



GENDER EQUALITY PLAN | 2025-27



ALMA MATER STUDIORUM
UNIVERSITÀ DI BOLOGNA

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Photos

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Alma Mater Studiorum – Università di Bologna 2024

Our University has been working for a long time to raise awareness and address gender stereotypes. In accordance with the Gender visibility guidelines for the University of Bologna's institutional communications, approved in 2020, an attempt has been made in this Gender Equality Plan, whenever possible, to make the female gender explicit or, at least, to use gender-neutral terminology.

When only the masculine form is used in the document, due to graphic requirements or for the sake of brevity, this is meant to refer inclusively to all persons working within the academic community.

GENDER
EQUALITY
PLAN | 2025-27



ALMA MATER STUDIORUM
UNIVERSITÀ DI BOLOGNA



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INTRODUCTION

The Gender Equality Plan (GEP) of Alma Mater Studiorum – Università di Bologna is a planning document with the purpose of facilitating the full participation of all members of the university community, fostering a culture of respect, combating gender-based discrimination and promoting true gender equality through a series of interrelated actions that will be implemented during the 2025-2027 period.

As such, the GEP is an instrument that was created to encourage a cultural change, with the intention of creating an open and inclusive environment for all learning, research and work activities in which all community members are treated equally without discrimination; the project also aims to convey a sense of belonging, shared goals and possibility for growth to the whole university community.

Accordingly, the GEP is a tool that is included in and supports other initiatives and planning tools of the university, in particular the annual Gender Equality Report and the Positive Action Plan.

The structure of the Gender Equality Plan builds upon the five main areas indicated by the Directorate-General for Research and Innovation of the European Commission and addresses them through various goals.

The first area, which addresses work-life balance, organisational culture and challenging stereotypes, aims to reach a balance between work, parenthood and/or family care, foster a shared culture of equal opportunity and inclusion as well as combat gender stereotypes by supporting under-represented communities.

The second area is focused on improving gender equality in leadership roles and decision-making bodies by supporting changes in regulation, implementing measures in support of gender equality in the main university bodies and structures, and striving for gender equality in the organisation and realisation of academic events.

The third area is in support of gender equality in recruiting and career advancement, promoting gender equality in evaluation and selection committees.

The fourth area is concentrated on the mainstreaming of gender and intersectionality in research, teaching and the third mission.

Lastly, the fifth area is related to the fight against gender-based violence and psychological and sexual harassment by raising awareness and implementing specific measures.



WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 1 | Reinforce a shared culture of equal opportunities and inclusion within the university

ACTIONS	Annual drafting and circulation of the university's Gender Equality Report (published in both Italian and English)			
RESPONSIBLE DIVISION & INDIVIDUALS	APPC – University Planning and Data Analysis Unit, APPC – Communications Unit , Guarantee Committee, Delegate for Equality, Inclusion and Diversity, Delegate for Financial Statement and Planning			
DIRECT BENEFICIARIES	Teaching and research staff, graduate students, researcher fellows, doctoral students, technical and administrative staff, foreign language instructors, student community			
INDIRECT BENEFICIARIES	Citizens			
HUMAN RESOURCES	APPC – University Planning and Data Analysis Unit, APPC – Communications Unit			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">· 2025-2026-2027: present the annual Gender Equality Report within local and national initiatives tied to this theme, multichannel and multi-target institutional communication campaign· Tracking of and increase in downloads of the university's annual Gender Equality Report: first monitoring in 2025, 5% increase in 2026, further 5% increase in 2027			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 5 Gender equality SDG 10 Reduced inequalities			
TIMING	<table><tr><td>2025</td><td>2026</td><td>2027</td></tr></table>	2025	2026	2027
2025	2026	2027		



WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 2 | Foster a better work/life balance

ACTIONS	Launch a campaign to raise awareness around work/life balance, with actions to improve planning of meetings and work activities			
RESPONSIBLE DIVISION & INDIVIDUALS	Personnel Division , Guarantee Committee, University Centre for the Protection and Promotion of Health and Safety, Vice Rector for Staff, Delegate for Well-Being at Work, Department Directors			
DIRECT BENEFICIARIES	Teaching and research staff, technical and administrative staff and foreign language instructors			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	Personnel Division			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">· 2025: preparation of best practices guidelines to share with the university community and training programmes for Department Directors· 2025: implementation of improvement actions for teaching, research, and technical and administrative staff, proposed as a result of the “Workaholism” indicator values gathered as part of the 2023 Work-Related Stress Risk Evaluation			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 11 Sustainable cities and communities			
TIMING	<table><tr><td>2025</td><td>2026</td><td>2027</td></tr></table>	2025	2026	2027
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WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 3 | Support a better balance between work and parenthood and/or family care

