

**SECOND
ISABEL DE VILLENA
EQUALITY PLAN
(2018-2022)**

July 2018



**Universitat
Pompeu Fabra**
Barcelona

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Introduction

The Second Isabel de Villena Equality Plan (2018-2022) delves deeper into the equality policies first implemented at Pompeu Fabra University ten years ago with the adoption of the First Plan. The assessment of the First Plan and the results of the diagnostic report prepared prior to the development of the Second Equality Plan show that, despite the advances in some areas, much work remains to be done to develop an institution-wide culture of equality, effectively incorporate the gender dimension into teaching and research, promote equal opportunity in professional development, promote gender parity in participation and decision-making forums, and eradicate gender-based violence and LGBTI-phobia from the university environment.

With the strengthening of the Equality Unit in recent years, and the imminent adoption of the Second Plan, Pompeu Fabra University has firmly committed to mainstreaming the principle of gender equality across all areas and policies. It is not merely a matter of compliance with current legislation. The university feels co-responsible for advancing towards a fairer society, in which sex and gender do not condition access to opportunities, resources and recognition. Thus, we call on the entire university community to engage in the effective implementation of the Second Equality Plan, based on the conviction that an egalitarian university is also a better-quality university, more democratic and more radically committed to social transformation.

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Rector of Pompeu Fabra University

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Vice-rector for Social Commitment and Equality Projects

Barcelona, July 2018

1. TEN YEARS OF EQUALITY POLICIES AT UPF

1.1. Legal framework

Over the last decade, an extensive legal framework has been developed concerning equality that requires public authorities, including universities, to take various steps to advance the achievement of effective gender equality. The emphasis is on effective equality, as opposed to formal equality, because the latter has proven insufficient. Despite the progressive incorporation of women into universities, as students, teachers, researchers, and administrative and service staff, gender biases persist. These biases are expressed in the very organizational culture of universities, through indirect discrimination, the invisibility of women's contributions, vertical and horizontal segregation in the distribution of positions of responsibility, and working-time arrangements that hinder the achievement of work-life balance.

As an integral part of society, universities reproduce within themselves existing gender norms, practices, stereotypes and social roles, including gender-based violence, a type of violence committed against women for the sole fact that they are women and the most brutal remaining manifestation of gender inequality. Society also imposes certain normative canons on gender identity and expression, as well as on sexuality itself, that generate specific forms of discrimination and violence towards LGBTI people. Thus, in addition to fighting gender inequality and gender-based violence, universities must fight any expression of LGBTI-phobia in order to enforce the principles of non-discrimination and respect and ensure that they are a place where everyone can live and pursue their development freely.

The measures applicable to universities and research centres to advance effective gender equality are contained in both general legislation on equality (Organic Law 3/2007, of 22 March, on Effective Equality between Women and Men; Organic Law 1/2004, of 28 December, on Comprehensive Protection Measures against Gender-based Violence; Catalan Law 5/2008, of 24 April, on Women's Right to Eradicate Gender-based Violence; Catalan Law 11/2014, of 10 October, to Guarantee the Rights of Lesbian, Gay, Bisexual, Transgender and Intersex People and Eradicate Homophobia, Biphobia and Transphobia; Catalan Law 17/2015, of 21 July, on Effective Equality between Women and Men) and legislation specific to universities (Catalan Law 1/2003, of 19 February, on Catalan Universities; Organic Law 4/2007, of 12 April, amending Organic Law 6/2001 on Universities; Spanish Law 14/2011, of 1 June, on Science, Technology and Innovation).

At the European level, the promotion of gender equality is one of the six pillars of the European Research Council (ERC) and a fundamental principle of the European Research Area (ERA). All European research-support programmes since the late 1990s, and especially Horizon 2020, stress the need to change research centres' organizational culture to achieve the effective participation of women in the production of knowledge and to correct the androcentric vision of scientific production, innovation and knowledge transfer, whilst at the same time working to ensure that research takes into account the realities and needs of both men and women and addresses the knowledge gap on women and gender relations.

1.2. The equality structure at UPF

The twelfth additional provision of Organic Law 4/2007, of 12 April, on Universities, amending Organic Law 6/2001, of 21 December, provides that ‘the organizational structures of universities shall include equality units to perform the functions related to the principle of gender equality’. In order to fulfil this legal mandate, over the last decade, UPF has equipped itself with an equality structure.

The Committee for Gender Equality Policies was created on 16 June 2009 and was initially attached to the Office of the Vice-rector for Students. Consisting of one representative of the teaching and research staff from each department, one representative of the administrative and service staff, two student representatives and one representative of the Board of Trustees, the Committee was responsible for: (i) overseeing the implementation and impact assessment of the Isabel de Villena Equality Plan; (ii) promoting the teaching and research activities on gender and equal-opportunity issues carried out at UPF; (iii) promoting the activities to increase the visibility and raise awareness of gender equality issues targeted at the university community’s three component groups; and (iv) proposing new measures to the governing bodies to promote gender equality at the university. The Equality Structure was complemented with the appointment of an administrative and service staff member as the equality officer, such that the service to which that person was assigned would perform the Equality Unit’s functions. From 2009 to 2012, this role fell to the Support to Special Programmes Unit and, thereafter and until mid-2017, to the Institutional Communication and Promotion Unit.

In 2013, the newly created Office of the Vice-Rector for Social Responsibility and Promotion became responsible for coordinating equality policies. (In 2017, it was renamed the Office of the Vice-rector for Social Commitment and Equality.) To strengthen the equality structure, in 2014, a rector’s delegate for gender equality policies was appointed from amongst the teaching and research staff with expertise in this area. Finally, in 2017, an Equality Unit was created as a specialized university service, under the general coordination of the Office of the Vice-rector responsible for gender equality policies, and given its own budget and staff. An office serving members of the university community was opened on the Ciutadella campus. In order to ensure more effective gender mainstreaming across all the university’s policies, the Equality Unit director was made part of the University’s governing team.

