



## **Gender Equality Policy at the European Graduate School**

### *1. Scope of Policy*

This policy applies to all members of the European Graduate School (EGS) community, including students, faculty, staff, administrators, contractors, and visitors.

### *2. Purpose*

The EGS is committed to promoting and ensuring gender equality across all facets of EGS life. This policy aims to prevent any form of gender-based discrimination and promote a culture of respect, fairness, and inclusion.

### *3. Equal Opportunities*

The EGS is dedicated to providing equal opportunities to all individuals regardless of gender identity, gender expression, and sex characteristics. This means equal access to educational and employment opportunities, academic programs, research grants, scholarships, work assignments, and advancement opportunities.

### *4. Prevention of Gender-Based Discrimination*

The EGS prohibits any form of gender-based discrimination including harassment, victimization, or derogatory treatment based on gender identity or gender expression. Any such acts will be considered a serious violation of this policy and will be dealt with promptly and appropriately.

### *5. Reporting Procedures*

Students, faculty, or staff who believe they have been subjected to gender-based discrimination are encouraged to report the incident confidentially to the Office of Gender Equity or appropriate authority. The EGS will ensure a prompt, impartial, and thorough investigation of any reported incidents.

### *6. Confidentiality*

The identity and details of both the complainant and the accused will be kept confidential to the extent possible under law and the necessity of the investigation.

### *7. Non-retaliation*

Retaliation against an individual for reporting or objecting to gender-based discrimination or harassment or for participating in an investigation about these matters is strictly prohibited and will be treated as a serious disciplinary offense.



#### *8. Regular Review*

This Gender Equality Policy will be reviewed on a regular basis to ensure its relevance and effectiveness. Updates and changes will be communicated to all institution members in a timely manner.

#### *9. Responsibility*

It is the collective responsibility of all members of the EGS community to uphold this policy and contribute to a respectful and inclusive environment.

By implementing this policy, the EGS seeks to promote a safe and supportive community for everyone irrespective of their gender. Everyone deserves to be treated with dignity and respect, and we all have a role to play in achieving gender equality at the EGS.