



КИЇВСЬКИЙ МЕДИЧНИЙ УНІВЕРСИТЕТ
KYIV MEDICAL UNIVERSITY
EST.1992

APPROVED BY

Decision of the Academic Council
dated «12» 02 2026
(Minutes № 5)

Enacted by Order

dated «13» 02 2026
№ 35/1

**GENDER EQUALITY PLAN
for 2026 – 2030**

Private Higher Educational Establishment «Kyiv Medical University»

Kyiv-2026

1. General Provisions

1.1. This Gender Equality Plan (hereinafter – the GEP) of the Private Higher Educational Establishment «Kyiv Medical University» (hereinafter – the University), covering the period from 2026 to 2030, is an official strategic document approved by the Academic Council of the University and designated as mandatory for implementation within the University.

1.2. The University recognizes gender equality as a fundamental human right, an integral element of democratic governance, and a key prerequisite for ensuring academic excellence, institutional capacity, and social responsibility.

1.3. Gender equality entails the guarantee of equal rights, responsibilities, opportunities, and social value for women and men, regardless of their biological, social, or cultural characteristics. The existence of such differences may not serve as grounds for discrimination or unequal treatment.

1.4. This commitment is based on:

- Article 24 of the Constitution of Ukraine, which enshrines the principle of equality of citizens before the law and prohibits discrimination on the grounds of sex;
- the provisions of the Law of Ukraine «On Ensuring Equal Rights and Opportunities for Women and Men»;
- the provisions of the Law of Ukraine «On the Principles of Preventing and Combating Discrimination in Ukraine»;
- international and European standards in the field of human rights and equality.

1.5. The University proceeds from the understanding that the formal enshrinement of equality does not constitute a sufficient guarantee of its effective implementation and therefore introduces systematic and proactive measures aimed at preventing discrimination and ensuring equal opportunities.

2. Aim of the Plan

2.1. The Plan is aimed at:

- ensuring equal treatment and equal opportunities for all University employees regardless of gender;
- preventing direct and indirect gender-based discrimination;
- creating a safe, inclusive, and respectful work environment;
- promoting work-life balance;
- integrating the principles of gender equality into university policies, research activities, and organizational processes;
- aligning the University's activities with European research standards, including the requirements of the «Horizon Europe» program.

2.2. The scope of the GEP covers all categories of University employees, including academic staff, technical and administrative personnel, as well as management.

3. POWERS AND MANAGEMENT ORGANIZATION

3.1. Overall responsibility for implementing and executing the GEP lies with the President, Vice-Presidents, and Rector of the University.

3.2. To ensure proper implementation of the Plan:

- a Gender Equality Coordinator is appointed, and a Gender Equality Working Group (hereinafter – the Working Group) is established;

- the Working Group includes representatives of the University management, HR department, and other structural units (as needed);
- the Working Group ensures coordination of measures, internal monitoring, and preparation of an annual report submitted to the University management.

4. RESOURCE PROVISION

4.1. The University provides appropriate human, organizational, and other resources for the implementation of the Plan, in particular:

- assigning responsible persons for coordination, implementation, and monitoring of measures;
- allocating working time to carry out tasks related to the Plan's implementation;
- engaging internal and/or external gender equality expertise when necessary;
- using available institutional resources to conduct training, collect and analyze data, and raise staff awareness.

4.2. Documentation supporting the implementation of the Plan (orders, directives, meeting minutes, training materials, etc.) is maintained in the prescribed manner and may be provided upon justified request.

5. DATA COLLECTION AND REPORTING

5.1. The University ensures systematic collection, analysis, and monitoring of data distributed by gender, in particular regarding:

- the gender composition of personnel at all organizational levels;
- representation of women and men in leadership positions and positions related to management decision-making;
- recruitment, promotion, and professional development processes;
- participation in training and qualification improvement programs;
- use of flexible work arrangements.

5.2. The basic gender analysis covers:

- overall staff composition;
- distribution of management-level positions;
- staff structure by organizational units.