ACTIONS	Agreements with daycares, pre-schools and integrated services from the municipalities of Bologna and Forlì			
RESPONSIBLE DIVISION & INDIVIDUALS	APOS – Staff and Division Projects Unit, Forlì Campus Division , Vice Rector for Staff, Delegate for Well-Being at Work			
DIRECT BENEFICIARIES	Children of teaching and research staff, graduate students, research fellows, doctoral students, technical and administrative staff, foreign language instructors and other visiting staff members			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	APOS – Staff and Division Projects Unit, Forlì Campus Division			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">· 2026: analysis to identify daycares and preschools suitable for an agreement with the municipality of Bologna· 2026: feasibility study for the implementation of an agreement with the municipality of Forlì for daycare services· 2027: signing of agreement(s), released information and start of agreement			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 4 Quality education SDG 5 Gender equality SDG 11 Sustainable cities and communities SDG 17 Partnerships for the goals			
TIMING	<table><tr><td>2025</td><td>2026</td><td>2027</td></tr></table>	2025	2026	2027
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WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 3 | Support a better balance between work and parenthood and/or family care

ACTIONS	Agreements with healthcare providers regarding purchasing specific products, especially those in support of new parents and community members with disabilities			
RESPONSIBLE DIVISION & INDIVIDUALS	APOS – Staff and Division Projects Unit, Cesena Campus Division, Ravenna Campus Division, Rimini Campus Division, Forlì Campus Division , Vice Rector for Staff, Delegate for Well-Being at Work			
DIRECT BENEFICIARIES	Teaching and research staff, graduate students, research fellows, doctoral students, technical and administrative staff and foreign language instructors			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	APOS – Staff and Division Projects Unit, Cesena Campus Division, Ravenna Campus Division, Rimini Campus Division, Forlì Campus Division			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">• 2025: analysis to identify possible healthcare providers with which to establish an agreement, signing and implementation of agreement• 2026: signing and implementation of further agreements with other organisations			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 10 Reduced inequalities SDG 11 Sustainable cities and communities SDG 17 Partnerships for the goals			
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WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 3 | Support a better balance between work and parenthood and/or family care

ACTIONS	Continuation of activities of the daycare “Arca di Noè” at the Veterinary Medicine Area in Ozzano dell'Emilia			
RESPONSIBLE DIVISION & INDIVIDUALS	APAT - Assets Unit , Vice Rector for Staff, Delegate for Well-Being at Work			
DIRECT BENEFICIARIES	Children of university staff and the student community			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	APAT - Assets Unit			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">· Annual monitoring of the activities of the daycare “Arca di Noè” (Ozzano)· Annual monitoring of the number of children of UNIBO staff and students			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 4 Quality education SDG 5 Gender equality SDG 11 Sustainable cities and communities SDG 17 Partnerships for the goals			
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WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 3 | Support a better balance between work and parenthood and/or family care

ACTIONS	Continuation of annual cultural summer camps in Bologna and other Multicampus cities			
RESPONSIBLE DIVISION & INDIVIDUALS	Partner entities and organisations , Delegate for Equality, Inclusion and Diversity, Delegate for Well-Being at Work			
DIRECT BENEFICIARIES	Children of teaching and research staff, graduate students, research fellows, doctoral students, technical and administrative staff and foreign language instructors			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	Partner entities and organisations			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">· 2025-2026-2027: raise awareness among participating youth on subjects related to inclusion through specifically designed activities· 2025-2026-2027: monitoring of approval rating: at least 70% satisfaction of participating youth			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 11 Sustainable cities and communities SDG 17 Partnerships for the goals			
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WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 3 | Support a better balance between work and parenthood and/or family care

ACTIONS	Promote the equal sharing of parenting and family care responsibilities, including encouraging a larger number of staff members to take advantage of paternity leave			
RESPONSIBLE DIVISION & INDIVIDUALS	APOS – Integration and Professional Development Unit, APOS – Organizational Development and Training Unit, Delegate for Well-Being at Work, Vice Rector for Staff, Delegate for Equity, Inclusion and Diversity			
DIRECT BENEFICIARIES	Technical and administrative staff, foreign language instructors			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	APOS – Integration and Professional Development Unit, APOS – Organizational Development and Training Unit			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">· 2025: updating content in the course for newly hired technical and administrative staff and foreign language instructors· Implementation of an annual information/training session and monitoring the use of paternity leave			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 10 Reduced inequalities SDG 11 Sustainable cities and communities			
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WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 3 | Support a better balance between work and parenthood and/or family care

ACTIONS	Feasibility study/evaluation of the possibility of granting a semester break from teaching activities for new parents among teaching and research staff (1 per family group and once per child), or other support measures			
RESPONSIBLE DIVISION & INDIVIDUALS	Rector, Education and PhD programme Division , Personnel Division, Vice Rector for Teaching, Vice Rector for Staff, Vice Rector for Research, Department Directors			
DIRECT BENEFICIARIES	Teaching and research staff			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	Education and PhD programme Division			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">2025: feasibility study/evaluation of semester break from teaching activities and other support measures in the didactic planning for 2026			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 10 Reduced inequalities SDG 11 Sustainable cities and communities			
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WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 3 | Support a better balance between work and parenthood and/or family care

