



Annex to the Senate Decision no. 143 of June 27th, 2023
University Senate President,
Professor Catalin FETECU, Ph.D.

GENDER EQUALITY PLAN

2023-2026

Content

| | |
|--|----|
| 1. General considerations | 3 |
| 2. Legislative framework | 4 |
| 3. Definitions | 5 |
| 4. Forms of discrimination | 6 |
| 5. The position of “Dunarea de Jos” University of Galati | 6 |
| 6. Provisions regarding equal opportunities and combating discrimination within “Dunarea de Jos” University of Galati | 8 |
| 7. Measures and actions established within “Dunarea de Jos” University of Galati..... | 10 |
| 7.1. <i>Impact assessment/audit of procedures and practices to identify gender prejudices</i> | 11 |
| 7.2. <i>Suggesting innovative strategies to correct any identified prejudice and monitor the progress through indicators</i> | 11 |
| 7.3. <i>Preventing any discriminatory acts</i> | 11 |
| 7.4. <i>Mediating conflicts that arise from committing discriminatory acts</i> | 12 |
| 7.5. <i>Investigating, discovering, solving and monitoring cases of discrimination</i> | 13 |
| 7.6. <i>Sanctioning discriminatory behavior</i> | 14 |
| 7.7. <i>Support and assistance</i> | 14 |
| 8. Application..... | 15 |
| 9. Final dispositions | 16 |

1. General considerations

The European Union supports the fundamental rights, non-discrimination and equal opportunities for all citizens. Equality of opportunity is based on ensuring the entire participation of every person that is engaged in academic activities or in circumstances related to the university, regardless of ethnic origin, citizenship, gender, religion, age, disability or sexual orientation.

„Dunarea de Jos” University of Galati (DJUG) complies with all European and national laws and regulations aimed at fighting discrimination. At the same time, it shows its interest in discovering, understanding and avoiding any other forms of discrimination. This document is intended to be a tool aimed at highlighting some of the values that govern the university (equality, inclusion, diversity, transparency, etc.), and proactively responds to challenges in order to ensure compliance with the principles of gender equality and non-discrimination in all institutional processes and practices. The highlighted non-discrimination aspects concern educational programs and activities, aspects related to recruitment or employment, as well as those related to admission or other social-administrative services provided to students (financial assistance – scholarships, accommodation, canteen, facilities for carrying out certain cultural and sports activities, etc.). *The Gender Equality Plan* (GEP) does not affect legal provisions, religious freedom and the autonomy of cults, as regulated by Law no. 489/2006 on religious freedom and the general regime of cults. Also, the GEP complies with the General Data Protection Regulation (GDPR).

The implementation of this document aims to stimulate equality, inclusion and diversity, increase the satisfaction degree of employees and also increase gender equality in Romania.

The development of this GEP in „Dunarea de Jos” University of Galati has the following objectives:

- a) ensuring the protection of vulnerable and/or disadvantaged groups;
- b) establishing uniform criteria for evaluating situations that may constitute a form of discrimination or harassment;
- c) promoting a safe and non-discriminatory educational and professional university environment;
- d) compliance with the legislation in force, by:
 - preventing any acts of discrimination;
 - establishing special measures in order to protect disadvantaged people;
 - mediating and amicably settling conflicts that arose from acts of discrimination;
 - sanctioning discriminatory behavior, resulting from complaints made to the University Ethics Committee;
 - applying assistance and support measures in case of discrimination or harassment;
- e) implementing and monitoring¹:
 - the balance between the professional life, private life and organizational culture;
 - the balance in leadership and decisions-making;

¹ <https://op.europa.eu/en/publication-detail/-/publication/ffc06c3-200a-11ec-bd8e-01aa75ed71a1>

- gender equality in recruitment and career progress;
- the integration of the gender dimension in research and teaching content;
- the measures against gender-based violence, including sexual harassment.

The purpose of this *Gender Equality Plan* is to ensure equal opportunities and fight discrimination in DJUG.

2. Legislative framework

The legislative framework adopted by the European Union can be found in:

- Directive 79/7/CE on the progressive implementation of the principle of equal treatment for men and women in matters of social security;
- Directive 92/85/CE on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding;
- Directive 2000/43/CE implementing the principle of equal treatment between persons irrespective of racial or ethnic origin;
- Directive 2000/78/CE establishing a general framework for equal treatment in employment and occupation;
- Directive 2006/54/CE of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast).