Since 2015, the equality officer has been responsible for receiving and handling queries and complaints arising from the *Protocol for Preventing, Detecting and Responding to Gender-based Violence Affecting UPF Students* (resolution of the Board of Governors of 6 May 2015). In cases of sexual or gender-based harassment affecting administrative and service staff or teaching and research staff, the Technical Office for Occupational Hazard Prevention has been the unit responsible for handling queries and complaints, under the *Protocol for Preventing and Resolving Conflicts Involving Violent, Discriminatory or Harassing Behaviour* (resolution of the Board of Governors of 17 February 2016).¹ Under the recently adopted *Protocol for Preventing and Resolving Conflicts Involving Gender-based Violence, Homophobia, Biphobia and*

¹ This protocol replaced the *Procedure for Preventing and Resolving Conflicts Involving Violent, Discriminatory or Harassing Behaviour*, adopted by resolution of the Board of Governors on 6 April 2011.

Transphobia (resolution of the Board of Governors of 11 April 2018), the Equality Unit became responsible for handling queries and complaints submitted for these reasons by any member of the university community, whether a student, a teaching and research staff member or an administrative and service staff member. The Equality Unit also provides various information and support resources to people who have experienced gender-based violence or LGBTI-phobia, whether inside or outside the university (see the Equality Unit website).

The Equality Unit's rules of procedure (resolution of the Board of Governors of 26 April 2017) define the functions of the Unit, as a technical body, and of the people who make it up (unit director and equality officer), as well as those of the Committee for Gender Equality Policies, as a representative body of the university community. The composition of this Committee, which meets at least once a term, has been expanded to include a representative of the administrative and service staff, a representative of postgraduate students, and the people appointed as equality liaisons by UPF's affiliated centres, with which the Equality Unit coordinates actions in this matter.

<i>Body</i>	<i>Functions</i>
VR Social Commitment and Equality	<ul style="list-style-type: none"> • Coordinate and oversee equality policies.
Equality Unit	<ul style="list-style-type: none"> • Prepare the diagnostic reports on the status of and monitor the university's Equality Plan. • Perform assessment, monitoring and evaluation studies of the level of compliance with gender equality legislation and with the plans and measures proposed and implemented to promote and achieve effective equality. • Advise the various bodies, services and academic and administrative units on matters of gender equality policy and propose and promote, where applicable, corrective measures for detected inequalities and breaches. • Coordinate the people and units involved in the development, implementation, monitoring and assessment of the university's equality plans. • Disseminate regular systematic information about the status and implementation of the principle of gender equality at UPF and about actions to promote it, as well as make it easier for the university community to propose initiatives, share opinions and make proposals in this area. • Propose and promote measures to facilitate training, research, knowledge transfer, work-life balance and management with a gender perspective. Also, propose measures to promote the balanced presence of women and men in collective decision-making bodies. • Propose and promote measures to safeguard the rights of lesbian, gay, bisexual, transgender and intersex people and to enforce the principles of non-discrimination and respect for sexual orientation, gender identity and gender expression. • Develop and assess the equality plans, promoting their implementation and coordinating the various units involved. • Prevent and, where applicable, address episodes of gender-based violence and LGBTI-phobia affecting members of the university community in accordance with the university's protocols or regulations.
Equality Unit Director	<ul style="list-style-type: none"> • Design, promote and assess the progressive mainstreaming of the gender perspective across all university policies. • Design the awareness-raising, information and training programmes and activities on equal-opportunity and gender issues for different target audiences. • Advise the governing bodies on the promotion and implementation of gender-equality policies.
Equality officer	<ul style="list-style-type: none"> • Support the director of the Equality Unit in the performance of his or her functions. • Manage the Equality Plan and the awareness-raising and training and information programmes and activities on equal-opportunity and gender issues carried out by the Equality Unit.

	<ul style="list-style-type: none"> • Perform the functions assigned to him or her by the university's protocols and regulations with regard to episodes of gender-based violence or LGBTI-phobia affecting members of the university community. • The equality officer must advise and collaborate with, when asked, the Investigative Committee on Conflicts provided for under the Protocol for Preventing and Resolving Conflicts Involving Workplace Bullying or any others that might be created in this area. • Serve as secretary for those committees where so provided.
Committee for Gender Equality Policies	<ul style="list-style-type: none"> • Advise and be consulted on the development, implementation and assessment of the successive Isabel de Villena Equality Plans, as well as on the promotion of gender mainstreaming across all university policy and awareness-raising activities in the area of gender equality. • Prepare proposals for activities in the area of gender equality policies to be carried out by the Equality Unit or other university bodies. • Report on institutional activities and decisions regarding gender equality policies and record the proposals made in relation to the matter by the university's different centres and units. • Urge the Equality Unit director to propose new measures to the university's governing bodies to promote gender equality.

The university's governing bodies² thus have a growing policy commitment to the equality structure and gender equality policies, which now include both the promotion of effective gender equality and the safeguarding of the rights of people in the LGBTI community. All these factors have led to increased awareness by the university community as a whole of the gender inequalities and gaps that still persist at the university and to greater engagement by the various units and services in the implementation of actions to reduce and, ultimately, eradicate them.

1.3. The First Isabel de Villena Equality Plan

Organic Law 3/2007 and Catalan Law 17/2015 define equality plans as instruments for safeguarding the effective implementation of the principle of equal treatment and opportunity for women and men and for eliminating discrimination on grounds of sex. All equality plans require a prior diagnosis of the situation. In 2007, UPF drafted the first diagnostic report, 'Fins on hem arribat? L'estructura de gènere a la Universitat Pompeu Fabra' (How far have we come? The gender structure at Pompeu Fabra University), primarily focused on analysing the gender composition of the university community's three component groups. The diagnosis paid attention to horizontal and vertical segregation – in study programmes, departments and services – and to career paths. Based on the results, the First Equality Plan was drawn up. It was adopted in 2008 (resolution of the Board of Governors of 15 December 2008) and extended in 2013 (resolution of the Board of Governors of 11 December 2013).