ACTIONS	Continuation of activities of the “Avrò cura di me” service for free psychological counselling regarding self-care and individual well-being			
RESPONSIBLE DIVISION & INDIVIDUALS	University Centre for the Protection and Promotion of Health and Safety , Delegate for Well-Being at Work			
DIRECT BENEFICIARIES	Teaching and research staff, research fellows, doctoral students, technical and administrative staff and foreign language instructors			
INDIRECT BENEFICIARIES	Families of UNIBO staff			
HUMAN RESOURCES	University Centre for the Protection and Promotion of Health and Safety			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	· Annual monitoring of the number of times the service is used			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 11 Sustainable cities and communities			
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WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 3 | Support a better balance between work and parenthood and/or family care

ACTIONS	Specialised professional support for university offices in handling cases and interpersonal situations characterised by psychiatric medical evaluations			
RESPONSIBLE DIVISION & INDIVIDUALS	Personnel Division, University Centre for the Protection and Promotion of Health and Safety , Vice Rector for Staff, Delegate for Well-Being at Work			
DIRECT BENEFICIARIES	Teaching and technical and administrative staff			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	Personnel Division, University Centre for the Protection and Promotion of Health and Safety			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">• 2025: contract becomes active and initial monitoring of the specialised professional support requested• 2026 and 2027: annual monitoring			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 16 Peace, justice and strong institutions			
TIMING	<table><tr><td>2025</td><td>2026</td><td>2027</td></tr></table>	2025	2026	2027
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WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 4 | Enhance the array of services aimed at fostering a better work/life balance

ACTIONS	Identification of care-friendly options for exchanging support and offers/requests for mutual help among parents working at the university so as to provide support for working parents
RESPONSIBLE DIVISION & INDIVIDUALS	IT Systems and Services Division, Planning and Communication Division
DIRECT BENEFICIARIES	Parents working for the university
INDIRECT BENEFICIARIES	
HUMAN RESOURCES	IT Systems and Services Division, Planning and Communication Division
FINANCIAL RESOURCES	-
INDICATORS AND TARGETS	<ul style="list-style-type: none">· 2025: analysis and identification of the most efficient solutions· 2026: monitoring and reassessment of the solution adopted
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 11 Sustainable cities and communities
TIMING	



WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 5 | Increase the amount of services offered in support of students

ACTIONS	Orientation project for the employability of students with disabilities and SEN – Special Educational Needs			
RESPONSIBLE DIVISION & INDIVIDUALS	ASES – Guidance Unit , ARIN – Job Placement Unit, Delegate for Students, Delegate for Equity, Inclusion and Diversity, Service for Students with Disabilities and SLD			
DIRECT BENEFICIARIES	Student community			
INDIRECT BENEFICIARIES	Families of students who access this project			
HUMAN RESOURCES	ASES – Guidance Unit, 1 research associate			
FINANCIAL RESOURCES	€30,000			
INDICATORS AND TARGETS	<ul style="list-style-type: none">· 2025: experimental implementation of the service finalised in 2024· 2026: involve the primary target group (users of services for Students with Disabilities and SDL)· 2027: identification and implementation of instruments to aid in recognising similar situations within the entire student community			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 5 Gender equality SDG 10 Reduced inequalities SDG 11 Sustainable cities and communities SDG 16 Peace, justice and strong institutions			
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WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 5 | Increase the amount of services offered in support of students

ACTIONS

Agreement with the bank Crédit Agricole to establish a prepaid card for non-EU students

RESPONSIBLE DIVISION & INDIVIDUALS

ASES – International Desk Unit, Finance and Accounting Division, Delegate for Students

DIRECT BENEFICIARIES

International, non-EU student community

INDIRECT BENEFICIARIES

HUMAN RESOURCES

ASES – International Desk Unit

FINANCIAL RESOURCES

-

INDICATORS AND TARGETS

· 2025: feasibility study, drafting of agreement and statement released

RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE

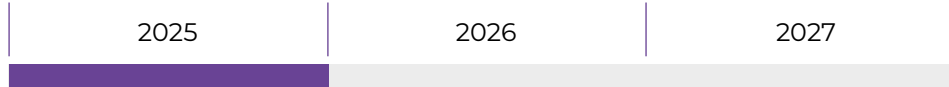
SDG 3 Good health and well-being
SDG 11 Sustainable cities and communities
SDG 17 Partnerships for the goals

TIMING

2025

2026

2027





WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 5 | Increase the amount of services offered in support of students

ACTIONS	Expansion of the “Passopasso” project: a service that makes it possible to identify and support students with delayed or interrupted university careers, and subsequently identify the reason behind these situations. Then, the obstacles that emerge during an interview with an expert psychologist will be handled by the Orientation Service, degree programme coordinators and teaching staff, as well as the Psychological Support Service, if necessary		
RESPONSIBLE DIVISION & INDIVIDUALS	ASES – Guidance Unit , Delegate for Students, Delegate for Well-Being at Work		
DIRECT BENEFICIARIES	Students in areas of study with high rates of withdrawal from studies		
INDIRECT BENEFICIARIES			
HUMAN RESOURCES	ASES – Guidance Unit, 2 expert psychologists		
FINANCIAL RESOURCES	€60,000		
INDICATORS AND TARGETS	<ul style="list-style-type: none">· 2025: involvement of students from two other STEM areas of study (beyond those of Engineering and Architecture, which were included in the 2023/24 experimental trial)· 2026: consolidation and stabilisation of the programme· 2027: evaluation of possible expansion to another area of study		
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 11 Sustainable cities and communities SDG 16 Peace, justice and strong institutions		
TIMING	2025	2026	2027



WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 6 | Combat gender stereotypes, recognise the value of diversity and support under-represented communities

ACTIONS	Enhance the efficiency and inclusivity of the Alias Career service by formalising and structuring the service so it is available to all university staff			
RESPONSIBLE DIVISION & INDIVIDUALS	ASES – Division Activities and Projects Unit , Vice Rector for Staff, Delegate for Students, Delegate for Equity, Inclusion and Diversity, Personnel Division, IT Systems and Services Division			
DIRECT BENEFICIARIES	Teaching and research staff, graduate students, research fellows, doctoral students, technical and administrative staff, foreign language instructors, student community			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	ASES – Division Activities and Projects Unit			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">· 2025: opening of dedicated access point for the Alias Career Service for the entire university community, and dissemination of the availability of the service through the various institutional channels available· 2026: consolidation of management protocol with the relevant areas (APOS, CESIA)			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 10 Reduced inequalities			
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WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 6 | Combat gender stereotypes, recognise the value of diversity and support under-represented communities

ACTIONS	Continuation of the Anti-LGBTQIA+ discrimination desk at the Ravenna Campus, moving towards a multicampus extension of the service and the creation of an awareness campaign regarding the service		
RESPONSIBLE DIVISION & INDIVIDUALS	ACRA – Student Services and Communications Unit , APPC – Communications Unit, Delegate for Equity, Inclusion and Diversity, Vice Rector for Staff, Delegate for Students		
DIRECT BENEFICIARIES	Teaching and research staff, graduate students, research fellows, doctoral students, technical and administrative staff, foreign language instructors, student community		
INDIRECT BENEFICIARIES			
HUMAN RESOURCES	ACRA – Student Services and Communications Unit		
FINANCIAL RESOURCES	-		
INDICATORS AND TARGETS	<ul style="list-style-type: none"> · 2025: creation of physical and/or digital materials · 2025: creation of guidance and informational seminars for students · 2025: creation of training seminars for technical and administrative staff · 2026 and 2027: monitoring of use of the service · 2026 and 2027: continue training and informational seminars for technical and administrative staff and the student community 		
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 10 Reduced inequalities SDG 16 Peace, justice and strong institutions		
TIMING	2025	2026	2027



WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 6 | Combat gender stereotypes, recognise the value of diversity and support under-represented communities

ACTIONS	Promote a greater awareness around inclusive language, non-discriminatory use of language, and a revision of the guidelines for gender visibility in institutional communications		
RESPONSIBLE DIVISION & INDIVIDUALS	Rector, Director General, APPC – Communications Unit, Guarantee Committee, APPC – Portal and Web Projects Unit , Delegate for Equity, Inclusion and Diversity		
DIRECT BENEFICIARIES	Teaching and research staff, graduate students, research fellows, doctoral students, technical and administrative staff, foreign language instructors, student community		
INDIRECT BENEFICIARIES			
HUMAN RESOURCES	Guarantee Committee, APPC – Communications Unit, APPC – Portal and Web Projects Unit		
FINANCIAL RESOURCES	-		
INDICATORS AND TARGETS	<ul style="list-style-type: none"> • 2025-2026-2027: informational and training seminars on inclusive language created with an awareness of gender, accessibility and diversity • 2025-2026-2027: training courses for creating institutional content for websites and social media: techniques and best practices for using inclusive language, ensuring accessibility and respecting diversity • 2025-2026-2027: creation of a newsletter dedicated to training and updating of web and social media content of the university that includes small pieces of information to encourage readers to reflect on inclusive language, accessibility and respecting diversity • 2025-2026-2027: integration of content aimed at fostering a culture of inclusivity and respect for diversity in the homepage of the university intranet • 2025-2026-2027: preparation of specific content on this topic on the homepage of the university's website and institutional social media accounts • 2025-2026: feasibility study regarding the revision of university guidelines on the subject • 2027: revision and circulation of guidelines 		
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 10 Reduced inequalities SDG 11 Sustainable cities and communities		
TIMING	2025	2026	2027



WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 6 | Combat gender stereotypes, recognise the value of diversity and support under-represented communities

