



MYKOLAS ROMERIS UNIVERSITY SENATE

RESOLUTION ON THE APPROVAL OF MYKOLAS ROMERIS UNIVERSITY'S EQUAL OPPORTUNITIES AND DIVERSITY POLICY

In accordance with paragraphs 5 and 8 of the Statute of Mykolas Romeris University and the requirements of Articles 26-30 of the Labour Code of the Republic of Lithuania, the Senate of Mykolas Romeris University on 30 September 2021 has d e c i d e d:

1. To approve the Equal Opportunities and Diversity Policy of Mykolas Romeris University (attached).
2. This resolution shall take effect from the date of its registration.

I am announcing this resolution adopted by the Senate of Mykolas Romeris University.

RECTOR OF THE UNIVERSITY

PROF. DR. INGA ŽALĖNIENĖ

I claim that this resolution of the Senate of Mykolas Romeris University is authentic.

President of the Senate

prof. dr. Romas Prakapas

Distribution:

1 – Original

For all structural units

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MYKOLAS ROMERIS UNIVERSITY EQUAL OPPORTUNITIES AND DIVERSITY POLICY

I. GENERAL PROVISIONS

1. Mykolas Romeris University (hereinafter referred to as the University) equal opportunities and diversity policy (hereinafter referred to as the Policy) establishes the basic principles of non-discrimination, inclusion, a healthy and safe environment at the University and the procedure for its implementation.

2. The aim is to ensure equal opportunities for all members of the University community and stakeholders without discriminating against a person on the basis of gender, race, nationality, citizenship, language, origin, social status, belief, belief or opinion, age, sexual orientation, disability, ethnicity, religion and other areas of equal opportunities in all areas of the University's activities.

3. The policy has been prepared on the basis of international human rights treaties and documents applicable in the Republic of Lithuania, the Labour Code of the Republic of Lithuania, the Law on Equal Opportunities, the Law on Equal Opportunities for Women and Men and other legal acts.

4. The policy sets the internal order at the University and is mandatory for all members of the academic community.

5. Every two years, a Policy Implementation Plan (hereinafter referred to as the Plan) is drawn up, which is approved by order of the Rector.

II. DEFINITIONS

6. **Discrimination** means the treatment of a person who, on the basis of sex, race, nationality, nationality, nationality, language, origin, social status, belief, belief or opinion, age, sexual orientation, disability, ethnicity, religion is treated less favourably than another person is, has been or would be treated in similar circumstances. Discrimination can be direct and indirect.

7. **Discriminatory language** means a language that is not neutral, offensive or degrading from the point of view of gender, race, nationality, nationality, nationality, language, origin, social status, belief, belief or opinion, age, sexual orientation, disability, ethnicity, religion.

8. **Inclusion** – University practice that promotes the involvement and participation of students, alumni, employees, social partners in the professional, social, cultural, and sporting life of the academic community.

9. **Diversity** is a university practice that recognizes, appreciates and respects the uniqueness of each member of the community.

10. **Equal opportunities** – the implementation of human rights without discrimination against a person on the basis of sex, race, nationality, citizenship, language, origin, social status, belief, belief or opinion, age, sexual orientation, disability, ethnicity, religion.

11. **Dignity** is a personal non-tangible value protected by law, a person's self-esteem, an awareness of one's own inner value, which is related to the level of virtue, intelligence and education, the values possessed, behavior in society and one's actions, especially the performance of duties to others.

12. **Harassment** is an unwanted conduct where sex, race, nationality, language, origin, social status, belief or opinion, age, sexual orientation, disability, ethnicity, religion are based on the purpose

or effect of offending the dignity of a person and the aim or creation of an intimidating, hostile, humiliating or offensive environment.

13. **Social status** is a set of social circumstances determined by education, qualifications, available property, income received, the need for state support and other factors related to a person's economic situation.

III. THE MAIN PRINCIPLES

14. The University creates a healthy, safe, transparent, ethical, inclusive environment that promotes diversity and inclusion, values and protects the dignity of each person.

15. The University does not tolerate any direct or indirect discrimination, harassment, psychological violence, bullying, use of the position held, humiliation of dignity and reputation, discriminatory speech.

16. Decisions on studies, education, recruitment, career, promotion, training, payment for work and other benefits, leave and conduct at work are made by assessing the dignity of each person, without discrimination and based on objective criteria and factors.

17. According to the available financial possibilities and other resources, the University seeks to create conditions for persons with disabilities to apply for vacant positions, work, pursue a career or to study.

18. The following shall not be considered to be discrimination or a violation of equal opportunities:

18.1. special protection of women during pregnancy and childbirth and breastfeeding of the child;

18.2. requirements for physical training, safety and health at work at work, which, with regard to physiological characteristics, are aimed at preserving the health of members of the community;

18.3. age restrictions provided for by law, when justified by a legitimate goal, and this goal is achieved by appropriate and necessary means;

18.4. statutory requirement to know the state language;

18.5. in cases established by law, different rights are applied regarding nationality;

18.6. special measures established by law in the areas of health care, occupational safety, employment, the labour market in order to create and apply conditions and opportunities that guarantee and promote the integration of persons with disabilities into the working environment.