The First Plan consisted of 24 actions, organized into five strategic areas: (i) increasing visibility and raising awareness of gender inequalities; (ii) communication; (iii) access to jobs and promotions; (iv) balanced representation in governing, advisory and decision-making bodies; and (v) work-life balance. Every initial action plan is a sort of pilot plan that, through the virtues and flaws of its design or implementation, enables an institution to draw very valuable lessons for future editions, as indicated in the report 'Avaluació de l'impacte del Primer Pla d'Igualtat Isabel de Villena (2008-2015)' [Impact Assessment of the First Isabel de Villena Equality Plan (2008-2015)]. In this case, the university drew four main lessons: (i) equality policies are not sectorial, but rather cut across all policies and their implementation thus affects all the university's organs, units and services; (ii) effective implementation of equality policies requires a strong political commitment and an equality structure equipped with the necessary human and material resources to promote them and support their deployment; (iii) in light of the type of activity in which the university engages, a specific action area focused on teaching and research is needed, as well as, in keeping with the institution's social commitment, an area setting out actions to prevent, detect and respond to gender-based violence and LGBTI-phobia; and (iv) the Equality Plan should have a four-year term and should regulate how it is to be assessed, with clear indicators (Article 15.4.e, Catalan Law 17/2015).

2. THE SECOND ISABEL DE VILLENA EQUALITY PLAN (2018-2022)

2.1. The development process for the Second Equality Plan

The Second Plan's design follows the aforementioned recommendations and legal frameworks in terms of both its formal aspects (methodology for developing plans) and substantive ones (areas of intervention in matters of gender equality at universities). In an initial stage, a diagnostic report was prepared on the situation of women and men at Pompeu Fabra University. From January to December 2015, thorough data were collected to prepare a comprehensive diagnosis of all action areas with regard to both the university itself and the various component groups of the university community. The report was completed in November 2016. The data collection and systematization process was quite slow, as in several important areas of the diagnosis, the university lacked a centralized system of data broken down by sex. In this regard, the university's units and services showed a commendable willingness both to supply data to the Equality Unit and to identify mechanisms to correct this shortcoming in future.

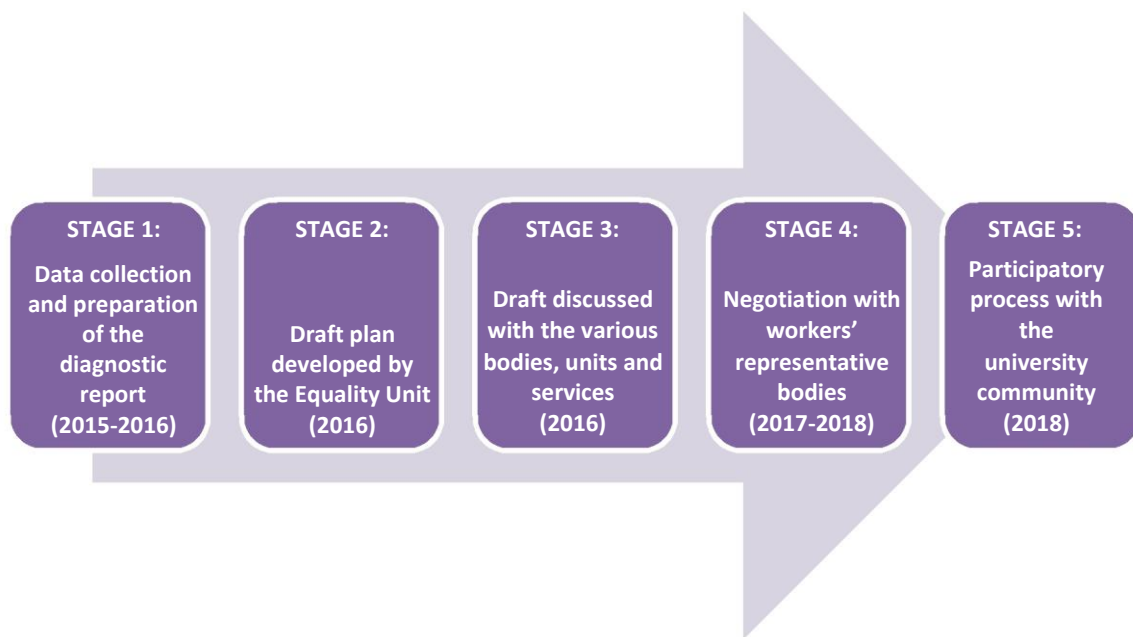
Based on the collected data – both quantitative (statistical analysis) and qualitative (documentary analysis and focus groups with all three of the university community's component groups) – nearly one hundred indicators were identified with the dual objective of assessing the status of gender equality at UPF from 2008 on and of equipping the institution with better tools in future to analyse the evolution thereof. These indicators were grouped into ten areas, in keeping with the recommendations published by the Catalan Women's Institute (ICD) in the *Guia per al disseny i la implantació d'un pla d'igualtat d'oportunitats en les universitats* (Guide for the Design and Implementation of an Equal Opportunity Plan at Universities) (Catalan Government, 2006): Area 1. Institutionalization of gender equality policies; Area 2. Level of awareness-raising with regard to gender equality; Area 3. Non-sexist, non-androcentric communication; Area 4. Gender perspective in teaching and in research; Area 5. Gender composition of the university community; Area 6. Distribution of decision-making positions by sex; Area 7. Access and professional development; Area 8. Working conditions; Area 9. Time organization and work-life balance; and Area 10. Gender-based violence in the university community.