ACTIONS	Creation of a special course for schools focused on the gender gap to implement concrete actions for the fight against gender stereotypes and to help raise awareness, in all types of secondary schools		
RESPONSIBLE DIVISION & INDIVIDUALS	ASES – Guidance Unit, ARIN – Local and Global Engagement Unit , Delegate for Students, Delegate for Public Engagement		
DIRECT BENEFICIARIES	Students and teachers in secondary schools		
INDIRECT BENEFICIARIES	Families, teachers, the local education system in general, organisations working with children and youth		
HUMAN RESOURCES	ASES – Guidance Unit, 2 external collaborators, ARIN – Local and Global Engagement Unit		
FINANCIAL RESOURCES	€55,000		
INDICATORS AND TARGETS	<ul style="list-style-type: none"> • 2025: feasibility analysis on the approach to be used in schools, using the initiatives and methodologies recently used for other themes (like Labo 2030) as a basis • 2025: planning of at least 2 programmes to be realised in 2026 and the selection of participating schools • 2026: at least 2 programmes at the schools selected: workshop style orientation days in secondary schools with the participation of selected ambassadors; possible creation of informational materials for various age groups and other written materials • 2025: co-planning with uniJunior of at least two workshops related to themes discussed in the annual programme and any currently active annual agreements • 2026: development of activities in the area of the UniJunior programme, University for children, youth from 7 to 13; possibility of two projects related to the programme, one in Bologna and one in Romagna • 2025-2026-2027: activities for children during Researchers' Night, creating specifically designed stands 		
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TIMING	2025	2026	2027



WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 7 | Spread awareness on the influence of stereotypes on career choices

ACTIONS	Continuation of activities aimed at raising awareness on the freedom of choice of degree programmes no matter a student's gender identity, through a video a campaign			
RESPONSIBLE DIVISION & INDIVIDUALS	APPC – Communications Unit, APPC – Portal and Web Projects Unit , Delegate for Students			
DIRECT BENEFICIARIES	Secondary school students			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	APPC – Communications Unit, APPC – Portal and Web Projects Unit			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	· 2025-2026-2027: creation of three videos each year and the periodic sharing of these videos on university social media accounts			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 4 Quality education SDG 5 Gender equality SDG 9 Industry, innovation and infrastructure SDG 10 Reduced inequalities			
TIMING	<table><tr><td>2025</td><td>2026</td><td>2027</td></tr></table>	2025	2026	2027
2025	2026	2027		



GENDER EQUALITY IN LEADERSHIP ROLES AND DECISION-MAKING BODIES

Goal 1 | Promote actions in support of gender equality in leadership roles at the university

ACTIONS	<p>Feasibility study for a system that rewards departments that have reduced the gender gap with a larger number of possible new recruitments (allotment of <i>punti organico</i>)</p> <p>Further incentives regarding direct calls (ex. Art. 1 para. 9 of Law 230/2005) to reduce the gender gap in Department staffs, in particular in areas with greater gaps, and with due regard for scientific merit</p>			
RESPONSIBLE DIVISION & INDIVIDUALS	<p>Rector, Vice Rector for Staff, Planning and Communications Division, Delegate for Equity, Inclusion and Diversity</p>			
DIRECT BENEFICIARIES	<p>Departments</p>			
INDIRECT BENEFICIARIES	<p>Teaching and research staff</p>			
HUMAN RESOURCES	<p>Planning and Communications Division</p>			
FINANCIAL RESOURCES	<p>-</p>			
INDICATORS AND TARGETS	<ul style="list-style-type: none">· 2025-2026-2027: data collection and review of the Glass Ceiling Index for each department· 2027: feasibility study for a system that reduces the gender gap			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	<p>SDG 5 Gender equality SDG 10 Reduced inequalities SDG 16 Peace, justice and strong institutions</p>			
TIMING	<table><tr><td>2025</td><td>2026</td><td>2027</td></tr></table>	2025	2026	2027
2025	2026	2027		



WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 2 | Promote gender equality in the organisation and realisation of scientific and educational events, as well as in the communication and visibility of these events

ACTIONS	Continuation of the “No Women No Panel” campaign			
RESPONSIBLE DIVISION & INDIVIDUALS	ARIN – Local and Global Engagement Unit , Delegate for Equity, Inclusion and Diversity			
DIRECT BENEFICIARIES	Teaching and research staff, graduate students, research fellows, doctoral students, technical and administrative staff, foreign language instructors, student community			
INDIRECT BENEFICIARIES	Audiences of the events organised by the University of Bologna that, based on the type of event, can have various levels of expert knowledge			
HUMAN RESOURCES	ARIN – Local and Global Engagement Unit			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">· 2025: continuation of communication campaign and participation in coordination meetings with other players in the region that participate in the initiative· 2026: monitoring of panel compositions of events promoted through the university's website· 2026: publication and circulation of guidelines for the promotion of equal opportunities and a reduced gender gap in events and in the composition of work groups and commissions of the University of Bologna			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 5 Gender equality SDG 10 Reduced inequalities SDG 17 Partnerships for the goals			
TIMING	<table><tr><td>2025</td><td>2026</td><td>2027</td></tr></table>	2025	2026	2027
2025	2026	2027		



WORK/LIFE BALANCE, ORGANISATIONAL CULTURE AND CHALLENGING STEREOTYPES

Goal 2 | Promote gender equality in the organisation and realisation of scientific and educational events, as well as in the communication and visibility of these events