The national legislative framework is the basis:

- The Constitution of Romania;
- Government Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination (republished);
- Law no. 202/2002 on equal opportunities and treatment between women and men (republished);
- Law no. 1/2011 of the national education, including subsequent amendments and additions;
- Law no. 206/2004 on good conduct in scientific research, technological development and innovation, including subsequent amendments and additions;
- Law no. 53/2003 – The Labor Code (republished);
- Government Resolution no. 681/2011 regarding the Code of doctoral studies;
- Order of the Minister of Education, Research, Youth and Sports no. 3666/30.03.2012 regarding the Code of student rights and obligations;
- „Dunarea de Jos” University of Galati Charter;
- The Code of Ethics and University Professional Deontology of „Dunarea de Jos” University of Galati;
- Regulation of „Dunarea de Jos” University of Galati regarding the organization and operation of the University Ethics Committee;
- Regulation of the Students’ Activities (approved by the Senate Decision no. 48 of

16.03.2017 and amended by the Senate Decision no. 168/25.09.2017, Senate Decision no. 174/16.10.2017 and Senate Decision no. 618/15.02.2019).

3. Definitions²

Equality is a complex concept, with various, sometimes contradictory meanings. The fact that we are equal or we want and should be, does not mean that we are identical. From ancient times until today, mankind has produced various theories of equality understood, among others, as equality of chances, equality of opportunities, *de facto* or *de jure* equality, equality of rights and/or equality of responsibilities, equality or/and equity, simple or multiple equality. Debates about equality must be connected to broad discussions about social, economic, political, cultural, etc. inequalities.

Equality of opportunity is a fundamental principle of human rights that is based on ensuring full participation of every person in the economic and social life, regardless of ethnic origin, gender, race, religion, age, disabilities, sexual orientation, level of education, etc.

Discrimination represents any difference, exclusion, restriction or preference based on race, nationality, ethnicity, language, religion, social category, beliefs, gender, sexual orientation, age, disability, illness, belonging to a disadvantaged category, as well as any other criterion that has the purpose or effect of restricting, removing the recognition, use or exercise, under conditions of equality, of human rights and fundamental freedoms or rights recognized by the law, in the political, economic, social and cultural fields or in any other fields of public life. Apparently neutral provisions, criteria or practices that disadvantage people, based on the previously provided criteria, compared to other people, are discriminatory unless these provisions, criteria or practices are objectively justified by a legitimate goal and the methods of achieving that purpose are appropriate and necessary. (in accordance with the Government Resolution 137/2000).

Inclusion is promoting an inclusive culture, based on respect for dignity, equality, and differences, and the fight against stereotypes, discrimination, harassment and violence (in any form).

Diversity is promoting mutual respect and a framework that integrates cultural, religious or ideological differences, the assumption of initiatives that stop the transfer of knowledge.

Gender quality represents the institutional promotion of practices and policies that ensure balanced representation at all decision-making levels³.

² https://www.ubbcluj.ro/ro/despre/organizare/files/etica/Ghid_pentru_combaterea_discriminarii_UBB.pdf

³ <https://uefiscdi.gov.ro/caliper-linking-research-and-innovation-for-gender-equality>

4. Forms of discrimination⁴

- a) **Direct discrimination** occurs when a person is treated less favorably than another person who was, is or could be in a comparable situation, based on any criterion of discrimination provided by the legislation in force;
- b) **Indirect discrimination** occurs when the acts and facts are apparently based on criteria other than those provided by law, but which produce the effects of direct discrimination;
- c) **Multiple discrimination** is an unjustified difference in treatment based on two or more criteria provided by law;
- d) **Harassment** is the situation in which unwanted behavior is manifested, related to the person's sex, race, nationality, ethnicity, language, religion, social category, beliefs, gender, sexual orientation, belonging to a disadvantaged category (discriminated or persecuted in the present or in the past), age, disability, refugee or asylum seeker status or any other criteria, having as object or effect harming the dignity of the person concerned and creating an intimidating, hostile, degrading, humiliating or offensive environment;
- e) **Victimization** is any adverse treatment that comes as a reaction to a complaint or legal action regarding a violation of the principle of equal treatment and non-discrimination.