In a second stage, in keeping with the requirements set forth in Catalan Law 17/2015 (Article 15.4.a), and based on the results of the second diagnostic report, specific effective equality objectives to be achieved were established, identifying the actions to be taken and defining indicators to monitor and assess them. In accordance with the requirements set forth in Catalan Law 17/2015 (Article 15.4.b), the established objectives and defined actions cover action areas related to 'the representation of women, access, selection, promotion and professional development, working conditions, work-life balance, gender-based violence, occupational health and safety with a gender perspective, inclusive communication and the non-sexist and non-androcentric use of language, and strategy and internal organization'. Measures were also included related to teaching and research, given these policies' central role in the university arena. The Equality Unit produced an initial draft of the Plan, which the institution as a whole then worked on.

In a third stage, over the course of 2016, more than 20 meetings were held with the different

university bodies, units and services with competences in the various action areas provided for under the Plan and with the Committee for Gender Equality Policies. In a fourth stage, during 2017 and the first few months of 2018, negotiations were held with the representative bodies of UPF's workers. The Plan was also discussed with the UPF Student Council (CEUPF). All these meetings significantly helped to improve the Plan's content.

The Second Plan's development process culminated in a participatory process open to the entire university community (May 2018), which was the fifth and final stage in the Equality Plan's development. Once the suggestions resulting from this participatory process had been collected and assessed, the Plan was submitted for the approval of UPF's Board of Governors. The process of developing the Second Equality Plan thus lasted about two years, which explains why the data for some of the indicators presented in the diagnostic report are not as recent as possible.



2.2. Areas, objectives and actions of the Second Equality Plan

The commitment to help transform the unequal structure of gender relations requires all the actors involved to mainstream the gender equality perspective across all policies, levels and stages.²

It entails considering 'the differences between men and women [...] for the analysis, planning, design and implementation of policies, taking into account the way in which the various actions, situations and needs affect women' (Catalan Law 17/2015, Article 2.e). Contributing to achieving gender equality, i.e. 'fair distribution of the rights, benefits, obligations, opportunities and resources on the basis of recognition and respect for the difference between women and men in society' (Catalan Law 17/2015 Article 2.f), is not

² Council of Europe (1998) *Conceptual Framework, Methodology and Presentation of Good Practices: Final Report of Activities of the Group of Specialists on Mainstreaming*. EGS-MS. Strasbourg: Council of Europe.

just a matter of social justice; it is also a matter of quality for all university policies. There can be no gender equality without gender parity in all participation, representation and decision-making forums, with each sex accounting for at least 40% of members and striving to account for 50% (Catalan Law 17/2015, Article 2.i). The Second Equality Plan is built on these three principles: **mainstreaming of the gender perspective, gender equality and parity**.

The 58 actions planned for the **2018-2022 period**, 34 more than under the First Equality Plan, fall into five action areas with multiple strategic objectives. Amongst these strategic objectives, special attention should be called to the establishment of an efficient system for collecting data broken down by sex that will not only facilitate the preparation of the next diagnostic report and improve the four-year assessment of the Second Plan, but will also enable the regular monitoring thereof, with current data, and allow the data to be made available to the university community as a whole.

<i>Action areas</i>	<i>Strategic objectives</i>	<i>Actions</i>
Area 1. Promotion of a culture of equality	SO.1.1. Spread a culture of equality amongst university community members SO.1.2 Mainstream the principle of equality across all UPF areas and policies SO.1.3. Ensure the Equality Plan's effective implementation	16
Area 2. Gender-sensitive teaching, research and knowledge transfer	SO.2.1. Promote a gender perspective in teaching SO.2.2. Promote a gender perspective in research and knowledge transfer SO.2.3. Increase the visibility of research on gender studies and sexual diversity	15
Area 3. Equal access to jobs and promotions	SO.3.1 Promote job access, promotion and professional development policies that foster equality amongst administrative and service staff SO.3.2 Promote job access, promotion and professional development policies that foster equality amongst teaching and research staff	13
Area 4. Equal participation and representation	SO.4.1 Promote gender parity in all areas of participation, representation and decision-making	5
Area 5. UPF, an institution free of discrimination and violence	SO.5.1 Prevent, detect and help to eradicate gender-based violence and LGBTI-phobia from the university environment	9



Area 1. Promotion of a culture of equality



AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.1	Spread a culture of equality amongst university community members	
ACTION 1.1	Make the university's commitment to gender equality and sexual diversity more visible and organize awareness-raising campaigns, encouraging the entire university community to become involved	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Social Commitment and Equality - Bodies involved: VR Students; Rector's Office - Management or collaborating bodies: Equality Unit; Institutional Communication and Promotion Unit (UCPI); Committee for Gender Equality Policies	All	Annual
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Design of a communication plan	Incorporation of content about gender equality and the Equality Plan in UPF's institutional communication channels	Yes/No; number of news items, communications, etc., about gender equality and the implementation of the Second Equality Plan
Organization of activities by the Equality Unit around commemorative dates (8 March, 25 November and 17 May)	Activities held on all three campuses	Number of activities held; number of women and men participating per group (administrative and service staff, teaching and research staff, students)
Organization of activities by UPF centres and units	Activities held within the scope of the centres and units	Number and types of actions carried out by the university's centres and units

AREA 1. PROMOTION OF A CULTURE OF EQUALITY

STRATEGIC OBJECTIVE SO.1.1	Spread a culture of equality amongst university community members	
ACTION 1.2	Empower student associations, groups and networks that promote gender equality and sexual diversity	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Social Commitment and Equality - Bodies involved: VR Students - Management or collaborating bodies: University Community Assistance Service (SACU); Equality Unit 	Students	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Review of the criteria for awarding grants to student associations	Inclusion of the promotion of equality amongst the criteria for awarding grants	<p>Yes/No</p> <p>Percentage of association members who are women/men</p> <p>Number of activities held by the associations on equality issues</p> <p>Number of associations with an internal protocol against discrimination, gender-based violence and LGBTI-phobia</p>

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.1	Spread a culture of equality amongst university community members	
ACTION 1.3	Promote gender parity in the granting of awards and prizes by the university, including honorary doctorates	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): Rector's Office	All	Permanent
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Number of women nominated for/given awards vs number of men nominated for/given awards	Achievement of gender parity in the number of people nominated for and given awards by the university	Prizes/awards by sex

