge and awareness of equal opportunities for all members of the community through the internal and systematic dissemination of information.
- Systematic work to increase gender equality and diversity in the recruitment and admission of students, teaching staff and researchers.
- Systematic improvements in accessibility and adaptation so that everyone has the same opportunities to study and work at NOVA University Lisbon.
- Systematic work to prevent and combat all forms of harassment.
- Embedment of the concept of diversity in all perspectives of action of the University, whether it is teaching, research or interface with society.

3. Recruitment and Promotion

Recruitment and promotion at NOVA University Lisbon should be based on an evaluation focused on skills and experiences, recognition of merit, and should involve a strategic planning of human resources with specific objectives of gender equality.

Active recruitment and career planning should contribute to a of gender and diversity balance in the following areas of the NOVA University Lisbon:

- First, second and third cycles of higher education, and non-degree-granting training courses;
- All categories of academic staff (teachers and researchers);
- All categories of administrative and technical staff who support the services of NOVA University Lisbon.

Systematic work in recruitment, career planning and promotions should include continuous training and updating initiatives, with the aim of professionalizing and building awareness among those who will participate in future recruitment processes.

4. Leadership

In order to achieve gender equality and diversity in leadership positions, the NOVA University of Lisbon will continue to take initiatives to stimulate and encourage the participation of the underrepresented gender.

The aim of the policy is to work towards achieving balanced gender representation in all decision-making bodies and in all leadership positions. In the appointments to the management of the Organic Units, including Executive Committees, gender equality and diversity should be taken into account.

Those who exercise leadership positions must be instructed in the general laws and internal procedures that regulate discrimination, and observe their application in the scope of their activities at NOVA University Lisbon.

5. Wages and Conditions of Employment

NOVA University Lisbon commits offering equal pay and identical terms of employment to any two individuals performing equivalent functions. In the systematic work for equal pay, NOVA University Lisbon will continue to give priority to the analysis of wage differences, subject to proactive measures that lead to concrete actions. The effort to ensure identical terms of employment for the underrepresented gender should be systematic. This means that:

- Wages are defined according to the payment policy of NOVA University Lisbon;

- More women should be hired as teaching staff;
- Fixed or uncertain term positions among the under-represented gender, should be particularly monitored;
- Career planning should be particularly taken into account when evaluating technical and administrative staff;
- NOVA University Lisbon will take into consideration how to combine parenthood opportunities with employment when planning and structuring work plans.

6. Gender and Diversity in University Missions

Just as individuals are discriminated against by gender, it is also true that other factors such as class, caste, race, ethnicity, religion, national origin, and sexual orientation weigh in on how they experience discrimination and react to it.

Comprehensive gender and diversity perspectives should accompany the development of activities with these issues in mind. Such activities should play a prominent role in the qualification training of faculty, staff, researchers and students at NOVA University Lisbon in the context of their daily performance.

The effort to develop an intersectional perspective of gender in the three missions of the University, namely (1) in teaching, (2) in research and (3) in the interaction with society, should be careful, safe and systematically implemented at NOVA University Lisbon.

Follow-up

The systematic work described above requires constant monitoring and permanent analysis of the application of this policy. The results will be presented annually in a report on gender equality and opportunities, under the responsibility of the Rectorate.

Approved by the Board of Deans on November 19, 2020.