

UoC

Equality Unit



#igualtatUOC

What is the Equality Unit?

The Equality Unit is a body which reports to the UOC's Office of the Vice President for Globalization and Cooperation, which was created in 2008 in order to develop gender equality policies in this institution. The principal function of the Unit is to ensure compliance with current legislation for effective equality between women and men, adopting the principle of equal opportunity and non-discrimination on the grounds of gender or sexual orientation, at all levels of the University. The Unit is comprised of five members, representing faculty and administrative staff.



How can we help you?

In addition to the proactive measures we take at the Equality Unit, we can also help you in two areas:

1. Advice

We can offer you advice and support on how to incorporate the gender perspective in UOC procedures and activities, in the spheres of teaching, research, decision-making, marketing actions and internal and external communication.

2. Complaints and requests service

If you have a complaint, request or query related to a situation of gender discrimination, such as sexual harassment, homophobia, lesbophobia or transphobia, occurring within the context of your activity at the UOC, you can contact the Equality Unit in absolute confidentiality.

What do we do at the Equality Unit?

The UOC Equality Unit proactively implements the following actions:

1. Gender equality plan

We draft the University's gender equality plan, monitor its implementation and evaluate the results.

2. Diagnostics reports

We draft diagnostics reports which seek to analyse the reality of the University from a gender perspective. In other words, they allow us to identify situations of discrimination and propose measures to remedy them.

3. Statistical breakdowns

We promote the breakdown by gender of the statistical data generated by the University, with regard to its teaching activity, scientific output and the organization of its teaching and research staff.

4. Dissemination of information and organization of activities

We carry out actions to raise awareness through the dissemination of information and the organization of activities (round tables, workshops and cineforums) for the UOC community on the principle of gender equality.

5. Protocol against sexual harassment

We implement the protocol against harassment of a sexual nature and on the grounds of gender or sexual orientation. This protocol establishes the procedure to adopt in situations of this type occurring within the UOC. The aim is to prevent and help eradicate them.

6. Collaboration with university networks

We collaborate with university networks specializing in gender issues in Catalonia and the rest of Spain, in order to share experiences with other units and help consolidate gender policies within the university sphere.

7. Respectful communication

We ensure that the communication between the different groups and the dissemination of news items in the University are respectful from a gender perspective.