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.1	Spread a culture of equality amongst university community members	
ACTION 1.4	Promote gender parity amongst the people invited to give the inaugural lectures for the academic year and to speak at the university's and various faculties' graduation ceremonies, as well as in other educational or research activities	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): Rector's Office - Bodies involved: Academic Coordination Units (UCAs) - Management or collaborating bodies: Institutional Communication and Promotion Unit (UCPI); Academic Management Units (UGAs)	All	Permanent
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Number of women and men invited to give inaugural lectures and speak at graduation ceremonies and other educational or research activities	Achievement of gender parity in the number of people invited	Talks broken down by sex

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.1	Spread a culture of equality amongst university community members	
ACTION 1.5	Increase women's visibility in changes to or expansions of the official nomenclature for the university's buildings and spaces	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): Rector's Office - Bodies involved: Campus Management Offices; Property Management and Contracting Service	All	Permanent
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Number of spaces and buildings named for women	Increased visibility of women in the official nomenclature	Number of changes or new names given to spaces and buildings

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.2	Mainstream the principle of equality across all UPF areas and policies	
ACTION 1.6	Work to incorporate a gender perspective and an LGBTI perspective in all the university's teaching, scientific, management and human resources policies, including regulatory provisions and budgets	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): General Secretary's Office; General Manager's Office (all areas) - Bodies involved: Legal Counselling Service; Equality Unit - Management or collaborating bodies: Planning, Studies and Quality Unit (UPEQ)	All	Second and third year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Review of regulations, action plans, etc.	Reviews performed	Yes/No; which documents
Preparation of gender impact reports	Reports prepared	Yes/No; which reports

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.2	Mainstream the principle of equality across all UPF areas and policies	
ACTION 1.7	Ensure the consolidation of a gender perspective and an LGBTI perspective in the Occupational Hazards Prevention Plan and their inclusion in the Plan for the Promotion of Healthy Living Habits and in surveys conducted on these subjects	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): General Manager's Office (Human Resources and Organization Area) - Management or collaborating bodies: Technical Office for Occupational Hazards Prevention	Administrative and service staff; teaching and research staff	Second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Study of how to effectively incorporate a gender perspective in these plans	Study carried out	Conclusions drawn and new measures proposed

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.2	Mainstream the principle of equality across all UPF areas and policies	
ACTION 1.8	Include amongst the criteria for the award of contracts for central services to external companies, where appropriate, specific clauses on compliance with the laws on effective gender equality and the employment of trans people	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): General Manager's Office (Property Management and Contracting Service) - Bodies involved: General Manager's Office (Property Management and Contracting Service)	All	Second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Revision of tender specifications	Inclusion of clauses in the tender specifications	Yes/No Percentage of total number of contracts including such clauses (for services, not goods)

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.2	Mainstream the principle of equality across all UPF areas and policies	
ACTION 1.9	Create an award to promote the incorporation of a gender perspective and an LGBTI perspective in the tasks of academic units, services or research groups	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Social Commitment and Equality - Bodies involved: Equality Unit - Management or collaborating bodies: Board of Trustees; Centre for Learning Innovation and Knowledge (CLIK); Research Service	Administrative and service staff; teaching and research staff	Annual
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Drafting of the rules of entry for the award	Call for projects published	Yes/No Number of projects submitted; number of women and men applying for the award

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.2	Mainstream the principle of equality across all UPF areas and policies	
ACTION 1.10	Promote the inclusive and non-sexist use of language in all the university's internal and external communications (in both written language and graphic and visual language)	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): Rector's Office - Bodies involved: Equality Unit - Management or collaborating bodies: Language Office; Institutional Communication and Promotion Unit (UCPI)	All	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Analysis and, where applicable, revision of the documents 'Recomanacions per a un ús no sexista del llenguatge' (Guidelines for non-sexist use of language) and <i>Llibre d'estil de la Universitat Pompeu Fabra</i> (UPF Style Guide) Organization of training actions on the inclusive use of language	New criteria agreed Growing use of inclusive language in all communications	Yes/No Analysis of a representative sample of texts and images to analyse the language used in them Number of training actions held and number of participants, by sex

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.3	Ensure the Equality Plan's effective implementation	
ACTION 1.11	Ensure that in all areas of the university data are collected and presented broken down by sex	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): General Manager's Office (all areas); Rector's Office - Bodies involved: Services, Technology and Information Resources Area (ASTRI); Institutional Communication and Promotion Unit (UCPI); Planning, Studies and Quality Unit (UPEQ); Deputy General Manager's Office, Teaching Area; Equality Unit - Management or collaborating bodies: Academic Coordination Units (UCAs); Academic Management Units (UGAs) 	All	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Design of a mechanism for the systematic collection of data	Mechanism created	Yes/No
Data are available and have been integrated into the reports	Access to data	<p>Number of computer applications revised to break down data by sex</p> <p>Number of statistics broken down by sex included in the institutional reports and on the 'La UPF en xifres' (UPF in Figures) tab</p>

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.3	Ensure the Equality Plan's effective implementation	
ACTION 1.12	Increase the visibility of the data from the diagnosis of the situation of women and men at the university	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): Equality Unit - Management or collaborating bodies: Services, Technology and Information Resources Area (ASTRI); Institutional Communication and Promotion Unit (UCPI)	All	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Creation of a new 'Observatori de la Igualtat' tab (Equality Observatory) on the Equality Unit website Studies of the data collected in the diagnostic report on the situation of women and men at UPF to further knowledge of the causes and consequences of inequality and thus define new actions	Tab created Studies carried out and new proposals defined	Yes/No; types of data included Yes/No; number of studies carried out