5. The position of „Dunarea de Jos” University of Galati

Based on its good practices and long-standing traditions, „Dunarea de Jos” University of Galati equally appreciates students, employees, admission candidates, job applicants or people who want to gain access to university programs based on skills and their personal and professional qualifications, taking into account the criteria needed to follow a certain university study program or to occupy a certain position.

In accordance with these principles, the university promotes a safe environment, free from sexual or gender-based discrimination, sexual violence, stalking, harassment or other related misconduct, aiming to raise awareness of such misconduct and its prevention, and supports potential victims and quickly analyses the reported violations.

This document applies to and addresses members of the university community (students, master's students, doctoral students, trainees, academics and researchers, auxiliary staff, non-academic staff) and prohibits a wide range of sex- and/or gender-focused behaviors that may or may not have a sexual character, by race, by nationality, by ethnicity, by language, by religion, by social category, by beliefs, by sexual orientation, by age, by disability, by disease, by political choice, by wealth, by belonging to a disadvantaged category based on family situation or responsibility, membership or trade union activity or any other criterion that has the purpose or effect of restricting, removing the recognition, use or exercise, under equal conditions of the rights recognized by law, especially with regards to access to educational programs and services offered by „Dunarea de Jos” University of Galati, employment and staff relations with third parties.

⁴ <https://www.cncd.ro/ce-este-discriminare/>

The principles underlying interpersonal relations are stated in „Dunarea de Jos” University of Galati Charter⁵:

- a) the principle of university autonomy;
- b) the principle of academic freedom;
- c) the principle of centering education on the student;
- d) the principle of public responsibility;
- e) the principle of quality assurance;
- f) the principle of equity;
- g) the principle of managerial and financial efficiency;
- h) the principle of transparency;
- i) the principle of respecting the rights and freedoms of students and academic staff;
- j) the principle of independence from ideologies, religions and political doctrines;
- k) the principle of freedom of national and international mobility students, academics and researchers;
- l) the principle of consulting social partners in decision-making.

„Dunarea de Jos” University of Galati assumes the commitment, taking into account possible incompatibilities and conflicts of interest ⁶, regarding:

- a) equal opportunities to access education by recognizing and ensuring equal entry of all citizens to all levels and forms of higher education, without any form of discrimination;
- b) equal employment opportunities and diversity through the application of competitiveness, as the only principle that guarantees access to the university community.

Academic freedom is respected at „Dunarea de Jos” University of Galati and it is considered that intense discussions and debates, access to information, the right to information and freedom of expression, exercised within the limits of the law, is an integral part of the university community life.

However, in the university space is not allowed⁷:

- a) political propaganda carried out within or in connection with actions of the university or using its infrastructure;
- b) religious proselytism;
- c) supporting extremism, anti-semitic, misogynistic, racist or xenophobic doctrines or ideas;
- d) defamation of the university by members of the university community;
- e) personal attacks or defamatory statements against other members of the university community.

⁵ Art. 5 from “Dunarea de Jos” University of Galati Charter

⁶ Art. 49-54 from the Code of Ethics and University Professional Deontology

⁷ Art. 8 from “Dunarea de Jos” University of Galati Charter

6. Provisions regarding equal opportunities and combating discrimination within “Dunarea de Jos” University of Galati

The fundamental values supported in „Dunarea de Jos” University of Galati can be found in the University’s Charter that contains the most important provisions about its mode of operation, as well as its structure, mission and objectives, principles of organization and operation, as well as the values that characterize its activity.

The fundamental rights of students, recognized and defended by the university⁸ are:

- a) to organize in professional associations and trade unions under the conditions of the law and the University Charter;
- b) to freely decide on his/her political and religious affiliation and to act in these fields only outside the university;
- c) to have an objective and non-discriminatory evaluation of the skills acquired after completing a course, in compliance with the program and with the right to know the score according to which it was evaluated;
- d) to be examined by an alternative method when suffering from a temporary or permanent disability, medically certified that makes it impossible to present the learned knowledge in the manner predetermined by the course holder, so that the indicated alternative method does not limit the achievement of the examination standards;
- e) to request the verification and evaluation of abuses and irregularities by specialised bodies provided by the legislation in force, as well as the right to protection of those who report, according to Law no. 571/2004 regarding the protection of personnel from public authorities, public institutions and other units that report violations of the law.