ACTIONS	Chart the gender identities of university representatives in associations, networks, agreements and institutional work groups (ex. University Thematic Groups – GTA, Work Group on Open Science – GLOS, Research Commission) and organisations owned by the university			
RESPONSIBLE DIVISION & INDIVIDUALS	Research Division, Innovation Division, Education and PhD programme Division, Delegate for Equity, Inclusion and Diversity, Vice Rector for Research			
DIRECT BENEFICIARIES	Teaching and research staff, technical and administrative staff			
INDIRECT BENEFICIARIES	External stakeholders and civil society			
HUMAN RESOURCES	Research Division, Innovation Division, Education and PhD programme Division			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">• 2025: identification of agreements, associations, networks and institutional work groups to be monitored in terms of gender identity of university representatives• 2026-2027: annual monitoring			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 5 Gender equality SDG 10 Reduced inequalities SDG 17 Partnerships for the goals			
TIMING	<table><tr><td>2025</td><td>2026</td><td>2027</td></tr></table>	2025	2026	2027
2025	2026	2027		



GENDER EQUALITY IN RECRUITING AND CAREER ADVANCEMENT

Goal 1 | Promote measures aimed at improving gender equality in recruiting

ACTIONS	Feasibility study for and introduction of incentive system that encourages Departments and offices to welcome individuals with serious disabling conditions in their staff (specifically technical and administrative staff) and navigate relationships with these staff members		
RESPONSIBLE DIVISION & INDIVIDUALS	APOS-Integration and Professional Development Unit , Rector, Director General, Vice Rector for Staff, Delegate for Equity, Inclusion and Diversity		
DIRECT BENEFICIARIES	Departments		
INDIRECT BENEFICIARIES	Technical and administrative staff		
HUMAN RESOURCES	APOS - Integration and Professional Development Unit		
FINANCIAL RESOURCES	-		
INDICATORS AND TARGETS	<ul style="list-style-type: none"> · 2025: feasibility study and creation of a network of mutually supportive departments · 2026: introduction of incentives 		
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 8 Decent work and economic growth SDG 10 Reduced inequalities		
TIMING	2025	2026	2027



GENDER EQUALITY IN RECRUITING AND CAREER ADVANCEMENT

Goal 1 | Promote measures aimed at improving gender equality in recruiting

ACTIONS	Seminars focused on the theme of invisible disabilities and issues regarding ageing in the workplace
RESPONSIBLE DIVISION & INDIVIDUALS	Guarantee Committee , APOS – Inclusivity and Working Protections, Delegate for Equity, Inclusion and Diversity, Delegate for Well-Being at Work
DIRECT BENEFICIARIES	Teaching and research staff, graduate students, research fellows, doctoral students, technical and administrative staff, foreign language instructors
INDIRECT BENEFICIARIES	
HUMAN RESOURCES	Guarantee Committee
FINANCIAL RESOURCES	-
INDICATORS AND TARGETS	· 2025: creation of informative meetings aimed at staff and managers
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 10 Reduced inequalities SDG 8 Decent work and economic growth





GENDER EQUALITY IN RECRUITING AND CAREER ADVANCEMENT

Goal 1 | Promote measures aimed at improving gender equality in recruiting

ACTIONS	Creation of work group on Child Penalties			
RESPONSIBLE DIVISION & INDIVIDUALS	Delegate for Well-Being at Work, Delegate for Equity, Inclusion and Diversity , Vice Rector for Staff			
DIRECT BENEFICIARIES	Teaching staff			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	Delegate for Well-Being at Work, Delegate for Equity, Inclusion and Diversity			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none"> · 2025: creation of the work group · 2026: study seminar on Child Penalties · 2026: start of investigation and analysis of university data 			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 8 Decent work and economic growth SDG 10 Reduced inequalities			
TIMING	<table border="1"> <tr> <td>2025</td> <td>2026</td> <td>2027</td> </tr> </table>	2025	2026	2027
2025	2026	2027		



GENDER EQUALITY IN RECRUITING AND CAREER ADVANCEMENT

Goal 1 | Promote measures aimed at improving gender equality in recruiting

ACTIONS	Experiment regarding the measurement of gender equity and intersectionality in publications, using metadata from the institutional research catalogue IRIS		
RESPONSIBLE DIVISION & INDIVIDUALS	APPC – Quality and Evaluation Unit , Delegate for Research, Delegate for Equity, Inclusion and Diversity		
DIRECT BENEFICIARIES	Teaching and research staff		
INDIRECT BENEFICIARIES			
HUMAN RESOURCES	APPC – Quality and Evaluation Unit		
FINANCIAL RESOURCES	-		
INDICATORS AND TARGETS	<ul style="list-style-type: none"> · 2025: monitoring of publications from a sample of 3 Departments · 2026: possible addition of a field on gender/intersectionality in IRIS 		
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 8 Decent work and economic growth SDG 10 Reduced inequalities		
TIMING	2025	2026	2027