AREA 1. PROMOTION OF A CULTURE OF EQUALITY

STRATEGIC OBJECTIVE SO.1.3	Ensure the Equality Plan's effective implementation	
ACTION 1.13	Establish training actions aimed at university staff related to gender equality, sexual diversity and the gender perspective in order to ensure the Equality Plan's effective implementation	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): General Manager's Office (Human Resources and Organization Area) - Bodies involved: Equality Unit - Management or collaborating bodies: Administrative and Service Staff Service; Centre for Learning Innovation and Knowledge (CLIK); Administrative and Service Staff Committee (JPAS); Administrative and Service Staff Workers' Committee; Teaching and Research Staff Committee (JPDI); Teaching and Research Staff Workers' Committee 	Administrative and service staff; teaching and research staff	Annual
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Inclusion of training on the gender perspective and implementation of equality plans in the training plan	Offer of courses on these subjects	<p>Number of training actions carried out</p> <p>Number of women and men participants</p>

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.3	Ensure the Equality Plan's effective implementation	
ACTION 1.14	Disseminate the activities provided for under the Second Equality Plan amongst the university community and, especially, amongst academic and service directors	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): Governing team - Bodies involved: General Manager's Office (all areas); Academic Coordination Units (UCAs); Academic Management Units (UGAs) - Management or collaborating bodies: Equality Unit; Institutional Communication and Promotion Unit (UCPI)	All	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Holding of meetings for this purpose	Knowledge of the Equality Plan by the university as a whole	Number of meetings
Translation of documents (Equality Plan and protocols) into UPF's official languages	Documents translated	Yes/No
Dissemination plan for the actions provided for under the Second Plan	Communication actions defined	Number and types of communication actions carried out

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.3	Ensure the Equality Plan's effective implementation	
ACTION 1.15	Create an institutional monitoring group for the Equality Plan's implementation	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Social Commitment and Equality; VR Innovation - Bodies involved: General Secretary's Office; Planning, Studies and Quality Unit (UPEQ); Equality Unit - Management or collaborating bodies: Committee for Gender Equality Policies; employee representatives 	All	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Creation of the monitoring group (the two vice-rector's offices involved will draft a proposal for its composition and the frequency with which it will meet)	Monitoring group created	Yes/No
Holding of meetings	Monitoring reports produced	Yes/No

AREA 1. PROMOTION OF A CULTURE OF EQUALITY		
STRATEGIC OBJECTIVE SO.1.3	Ensure the Equality Plan's effective implementation	
ACTION 1.16	Ensure that UPF's affiliated centres comply with the legal framework concerning gender equality, sexual identity, gender identity and gender expression policies	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): Rector's Office - Bodies involved: General Secretary's Office; affiliated centres - Management or collaborating bodies: Equality Unit	All	First and second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Adoption by the affiliated centres of new provisions (Equality Plan, name change protocol and procedure for transsexuals)	Provisions adopted	Number and types
Coordination of activities and services	Shared activities and services	Number and types



Area 2. Gender-sensitive teaching, research and knowledge transfer



AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER		
STRATEGIC OBJECTIVE SO.2.1	Promote a gender perspective in teaching	
ACTION 2.1	Incorporation in all undergraduate and postgraduate curricula of a cross-disciplinary competence related to the gender dimension that translates into specific content and learning outcomes in different subjects, in accordance with the AQU Catalunya guidelines	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Teaching; VR Innovation; VR Social Commitment and Equality - Bodies involved: Academic Coordination Units (UCAs); Deputy General Manager's Office, Teaching Area; International Relations Service (BISS) - Management or collaborating bodies: Studies Programming and Planning Office (OPPE); Equality Unit 	Students	First and second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
<p>Number of curricula this cross-disciplinary competence has been incorporated into within the framework of the assessment processes for the verification-monitoring-modification-assessment cycle</p> <p>Number of Barcelona International Summer School (BISS) subjects incorporating a gender perspective</p>	Increased offer of subjects with a gender perspective	Evolution of the number and types (compulsory/optional) of subjects including this competence

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER		
STRATEGIC OBJECTIVE SO.2.1	Promote a gender perspective in teaching	
ACTION 2.2	Creation of a minor in gender studies	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Teaching; VR Social Commitment and Equality - Bodies involved: Equality Unit; Deputy General Manager's Office, Teaching Area - Management or collaborating bodies: Academic Coordination Units (UCAs); Academic Management Units (UGAs) 	Students	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Creation of the minor	Minor created	Yes/No Enrolments on the minor by programme of origin and sex

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER		
STRATEGIC OBJECTIVE SO.2.1	Promote a gender perspective in teaching	
ACTION 2.3	Encourage curricular internships and service-learning experiences in the area of gender equality and sexual diversity	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Teaching; VR Innovation; VR Social Commitment and Equality - Bodies involved: Academic Coordination Units (UCAs) - Management or collaborating bodies: UPF Foundation; Centre for Learning Innovation and Knowledge (CLIK); Equality Unit; Studies Programming and Planning Office (OPPE); International Relations Service 	Students	Third year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Signing of new agreements with organizations, companies and institutions that work on these subjects	New agreements signed	Number of new internship agreements signed Number of service-learning projects carried out

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER		
STRATEGIC OBJECTIVE SO.2.1	Promote a gender perspective in teaching	
ACTION 2.4	Design the promotional materials for undergraduate and postgraduate programmes, including campaigns, with a view to combatting gender stereotypes in the choice of university studies and using inclusive language	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Teaching; VR Innovation - Bodies involved: Rector's Office; VR Students; Academic Coordination Units (UCAs); UPF Foundation - Management or collaborating bodies: Institutional Communication and Promotion Unit (UCPI); Academic Coordination Units (UCAs); Academic Management Units (UGAs) 	Students	Permanent
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Revision of materials and campaigns with a gender perspective	Materials and campaigns revised	Analysis of materials and campaigns