The fundamental rights of employees recognized and defended by the university⁹ are:

- a) the right of the academic community and its members to freely produce, acquire, develop and transmit knowledge through research, debate, teaching, reading, writing without any kind of political, religious or any other kind of interference;
- b) the right of the academic community as a whole and of each member to participate in the educational and research activities of the university, as well as in the organization and management of these activities, under the conditions of the law;
- c) the right to do research on any subject, in any field deemed necessary, in compliance with ethical norms and specific ethical codes;
- d) the right to select members of the academic community, under the law and according to the methodology set by the Senate of DJUG.

⁸ Art. 8. from the Regulation of the Students’ Activities

⁹ Art. 11. from “Dunarea de Jos” University of Galati Charter

In „Dunarea de Jos” University of Galati is forbidden:

- a) discrimination, harassment, use of physical or mental violence, offensive language or abuse of authority towards a member of the university community (student, academic or research staff, member of the university management, member of the administrative staff);
- b) promoting or tolerating such behavior by the management of faculties, departments or administrative compartments;
- c) repeatedly formulating clear unfounded complaints or reports against a colleague.

Also, the following principles of professional conduct for academics and auxiliary staff are recognized:

- a) ensuring equal treatment of third parties, academics and auxiliary staff having the obligation to apply the same legal regime in identical or similar situations, respecting the principle of equal rights by promoting non-differentiated treatment and by eliminating any form of discrimination;
- b) impartiality and non-discrimination, academics and auxiliary staff being obliged to have an objective, neutral attitude towards any political, economic, religious or other interest, in the exercise of their duties.

In „Dunarea de Jos” University of Galati , an ethics advisor/gender equality officer will be appointed. He/she has a proactive or consultative role and is responsible for monitoring and ensuring compliance in the university space¹⁰ of the procedures and practices regarding gender equality.

The ethics advisor/gender equality officer is responsible for conducting the following processes¹¹:

A. Data collection:

1. Defining indicators for data collection¹²:

- staff statistics by sex/gender at all levels, by subject, function (including administrative staff) and by contractual relationship with the institution;
- the average number of years it takes for women and men to progress in their careers;
- salary differences by sex/gender and workplace;
- the number of women and men in academic and administrative decision-making positions;
- the number of female and male candidates applying for separate posts;
- the number of women and men who left DJUG in recent years, specifying the number of years spent in the institution;
- the number of employees according to sex/gender who apply for/take parental leave, for how long and the number of those returning from leave;

¹⁰ Art. 12. from “Dunarea de Jos” University of Galati Charter

¹¹ https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

¹² <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1>

- the number of days absent by women and men according to the reason for absence;
- the number of training hours/credits attended by women and men.

2. Collecting data specific to sex and/or gender;

B. Analysis of collected data:

- identifying gender inequalities and their causes;
- conducting an internal review of existing plans or actions to ensure that the mandatory requirements of the GEP and recommended areas are addressed;
- addressing any gap that can be identified in existing plans and policies.

C. Planning:

- defining intervention areas in the gender equality plan;
- setting goals and targets for the GEP;
- setting a plan of actions and measures;
- allocating resources and responsibilities to implement the GEP;
- defining the implementation terms.

D. Implementation:

- creating working groups to develop and implement new policies and procedures;
- implementing the GEP action plan.

E. Monitoring and evaluation:

- defining indicators to measure the progress of the GEP implementation;
- continuous review of progress;
- adjustments and improvements.

„Dunarea de Jos” University of Galati supports the development, monitoring, and implementation of improvement strategies for equal chances among its community. This effort implies a correct and detailed knowledge of the relevant data regarding gender equality, as well as understanding its evolution over time.

Data collection and monitoring is done at the end of each calendar year and the deadline for presenting the monitoring reports is 31 January of the next year.

The data collection system can be developed in order to gradually integrate more advanced indicators regarding the gender problem (data regarding the research also need to have information regarding the researchers’ sex and the research results in research articles and projects).

7. Measures and actions established within „Dunarea de Jos” University of Galati

At the university level, the following stages have been identified for the elimination of all forms of discrimination:

- (1) impact assessment/audit of procedures and practices to identify gender prejudices;
- (2) suggesting innovative strategies to correct any identified prejudice and monitor the progress through indicators;

- (3) preventing any discriminatory acts, by establishing special measures in order to protect disadvantaged people, who do not enjoy equal opportunities;
- (4) mediating conflicts that arise from committing discriminatory acts;
- (5) investigating, discovering, solving and monitoring cases of discrimination;
- (6) sanctioning discriminatory behavior, as a result of complaints made to the University Ethics Committee;
- (7) support and assistance in case of harassment and discrimination.

