

# **GENDER EQUALITY AND NON-DISCRIMINATION POLICY OF POLTAVA STATE AGRARIAN UNIVERSITY**

Poltava State Agrarian University (hereinafter – **PSAU**) firmly condemns any form of discrimination and is committed to ensuring **gender equality** in all areas of its activities. This Policy is aimed at creating an inclusive and equitable environment where every employee and learner has equal rights and opportunities, regardless of gender.

## **Key Provisions of the Policy**

**1. Equal Pay and Career Opportunities.** PSAU guarantees that all employees, regardless of gender, shall receive **equal pay for work of equal value**. Criteria for assessing professional performance and opportunities for career advancement are based exclusively on qualifications, experience, competencies, and contribution to the development of the University. Recruitment, promotion, and transfer processes are conducted in a transparent manner and remain free from bias.

### **2. Prevention of Sexism and Stereotypes**

The University actively counters manifestations of sexism, gender stereotypes, and bias in all aspects of its activities, including both the educational process and the workplace.

**Educational Process.** Teaching programs and methodologies are free from stereotypical perceptions of gender roles. Critical thinking on gender-related issues is encouraged.

**Workplace.** All employees have the right to be treated with respect. Any manifestations of sexist behavior, jokes, or remarks are regarded as violations of this Policy.

### **5. Promotion of Women’s Representation in Leadership Positions**

PSAU recognizes the importance of diversity within its leadership and is committed to actively supporting and advancing women into **leadership roles**. This is achieved through:

- identifying and fostering leadership potential among female employees;
- ensuring equal opportunities for participation in professional development programs;
- reducing barriers that may hinder women’s career advancement.

## **Implementation Mechanisms.**

**1. Training and Awareness-Raising.** Regular trainings and seminars shall be conducted for all staff members to increase awareness of gender equality and to provide knowledge of mechanisms for preventing and counteracting discrimination.

**2. Responsibility.** Every employee of PSAU, from senior management to technical staff, is responsible for adhering to this policy. Any reports of discrimination will be considered in accordance with internal procedures and applicable legislation.

**3. Monitoring and Reporting.** The University will regularly monitor compliance with this policy and publish the results in order to ensure transparency and continuous improvement.

This policy is an integral part of our mission to create a fair, inclusive, and progressive learning and working environment. We believe that **gender equality** is a fundamental value that strengthens our University and contributes to its success.