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER

STRATEGIC OBJECTIVE SO.2.1	Promote a gender perspective in teaching	
ACTION 2.5	Carry out specific awareness-raising campaigns for compulsory secondary school and UPF students aimed at combatting gender stereotypes in career choices and development, especially in those studies with the greatest gender imbalances	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Social Commitment and Equality; VR Innovation - Bodies involved: VR Students; Rector's Office; UPF Foundation; Academic Coordination Units (UCAs); Equality Unit - Management or collaborating bodies: Career Services; Institutional Communication and Promotion Unit (UCPI) 	Students	Permanent
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Implementation of campaigns	Campaigns carried out	<p>Number and types of campaigns carried out</p> <p>Evolution of enrolment on each programme (by sex)</p>

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER		
STRATEGIC OBJECTIVE SO.2.1	Promote a gender perspective in teaching	
ACTION 2.6	Organize activities aimed at UPF alumnae or women about to graduate from UPF with a view to facilitating their job placement and promote the creation of networks in professional sectors in which women are underrepresented	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): UPF Foundation - Bodies involved: Career Services; UPF Alumni programme - Management or collaborating bodies: Equality Unit	Students	Third year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Organization of activities	Activities held	Number and types of activities held Number of alumnae who find a job or improve their professional positions as a result of the offered activities

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER		
STRATEGIC OBJECTIVE SO.2.1	Promote a gender perspective in teaching	
ACTION 2.7	Incorporate a gender perspective into the teaching and courses offered on this subject as criteria to be scored on the self-reports for applications for teaching premiums (<i>trams de docència</i>)	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Teaching; VR Innovation - Management or collaborating bodies: Planning, Studies and Quality Unit (UPEQ)	Teaching and research staff	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Revision of criteria	Criteria revised	Yes/No Counting of the score obtained for this parameter in the submitted self-reports

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER		
STRATEGIC OBJECTIVE SO.2.1	Promote a gender perspective in teaching	
STRATEGIC OBJECTIVE SO.2.2	Promote a gender perspective in research and knowledge transfer	
ACTION 2.8	Provide training to teaching and research staff and administrative and service staff on research quality and management processes and create resources to facilitate the inclusion of a gender perspective in teaching and in research, innovation and knowledge transfer projects	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Teaching; VR Innovation; VR Research and Doctoral Studies - Bodies involved: Centre for Learning Innovation and Knowledge (CLIK); General Manager's Office (Human Resources and Organization Area) - Management or collaborating bodies: Equality Unit; Planning, Studies and Quality Unit (UPEQ); Studies Programming and Planning Office (OPPE) 	Teaching and research staff; administrative and service staff	Annual
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Scheduling of training sessions within the continuing education programme and Initial Training in University Teaching (FIDU) programme	Stable offer of training sessions on this subject	Yes/No; number and types of training sessions; number of people attending, by sex
Creation of resources and materials	Resources and materials available	Yes/No; number and types of resources and materials
Creation of a help desk for teaching and research staff seeking to engage in teaching or research with a gender perspective	Help desk created	Number of participating lecturers, by sex

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER

STRATEGIC OBJECTIVE SO.2.2	Promote a gender perspective in research and knowledge transfer	
ACTION 2.9	Promote the incorporation of a gender perspective in research groups' research projects and knowledge-transfer activities	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Research and Doctoral Studies - Bodies involved: Equality Unit - Management or collaborating bodies: Research Service; Planning, Studies and Quality Unit (UPEQ) 	Teaching and research staff	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Establishment of an indicator system in keeping with European Union guidelines and the <i>She Figures</i> report to identify the groups working on the gender dimension	Indicator system established	Yes/No Number of research groups incorporating a gender perspective into their activities; percentage of projects with external funding that include a gender perspective
Revision of the assessment criteria/bases for measures to promote research	New assessment criteria incorporated	Yes/No

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER		
STRATEGIC OBJECTIVE SO.2.2	Promote a gender perspective in research and knowledge transfer	
ACTION 2.10	Promote the presence of women in relation to pre- and post-doctoral contracts, especially in more masculinized disciplines	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Research and Doctoral Studies - Bodies involved: VR Teaching Staff - Management or collaborating bodies: Academic Coordination Units (UCAs) 	Teaching and research staff	Third year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Establishment of new actions to stimulate the presence of women in relation to these types of contracts (e.g. fellowships, mentoring, installation grants, career development workshops, etc.)	New actions established	Yes/No; type Percentage of women applying for grants and/or calls for contracts and percentage of women awarded them

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER		
STRATEGIC OBJECTIVE SO.2.2	Promote a gender perspective in research and knowledge transfer	
ACTION 2.11	Promote women's participation as principal investigators in competitive research projects (especially international ones), research group coordinators, start-up launchers and patent holders	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Research and Doctoral Studies - Bodies involved: VR Teaching Staff; VR Internationalization - Management or collaborating bodies: Research Service; Innovation Unit - UPF Business Shuttle; Academic Coordination Units (UCAs) 	Teaching and research staff	Second and third year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Establishment of new actions to promote the presence of women IPs, group coordinators, start-up launchers and patent holders (e.g. outreach and mentoring activities)	New actions established	Yes/No; types Percentage of projects with men and women IPs; percentage of women members of projects with external funding; number of women research group coordinators and percentage they account for across all groups; proportion of women teaching and research staff who have launched start-ups or registered patents

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER

STRATEGIC OBJECTIVE SO.2.2	Promote a gender perspective in research and knowledge transfer	
ACTION 2.12	Promote researchers' international mobility in external programmes	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Research and Doctoral Studies - Bodies involved: General Manager's Office (Human Resources and Organization Area); VR Internationalization - Management or collaborating bodies: Research Service; International Relations Service 	Teaching and research staff	Second and third year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Establishment of new actions to promote women's international mobility (grants or grant programmes, etc.)	New actions established	Yes/No; types Number of stays (short and long) by women and by men

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER		
STRATEGIC OBJECTIVE SO.2.2	Promote a gender perspective in research and knowledge transfer	
ACTION 2.13	Promote the incorporation of a gender perspective in doctoral theses	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Research and Doctoral Studies - Bodies involved: Doctoral School; Equality Unit - Management or collaborating bodies: Academic Coordination Units (UCAs)	Teaching and research staff	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Scheduling of training sessions within the CÍCLIKS programme	Training sessions held	Yes/No Number of participants, by sex
Inclusion of gender indicators in the thesis submission application	New indicators included	Evolution of the number of theses and dissertations on gender studies and/or with a gender perspective