7.1. Impact assessment/audit of procedures and practices to identify gender prejudices

The stages required to assess/audit the impact in order to identify gender prejudices are based on the creation and centralization of questionnaires that:

- a) analyses the context of the emergence and evolution of the phenomenon of gender discrimination, as well as non-compliance with the principle of equal opportunities between women and men;
- b) formulates proposals in order to prevent the risk context that could lead to the violation of the principle of equal opportunities and treatment between women and men while respecting the principle of confidentiality.

After centralizing these questionnaires, gender prejudices are identified and in this sense:

- a) recommends solutions to comply with this principle;
- b) formulates recommendations/observations in order to remedy the risk context that could lead to the violation of the principle of equal opportunities and treatment;
- c) proposes measures to ensure equal opportunities and treatment between women and men, and evaluates their impact on women and men.

7.2. Suggesting innovative strategies to correct any identified prejudice and monitor the progress through indicators

This stage involves:

- a) the development of action plans regarding the implementation of the principle of equal opportunities between women and men, which include at least: active measures to promote equal opportunities and treatment between women and men and the elimination of direct and indirect discrimination based on gender, measures regarding preventing and fighting harassment at work, measures regarding equal treatment in terms of the remuneration policy, promotion in positions and the occupation of decision-making positions;
- b) developing, underlying, evaluating and implementing programs and projects in the field of equal opportunities and treatment between women and men;
- c) providing specialized consultancy to apply national and community legislative provisions in the field of equal opportunities between women and men.

7.3. Preventing any discriminatory acts

The preventing stage consists mainly of awareness of the existence of discrimination and the forms it can take. Thus, it is recommended to use the following means at DJUG level:

- a) information on the history and current situation of minority groups;
- b) the introduction of courses that promote tolerance and diversity within the subjects of

- research methodology and ethics;
- c) organizing seminars, workshops on the topic of discrimination, gender equality or career advancement and personal development;
 - d) the development and implementation of policies aimed at ensuring equality of opportunity and treatment within the university;
 - e) involvement in volunteering activities carried out by non-governmental organizations that promote the rights of minorities and of people from disadvantaged categories;
 - f) concluding strategic partnerships with institutions or organizations active in the field of equal opportunities and non-discrimination, including with trade unions of academics and student organizations, to promote a more tolerant environment;
 - g) maintaining a permanent dialogue with other members of the university community in order to form non-discriminatory conduct;
 - h) promoting the provisions related to equal opportunities and combating discrimination among the academic community, with an emphasis on the prevention and mediation of discriminatory behaviors, respectively on the reporting tools they have at their disposal;
 - i) development of infrastructure and learning resources for students with disabilities, taking into account their specific needs;
 - j) actions to support the social inclusion of Romani and other people from vulnerable groups by allocating budgeted seats, granting social scholarships and special places in dormitories;
 - k) adopting operational plans to support and protect members of the academic community who are part of vulnerable groups;
 - l) improving the accessibility of the university's internal provisions related to reporting and solving cases of discrimination;
 - m) regular organization of information sessions and workshops in order to support and promote gender equality among employees, students, and academics.

7.4. Mediating conflicts that arise from committing discriminatory acts

Informal conflict resolution is based on stopping discrimination, harassment or other behaviors without pursuing a formal investigation. The used methods are adapted to the particular circumstances: advising the complainant on how to approach a situation directly, assisting the complainant and the department in solving a real or perceived problem, such as by mediating a resolution within the department or helping to change a situation in which the offending behavior occurred, arranging a meeting with the alleged perpetrator to discuss the guidelines of the *Gender Equality Plan*. The accused person will normally not be informed of the action or identity of the complainant without the latter's consent unless the circumstances require it. In cases where allegations are resolved informally, no disciplinary action will be taken against the alleged perpetrator of the discrimination act and the allegations will not be recorded in the perpetrator's personal file or in the student's disciplinary file.

If the parties resort to mediation, as a way of solving conflicts amicably with the help of a third person, under conditions of neutrality, impartiality and confidentiality, it is effective only under the conditions based on the trust that the parties grant it to the mediator, as a person able to facilitate negotiations between them and support them in solving the conflict, by obtaining a

solution accepted by both parties, efficient and sustainable.