IV. EMPLOYMENT

19. The policy applies in all areas related to the employment relationship: recruitment, provision of working conditions, work evaluation, career decisions, promotion, payment of wages, incentives or penalties, opportunities for upskilling, balancing family and work obligations, dismissal and other cases related to the employment relationship.

20. The employee's career and promotion opportunities at the University must depend only on the employee's competence, qualifications, available experience and knowledge, the results achieved, the quality of work and the University's ability to provide the employee with a higher position.

21. The system of remuneration of work must be transparent, drawn up on the basis of objective criteria. Every employee of the University must have the opportunity to get acquainted with the system of payment of labor.

22. University documents must use a non-discriminatory language that promotes equal opportunities.

V. STUDIES

23. The policy is applied when enrolling to studies, during the study process, raising qualifications, developing professional competencies and providing practical work experience, assessing knowledge, awarding scholarships, dormitory places and other cases related to studies.

24. Students are encouraged to choose topics and places of practice related to the deepening and application of the principles of equal opportunities and diversity.

25. Documents for students (methodological instructions, written works, practice regulations, order for the defense of final theses, etc.) must use a non-discriminatory language that ensures equal opportunities and diversity.

26. The principles of equal opportunities and diversity are also applied to the heads of students' final theses and doctoral students, with regard to the compliance with the qualification requirements of teachers and researchers.

VI. PROCEDURE FOR PRESENTING AND HANDLING COMPLAINTS

27. A notification that an employee or student has violated the norms of this Policy may be submitted to the Community Well-Being Center in writing or by e-mail bgc@mruni.eu (including anonymously submitted notes). The received note (complaint) is registered by the Advisor to Deputy Rector's Adviser on Sustainable Development, and in his / her absence from work, by the head of the Community Well-Being Center in the Document and Process Management System (eDVS) in the Register of Documents received by the University.

28. Reports (complaints) of university employees or students regarding the violation of equal opportunities are considered in accordance with the procedure approved by the Rector's Order No. 11-77 of April 8, 2019 On the Approval of the Rules for Prevention of Harassment, Sexual Harassment or Stalking at Mykolas Romeris University. Notifications (complaints) are investigated in accordance with confidentiality and data protection requirements.

29. Any persecution or hostile treatment against a member of the University's academic community who has presented a complaint for violation of the principles of equal opportunities and diversity is prohibited and considered a violation of labor duties.

30. If employee or student of the University has committed a violation of equal opportunities, depending on its nature, the liability established in the Labor Code of the Republic of Lithuania and other legal acts may be applied.

31. If a complaint or a report on the violation of equal opportunities and diversity was submitted in order to damage the reputation of another employee, such behavior is considered a misconduct of labor duties, for which disciplinary measures established in the Labor Code of the Republic of Lithuania and other legal acts may be taken.

VII. POLICY IMPLEMENTATION AND PERFORMANCE EVALUATION

32. The policy is binding on all members of the University community. Employees and students must comply with the established obligations and follow the principles set out in the Policy when performing their work functions or study obligations. Employees and students get acquainted with the Policy on their own. An informational notice about the entry into force of the Policy is sent to employees and students by e-mail.

33. To ensure the implementation of the Policy and its effectiveness at the University, the following measures must be applied including:

33.1. an annual report on the implementation of the Policy and the Plan, including an assessment of progress and results;

33.2. the report on the implementation of the Policy contains the indicators of distribution of the University's managers, employees in different job categories, and students by gender;

33.3. training and consultations for University leaders and employees on equal opportunities and diversity and possible unconscious gender biases;

34. In order to ensure the implementation of the Policy and its effectiveness at the University, the following measures may be applied:

34.1. Analysis and monitoring of the University's regulatory legal acts in terms of equal opportunities and diversity;

34.2. preparation of recommendations for commissions for admission to work and studies;

34.3. monitoring and evaluation of recruitment procedures and results;

34.4. analysis of the university's management structures in terms of equal opportunities and diversity and preparation of recommendations on the university's management structures;

34.5. development of guidelines on the possibilities of combining work and family obligations for University employees raising young children and caring for sick family members;

34.6. analysis of documents on the activities of the university, training for document preparers;

34.7. survey of staff and students;

34.8. integration of persons with disabilities into the work and study process;

34.9. flexible work schedules enabling the reconciliation of work and private life;

34.10. prayer rooms for employees and students of different religions, relaxation and healthy living spaces;

34.11. employees and students can form groups, teams, clubs united by a common goal or interests.

VIII. FINAL PROVISIONS

35. The Policy is published in the University's legal acts information system and on the University's website www.mruni.eu.

36. The University's Community Well-Being Center allocates people, knowledge, time and financial resources for the implementation of the Policy.

37. The University's Community Well-Being Center organizes trainings and provides consultations on the implementation of the Policy.

38. The effectiveness of the Policy is assessed on an ongoing basis and its amendments and/or additions are considered.

39. The report on the implementation of the Policy is presented in the University's annual activity report.