GENDER EQUALITY IN RECRUITING AND CAREER ADVANCEMENT

Goal 1 | Promote measures aimed at improving gender equality in recruiting

ACTIONS	Promotion of actions to encourage the application of University Research Evaluation (VRA) results that account for parental leave taken by staff.		
RESPONSIBLE DIVISION & INDIVIDUALS	APPC – Quality and Evaluation Unit , Delegate for Research, Delegate for Equity, Inclusion and Diversity		
DIRECT BENEFICIARIES	Teaching and research staff		
INDIRECT BENEFICIARIES			
HUMAN RESOURCES	APPC – Quality and Evaluation Unit		
FINANCIAL RESOURCES	-		
INDICATORS AND TARGETS	· 2025-2026-2027: monitoring of actions implemented		
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 8 Decent work and economic growth SDG 10 Reduced inequalities		
TIMING	2025	2026	2027



GENDER EQUALITY IN RECRUITING AND CAREER ADVANCEMENT

Goal 1 | Promote measures aimed at improving gender equality in recruiting

ACTIONS	University action towards the Italian National Agency for the Evaluation of University and Research Systems (ANVUR) regarding the consideration of parental leave in national evaluation criteria		
RESPONSIBLE DIVISION & INDIVIDUALS	APPC – Quality and Evaluation Unit , Delegate for Research, Delegate for Equity, Inclusion and Diversity		
DIRECT BENEFICIARIES	Teaching and research staff		
INDIRECT BENEFICIARIES			
HUMAN RESOURCES	APPC – Quality and Evaluation Unit		
FINANCIAL RESOURCES	-		
INDICATORS AND TARGETS	· 2025-2026-2027: monitoring of national evaluation criteria		
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 8 Decent work and economic growth SDG 10 Reduced inequalities		
TIMING	2025	2026	2027



GENDER MAINSTREAMING IN RESEARCH AND TEACHING PROGRAMS; TRAINING AND HORIZONTAL COMMUNICATION AMONG INSTITUTIONS

Goal 1 | Gender mainstreaming in the processes of research, innovation and evaluation

ACTIONS	Publication of a call regarding the allocation of awards for Master's and doctoral theses related to the fostering of a culture of equal opportunities, anti-discrimination and well-being at work			
RESPONSIBLE DIVISION & INDIVIDUALS	Guarantee Committee, ASES – Right to Study Unit – Scholarship Office , Delegate for Equity, Inclusion and Diversity, Delegate for Well-Being at Work			
DIRECT BENEFICIARIES	Master's Degree graduates and doctoral students at UNIBO			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	Guarantee Committee, ASES – Right to Study Unit – Scholarship Office			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">· 2025: publication of call for Master's Theses· 2025: publication of call for doctoral Theses			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 8 Decent work and economic growth SDG 10 Reduced inequalities			
TIMING	<table><tr><td>2025</td><td>2026</td><td>2027</td></tr></table>	2025	2026	2027
2025	2026	2027		



GENDER MAINSTREAMING IN RESEARCH AND TEACHING PROGRAMS; TRAINING AND HORIZONTAL COMMUNICATION AMONG INSTITUTIONS

Goal 1 | Gender mainstreaming in the processes of research, innovation and evaluation

ACTIONS	Annual activation of courses on themes related to Gender-Based Violence and Diversity Management, available to the entire student community and foreseen as part of the training offerings for transversal courses, seminars and teaching workshops			
RESPONSIBLE DIVISION & INDIVIDUALS	AFORM – Training and Special Project Unit , Delegate for Equity, Inclusion and Diversity, Vice Rector for Teaching, Teaching-Learning Centre			
DIRECT BENEFICIARIES	Student community			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	AFORM – Training and Special Project Unit			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	· 2025-2026-2027: at least 1 course available to all students			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 4 Quality education SDG 5 Gender equality SDG 10 Reduced inequalities SDG 11 Sustainable cities and communities			
TIMING	<table><tr><td>2025</td><td>2026</td><td>2027</td></tr></table>	2025	2026	2027
2025	2026	2027		



GENDER MAINSTREAMING IN RESEARCH AND TEACHING PROGRAMS; TRAINING AND HORIZONTAL COMMUNICATION AMONG INSTITUTIONS

Goal 1 | Gender mainstreaming in the processes of research, innovation and evaluation

ACTIONS

Initiation of annual monitoring of gender-balance in university research groups that participate in research projects funded as part of the EU Framework Programme (PI and entire research group)

RESPONSIBLE DIVISION & INDIVIDUALS

Research Division, IT Systems and Services Division, Planning and Communications Division,
Delegate for Equity, Inclusion and Diversity, Vice Rector for Research

DIRECT BENEFICIARIES

Teaching and research staff, graduate students, research fellows, doctoral students,
technical and administrative staff, foreign language instructors

INDIRECT BENEFICIARIES

External stakeholders and civil society

HUMAN RESOURCES

Research Division, IT Systems and Services Division, Planning and Communications Division