Note: Mediation can also be carried out by resorting to a third person specialized as a mediator, in addition to the person appointed by the university. The parties have the right to freely choose their mediator or mediators and the mediation must be carried out with respect for the freedom, dignity and privacy of the parties. The mediator must try to reconcile the divergent positions of the parties in an impartial manner and ensure a permanent balance between them. The mediator cannot impose on the parties a solution regarding the conflict subject to mediation and is obliged to maintain the confidentiality of the information as he/she becomes aware of it in the course of this activity.

7.5. Investigating, discovering, solving and monitoring cases of discrimination

When reporting cases of discrimination or harassment, „Dunarea de Jos” University of Galati shall take legal measures to ensure the protection of members of the university community and the confidentiality of the information and the conduct of investigations related to the complaints made.

Through the competent persons, the university undertakes to promptly, fairly, gently and carefully respond to any harassment or discrimination complaint. Upon the completion of the process, the university will take appropriate enforcement action to prevent the conduct from recurring and to correct its effects on the complainant and/or other members of the community.

The interested person (victim of discrimination or simple complainant) will present facts on the basis of which the existence of a form of discrimination can be assumed, and the person against whom the complaint was made bears the burden of proving that there has not been a violation of the principle of equal treatment. Before the persons responsible for solving formal or informal complaints regarding discrimination, any means of evidence may be invoked, respecting the constitutional regime of fundamental rights and legal provisions, including audio and video recordings or statistical data. Conscious misrepresentation, to a significant extent, of the complained fact, may attract the application of disciplinary measures to the complainant. Filing a complaint that does not result in finding inappropriate, discriminatory conduct is not in itself evidence of intent to file a false complaint. If allegations are not proven, remedial action will be taken to restore the reputation of the alleged perpetrator of discrimination or harassment, if it has been damaged during investigations.

In order to create a non-discriminatory climate in „Dunarea de Jos” University of Galati, community members will be encouraged to express their concerns regarding compliance with the principle of non-discrimination with the protection of confidentiality of all parties. In all cases, privacy concerns must be balanced against facilitating the university’s ability to investigate and take appropriate action resulting from complaints.

The university will treat all parties with equal care, respect and dignity and will make every effort to preserve the confidentiality of the parties involved by limiting the disclosure of the complaints subject to those with a need to know the facts and to the parties involved. Statutory reporting and disclosure requirements may lead to privacy policy limitations governed by the European Data Protection Regulation (GDPR).

7.6. Sanctioning discriminatory behavior

„Dunarea de Jos” University of Galati recognizes that complaints by students and colleagues regarding discriminatory behavior, harassment or sexual violence can be disclosed more easily to university employees whom the students and colleagues in question know well, such as academics, a tutor or an advisor/gender equality officer. These employees will protect and respect the privacy of complainants and disclose information only on a need-to-know basis.

If a complainant refuses to cooperate with an investigation or requests that their identity not be disclosed to the person they complained about or to witnesses, the investigation will be conducted as far as possible based on the information provided, but the ability to respond to the subject of the complaint may be limited.

All parties, alleged victims, witnesses, complainants, alleged perpetrators of discrimination and party advisors involved in an investigation are expected to respect the confidentiality of the investigation. Failure to comply with confidentiality may be punishable by law.

Alleged acts of discrimination or harassment can be entrusted for analysis to the University Ethics Committee of „Dunarea de Jos” University of Galati, the National Council for Combating Discrimination or the court.

7.7. Support and assistance

Measures to assist in case of discrimination or harassment

The ethics advisor/gender equality officer has the responsibility to promptly respond to questions regarding the non-discrimination policies of „Dunarea de Jos” University of Galati.

The ethics advisor/gender equality officer is responsible for the implementation of this *Gender Equality Plan* and may provide assistance:

- a) in providing information on how to submit/register a complaint within the university or to the authorities;
- b) in directing the concerned person to other forms of protection and support, such as public victim advocacy, health or counseling services, university counseling and psychological support services, local or national NGOs and persons with legal training who are available to provide confidential assistance to students, academics and auxiliary staff of the university, as required by law. The latter can provide immediate and long-term assistance to applicants.