Table: Gender Distribution of Personnel

Category	Men	Women	% Men	% Women
Total employees				
Management				
Heads of structural units				

5.3. Monitoring and reporting

- gender-disaggregated data is reviewed and analyzed annually;
- performance indicators of the Plan and progress toward objectives are evaluated;
- results of the analysis and evaluation are presented in internal monitoring reports;
- the Plan may be reviewed and updated based on the evaluation results.

6. TRAINING AND AWARENESS-RAISING

6.1. The University ensures regular activities aimed at raising awareness and developing competencies in:

- gender equality;

- non-discrimination;
- preventing unconscious gender bias;
- compliance with ethical norms and principles of respectful behavior in the professional environment.

6.2. Target groups for training:

- all University employees;
- management and persons authorized to make managerial decisions;
- members of commissions and other bodies involved in recruitment and evaluation processes.

6.3. Training activities may be conducted in the form of internal seminars, workshops, online courses, or with external experts.

6.4. Information on completed training activities and confirmation of participation is documented in the prescribed manner and may be provided upon justified request.

7. AREAS OF PLAN IMPLEMENTATION

7.1. **Work-life balance and organizational culture:** ensuring conditions for combining professional work with personal life and fostering a positive, inclusive organizational culture.

Measures:

- introduction of flexible working hours in accordance with legislation and internal procedures;
- the possibility of remote and/or mixed work forms if organizational conditions allow;
- use of part-time work upon employee request following established procedures;
- establishing transparent procedures for submitting and reviewing requests for flexible work arrangements;
- ensuring respect for employees' rights to leave related to pregnancy, childbirth, childcare, and family responsibilities.

7.2. **Gender balance in leadership and decision-making processes:** promoting balanced representation of women and men in governing bodies and structures exercising managerial functions.

Measures:

- regular monitoring of the gender composition of management and other collegial bodies;
- ensuring transparent and objective procedures for recruitment and appointment to leadership positions;
- encouraging underrepresented gender to participate in leadership competitions;
- forming gender-balanced commissions and working bodies where feasible and justified.

7.3. **Gender equality in hiring and career advancement:** ensuring equal access to employment, promotion, and professional development.

Measures:

- use of gender-neutral language in job postings and internal HR documents;
- establishing transparent, predefined criteria for candidate evaluation;
- considering risks of unconscious bias in HR decisions
- ensuring equal access to training, qualification improvement, and career development programs.

7.4. **Integration of gender dimension into research and activities:** taking gender aspects into account in research and internal University processes where relevant and justified.

Measures:

- considering gender dimension during planning, conducting, and analyzing research;
- using inclusive language in internal and external communications;
- supporting gender-sensitive approaches in producing the University's outcomes.

7.5. **Prevention of gender-based violence and harassment:** ensuring a safe, dignified, and respectful work environment.

Measures:

- implementation of a zero-tolerance policy for discrimination, harassment, and any form of gender-based violence;
- establishing confidential, accessible, and transparent procedures for submitting and reviewing complaints;
- guaranteeing protection of complainants and witnesses from retaliation or other negative consequences;
- conducting regular informational and educational activities on relevant topics.

8. PLANNED ACTIONS FOR 2026–2030

8.1. Analysis and evaluation

- regular review and evaluation of policies and procedures for compliance with gender equality principles;
- annual collection, analysis, and interpretation of gender-disaggregated data;
- implementation of staff awareness-raising activities;
- periodic training on gender equality and prevention of unconscious bias.

8.2. Implementation

- consistent introduction and updating of equal opportunity policies and flexible work arrangements;
- functioning of support mechanisms for employees using flexible work modes.

8.3. **Final evaluation:** preparation of an internal consolidated report on Plan implementation by 31 December 2030.

9. FINAL PROVISIONS

9.1. This Plan is approved by the Academic Council of the University and comes into effect upon enactment by order of the Rector.

9.2. This Plan is valid until 31.12.2030.

9.3. Any amendments to this Plan are made by approval of a new version by the Academic Council of the University.