FINANCIAL RESOURCES

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INDICATORS AND TARGETS

- 2025: pilot analysis on the data extracted from a timesheet software with extra reporting to be integrated with existing data
- 2026: feasibility analysis to connect the projects surveyed in IRIS with timesheet reports and monitoring of gender balance to connect the projects surveyed in IRIS with timesheet data and monitor the composition of research groups in the area of the European framework programme within the DWH dashboard of the university
- 2027: creation of a university dashboard

RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE

SDG 5 Gender equality
SDG 10 Reduced inequalities

TIMING

2025

2026

2027



GENDER MAINSTREAMING IN RESEARCH AND TEACHING PROGRAMS; TRAINING AND HORIZONTAL COMMUNICATION AMONG INSTITUTIONS

Goal 1 | Gender mainstreaming in the processes of research, innovation and evaluation

ACTIONS	Supplement training programmes, aimed at encouraging and supporting participation in calls, with specific sessions on how to incorporate gender mainstreaming in project proposals (sufficient consideration of gender mainstreaming in project content and gender equity in the composition of research groups)			
RESPONSIBLE DIVISION & INDIVIDUALS	Research Division , Delegate for Equity, Inclusion and Diversity, Vice Rector for Research			
DIRECT BENEFICIARIES	Teaching and research staff, graduate students, research fellows, doctoral students, technical and administrative staff, foreign language instructors (research managers)			
INDIRECT BENEFICIARIES				
HUMAN RESOURCES	Research Division			
FINANCIAL RESOURCES	-			
INDICATORS AND TARGETS	<ul style="list-style-type: none">2025-2026-2027: integration of previously planned training activities with specific content related to gender mainstreaming in project proposals			
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 4 Quality education SDG 5 Gender equality SDG 10 Reduced inequalities			
TIMING	<table><tr><td>2025</td><td>2026</td><td>2027</td></tr></table>	2025	2026	2027
2025	2026	2027		



COMBATING GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

Goal 1 | Promote actions fighting against psychological and sexual harassment

ACTIONS	Continuation and reinforcement of activities performed by university offices on the Bologna and Forlì campuses combating gender-based violence, with a multicampus approach		
RESPONSIBLE DIVISION & INDIVIDUALS	Personnel Division , Planning and Communication Division, Department of Interpretation and Translation		
DIRECT BENEFICIARIES	Teaching and research staff, graduate students, research fellows, doctoral students, technical and administrative staff, foreign language instructors, student community		
INDIRECT BENEFICIARIES			
HUMAN RESOURCES	Personnel Division, Department of Interpretation and Translation		
FINANCIAL RESOURCES	-		
INDICATORS AND TARGETS	<ul style="list-style-type: none"> · 2025: strengthening of the network of stakeholders combating gender-based violence · 2025: continuation and strengthening of communication campaigns, both printed and on social media, to raise awareness, prevent and identify possible cases of violence · 2025-2026-2027: monitoring of data collected at the Bologna and Forlì campus offices dedicated to this theme, comparing them to national information if available 		
RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE	SDG 3 Good health and well-being SDG 5 Gender equality SDG 10 Reduced inequalities SDG 16 Peace, justice and strong institutions		
TIMING	2025	2026	2027



COMBATING GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

Goal 1 | Promote actions fighting against psychological and sexual harassment

ACTIONS

Continuation and reinforcement of informative, training and awareness-raising activities aimed at the student community and staff on the theme of preventing gender-based violence

RESPONSIBLE DIVISION & INDIVIDUALS

APPC – Communications Unit, APPC – Portal and Web Projects Unit, Education and PhD programme Division, Cesena Campus Division, Ravenna Campus Division, Rimini Campus Division, Forlì Campus Division, Guarantee Committee, Delegate for Equity, Inclusion and Diversity, Delegate for Students

DIRECT BENEFICIARIES

Teaching and research staff, graduate students, research fellows, doctoral students, technical and administrative staff, foreign language instructors, student community

INDIRECT BENEFICIARIES

HUMAN RESOURCES

APPC – Communications Unit, APPC – Portal and Web Projects Unit, Education and PhD programme Division, Cesena Campus Division, Ravenna Campus Division, Rimini Campus Division, Forlì Campus Division

FINANCIAL RESOURCES

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INDICATORS AND TARGETS

- 2025 - 2026 - 2027: multichannel and multi-target communication and informative initiatives on the prevention of gender-based violence
- 2025 - 2026 - 2027: creation of an annual event on the theme of gender equality: seminars featuring experts in relevant areas to provide information on legal, psychological and medical services, both within and outside the university
- 2025 - 2026 - 2027: training programme regarding gender-based violence and alias careers for technical and administrative staff
- 2026: organisation of an annual event focused on raising awareness on gender-based violence on all campuses

RELEVANT SDGS, 2030 AGENDA FOR SUSTAINABLE

SDG 3 Good health and well-being
SDG 5 Gender equality
SDG 10 Reduced inequalities
SDG 16 Peace, justice and strong institutions

TIMING

2025

2026

2027

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