The complainant and the alleged perpetrator of the discriminatory act may be assisted by a support person at each meeting with the designated ethics advisor/gender equality officer to discuss a complaint under investigation. This support person can be a union representative or a lawyer.

8. Application

Public liability involves the university's obligation under the following aspects¹³:

- a) compliance with the legislation in force, its own charter, national and European policies in the field of higher education;
- b) the application of the regulations in force regarding quality assurance and evaluation in higher education;
- c) compliance with the policies of equity and university ethics included in the *Code of Ethics and University Professional Deontology*;
- d) ensuring managerial efficiency through the optimal use of resources and the efficiency of spending public funds according to the institutional contract;
- e) ensuring the transparency of all its decisions and activities according to the legislation in force;
- f) respecting the academic freedom of academics, auxiliary and research staff, as well as the rights and freedoms of students;
- g) the participation of each member of the academic community, through their own activity, in increasing the institution's prestige.

The university is committed to promote a safe environment, free from discrimination, including sexual or gender-based discrimination, harassment, sexual violence, stalking, or other related misconducts and acknowledges its responsibility to raise awareness of such misconduct, to prevent them from occurring, support victims, deal fairly but firmly with alleged perpetrators, and diligently investigate reported misconduct. In addressing these issues, all members of the academic community must be respectful and considerate of one another in a manner consistent with deeply held academic and community values.

This *Gender Equality Plan* applies to members of the university community: students, master's students, doctoral students, postdoctoral students, trainees, academics and researchers, auxiliary staff and prohibits a wide range of sex- and/or gender-focused behaviors that may have or not a sexual character, by race, by nationality, by ethnicity, by language, by religion, by social category, by beliefs, by sexual orientation, by age, by disability, by disease, by political choice, by wealth, by membership to a disadvantaged category, based on family situation or responsibility, membership or trade union activity or any other criterion that has the purpose or effect of restricting, removing the recognition, use of exercise, under equal conditions of the rights recognized by law, especially with regards to access to the educational programs and activities offered by the university, employment and relations of the auxiliary staff with third parties.

Discrimination or harassment of any kind, against an individual or a group (sexual, gender-based, psychological, etc.), based on race, national or ethnic origin, ancestry, age, religion or religious denomination, disability or handicap, by sex (including pregnancy or maternity, sexual harassment, other deviant behavior including stalking, acts of sexual violence such as sexual assault, sexual exploitation or coercion), by gender identity, by sexual orientation, by marital

¹³ Art. 6., par. 5 from „Dunarea de Jos” University of Galati Charter

status, on parental status, on atypical hereditary characteristics or on any other characteristic or category protected by law are acts prohibited by national law and shall not be tolerated by the university.

Any person who has knowledge of the committing of such acts by members of the academic community can make requests for advice/complaints to the ethics advisor/gender equality officer or complaints to the University Ethics Committee.

Moreover, this *Gender Equality Plan* applies to interns, volunteers or third parties who have relations with „Dunarea de Jos” University of Galati, regarding the activity carried out in and/or for the university, being obliged to comply with its provisions. In addition, the committing of acts of discrimination or harassment by them, outside of the activity carried out in and/or for the university, may attract the termination of collaboration.

Discrimination and harassment compromise the integrity of the university and unfairly interfere with the opportunity for all individuals to fully participate in the institution’s academic work and life environments. „Dunarea de Jos” University of Galati recognizes the human dignity and freedom of belief (including religious belief) of each member of its community and believes that each member has the responsibility to promote respect and dignity towards others, so that all employees and students can pursue their educational and professional goals in an open environment, to participate in the free exchange of ideas and to benefit equitably from the educational and professional opportunities provided by the university.

9. Final dispositions

This GEP is displayed on the university’s website and disseminated through active communication throughout the academic community¹⁴, as defined in the DJUG Charter.

The ethics advisor/gender equality officer will draw up and annually present the Progress Report that includes qualitative information alongside quantitative data, i.e. updates of sex-specific human resources data or monitoring data on the implementation of key actions^{15 16}.

The implementation of the GEP will also see an increase in awareness of the benefits of gender equality in DJUG, as well as the evaluation of the progress achieved through the implementation of gender equality policies.

¹⁴ Art. 6., par. 2 from „Dunarea de Jos” University of Galati Charter

¹⁵ <https://eige.europa.eu/>

¹⁶ <https://uefiscdi.gov.ro/plan-egalitate-de-gen-uefiscdi>