

GENDER EQUALITY PLAN
2023-2026
City Unity College (Nicosia)



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Introduction

This document outlines the Gender Equality Plan (GEP) of City Unity College. Promoting equality in the workplace is a strategic priority for City Unity College. We acknowledge that gender equity is essential for educational excellence, aligns with the diverse needs of our student body, and enhances our ability to attract and retain top talent. As such, we are committed to providing all employees with equal opportunities to grow, advance, and achieve their professional goals based on their abilities and dedication, rather than their gender identity, gender characteristics, expression, or sexual orientation.

It is essential that City Unity College continues to cultivate a culture of inclusivity and diversity. Where necessary, we must also work to shift mindsets to fully embrace this vision. We believe that fostering a truly gender-balanced institution is a shared responsibility that begins with each of us taking meaningful action.

The GEP represents a commitment to fostering gender equity and balanced policies, marking an important step toward genuine equality within the institution. It seeks to enable sustainable change by transforming the organisational structures, culture, and practices that perpetuate gender disparities. This includes not only revising formal policies and procedures but also addressing the values people express and the often-unconscious assumptions that underlie behaviour and decision-making, particularly in how knowledge is generated and applied.

Gender Equality at City Unity College

Since its establishment, City Unity College has endeavored to maintain a safe, respectful, and inclusive academic environment. Core policies, including the Code of Conduct and Anti-Harassment Policy, uphold the principles of equality, dignity, and respect.

City Unity College is proud to be an equal opportunity employer and education provider. The College continues to:

- Ensure gender-balanced representation across administrative and academic staff.
- Promote policies for equal pay and merit-based advancement.
- Provide support for work-life balance, parental leave, and flexible work arrangements.
- Foster an educational culture that discourages any form of discrimination, bullying, or harassment.

As of 2024/2025:

- Women represent, on average, 22% of bachelor's students and 35% of master's students.
- Female representation among faculty and administration members stands at 57% and 65% respectively.
- Women hold 50% of management and leadership positions.

Statement of Commitment

City Unity College reaffirms its strong commitment to promoting gender equality across all aspects of its academic, administrative, and operational domains.

We are dedicated to:

- Promoting equal treatment and opportunities at every level.
- Eliminating any forms of gender-based discrimination, harassment, or bias.
- Supporting a work and study environment where everyone, regardless of gender, feels valued and empowered to succeed.
- Integrating gender perspectives into teaching, research, and policy-making.

To actualize this vision, the College will establish monitoring mechanisms, allocate necessary resources, and ensure ongoing training and engagement.

Reinforce Gender Equality awareness among faculty, staff, and students

Objective:

Raise awareness and understanding of gender equality issues across the college community, and foster active engagement in promoting inclusivity.

Key Actions:

- Organize regular training workshops on gender sensitivity, unconscious bias, and inclusive practices.
- Incorporate gender awareness content into faculty and student resources, including presentations, manuals, and other informational materials.
- Encourage the formation and participation in gender-focused advocacy groups.

Responsible Units:

- Human Resources Department
- Student Affairs Office
- Gender Equality Committee

City Unity College GEP -Strategic Actions

1. Integrate Equal Opportunity Principles in Recruitment, Career Development, and Promotions

Objective:

Ensure transparent, equitable, and merit-based processes for hiring, evaluation, and career progression.

Actions:

- Revise job advertisements and selection criteria using gender-fair language.
- Provide leadership mentoring trainings for underrepresented genders in senior roles.

Expected Outcomes:

- Improvement in gender parity across all academic ranks and administrative posts.
- Elimination of unintended structural barriers to advancement.

2. Ensure Equal Participation in Governance and Decision-Making Bodies

Objective:

Guarantee fair gender representation in all academic, administrative, and student-led governance structures.

Actions:

- Monitor gender composition of all committees and boards and establish targets for balance (e.g., no less than 40% of either gender).
- Encourage faculty and students from underrepresented genders to take leadership roles.

Expected Outcomes:

- Balanced gender representation in at least 85% of governance bodies by 2028.
- Strengthened democratic and inclusive decision-making culture.

3. Embed Gender Perspective in Teaching, Learning, and Research

Objective:

Advance gender sensitivity and inclusiveness in educational content and research design.

Actions:

- Conduct curriculum audits to identify and revise gender-biased materials.
- Provide faculty development seminars on inclusive pedagogy and curriculum design.
- Promote gender balance in research participation, supervision, and publication authorship.

Expected Outcomes:

- Research proposals consider gender as a variable where applicable.

4. Promote a Campus Free of Sexism, Harassment, and Gender-Based Violence

Objective:

Eliminate all forms of gender-based violence through prevention, support, and institutional accountability.

Actions:

- Review and publicize zero-tolerance policies on sexual harassment and misconduct.
- Provide confidential reporting channels, psychological support, and legal counseling for victims.
- Establish a rapid-response Anti-Harassment Protocol for harassment cases.

Expected Outcomes:

- All faculty and staff trained in harassment prevention by 2027.
- Reduction in reported incidents and increased trust in reporting systems.

Conclusion and Next Steps

City Unity College's GEP is a strategic and operational roadmap toward a more inclusive, equitable, and resilient institution. The success of this plan depends not only on policies and data but also on a shared commitment across the community to challenge norms, reflect critically, and lead change.

The Gender Equality Committee will produce an annual GEP Progress Report, propose adaptive measures, and ensure alignment with EU and national guidelines.