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER

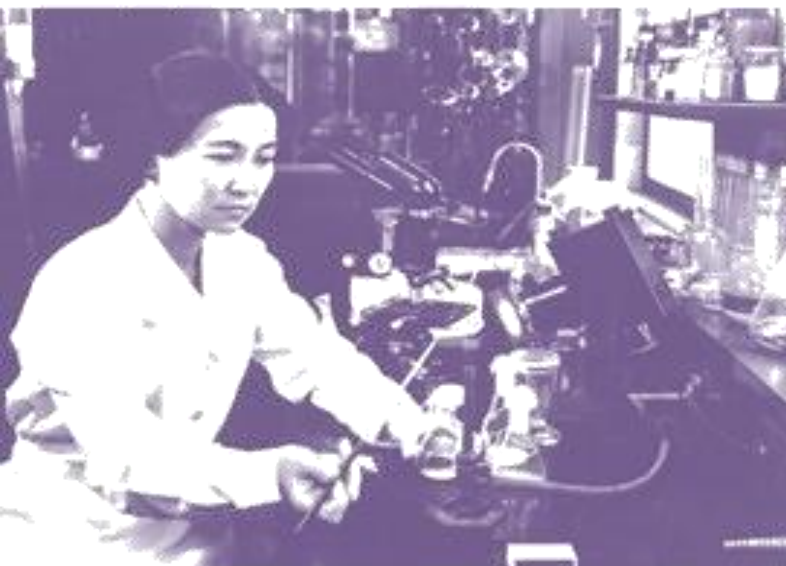
STRATEGIC OBJECTIVE SO.2.3	Increase the visibility of research on gender studies and sexual diversity	
ACTION 2.14	Recognize undergraduate and postgraduate research on gender studies and sexual diversity conducted at the university	
AGENTS - Facilitator(s): VR Social Commitment and Equality - Bodies involved: Equality Unit - Management or collaborating bodies: Academic Coordination Units (UCAs)	AFFECTED GROUP Students	CALENDAR Annual
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Continuation of the prize for a bachelor's degree final project in gender studies	New edition of the prize	Yes/No; number of projects entered (by degree programme and sex)
Creation of a prize for a master's degree final project in gender studies	Prize created	Yes/No; number of projects entered (by degree programme and sex)

AREA 2. GENDER-SENSITIVE TEACHING, RESEARCH AND KNOWLEDGE TRANSFER

STRATEGIC OBJECTIVE	Increase the visibility of research on gender studies and sexual diversity	
SO.2.3		
ACTION 2.15	Disseminate research on gender studies and sexual diversity conducted at the university	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Social Commitment and Equality - Bodies involved: Equality Unit	Teaching and research staff	Permanent
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Dissemination of doctoral theses specialized in gender studies	Dissemination via the Equality Unit's website	Yes/No
Increase the visibility of researchers who conduct research on this subject	Increased visibility on the Equality Unit's website	Yes/No; types of actions
Collaboration on the organization of conferences by research groups and research centres specialized in gender	Collaborative actions established	Yes/No; types of actions



Area 3. Equal access to jobs and promotions



AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS		
STRATEGIC OBJECTIVE SO.3.1	Promote job access, promotion and professional development policies that foster equality amongst administrative and service staff	
STRATEGIC OBJECTIVE SO.3.2	Promote job access, promotion and professional development policies that foster equality amongst teaching and research staff	
ACTION 3.1	Present the data on applicants and selected candidates for all the university's calls, as well as the data on the members of the selection committees, broken down by sex	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): General Manager's Office - Bodies involved: Administrative and Service Staff Service; Teaching and Research Staff Service - Management or collaborating bodies: Academic Coordination Units (UCAs); Academic Management Units (UGAs); Planning, Studies and Quality Unit (UPEQ) 	Administrative and service staff; teaching and research staff	Permanent
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Availability of the data	Access to the data	Percentage of applicants and selected candidates who are women/men
Ensuring fulfilment of gender parity criteria with regard to the composition of selection committees	Gender parity on selection committees	Percentage of selection committee members who are women/men

AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS		
STRATEGIC OBJECTIVE SO.3.1	Promote job access, promotion and professional development policies that foster equality amongst administrative and service staff	
STRATEGIC OBJECTIVE SO.3.2	Promote job access, promotion and professional development policies that foster equality amongst teaching and research staff	
ACTION 3.2	Ensure that internal procedures regarding hiring and CV assessment guidelines do not include features that are indirectly discriminatory	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Teaching Staff - Bodies involved: General Manager's Office (Human Resources and Organization Area) - Management or collaborating bodies: Administrative and Service Staff Service; Teaching and Research Staff Service 	Administrative and service staff; teaching and research staff	Second and third year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Analysis of internal procedures	Revisions proposed, where applicable	Number of internal procedures analysed Number of revisions proposed

AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS		
STRATEGIC OBJECTIVE SO.3.1	Promote job access, promotion and professional development policies that foster equality amongst administrative and service staff	
STRATEGIC OBJECTIVE SO.3.2	Promote job access, promotion and professional development policies that foster equality amongst teaching and research staff	
ACTION 3.3	Promote the development of the university's hiring regulations so that, in case of two candidates of equal merit, the position goes to the candidate of the underrepresented sex	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): General Manager's Office (all areas) - Management or collaborating bodies: Administrative and Service Staff Service; Teaching and Research Staff Service	Administrative and service staff; teaching and research staff	First and second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Revision of the regulations, giving special attention to the employment of trans people	Regulations revised	Yes/No

AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS		
STRATEGIC OBJECTIVE SO.3.1	Promote job access, promotion and professional development policies that foster equality amongst administrative and service staff	
STRATEGIC OBJECTIVE SO.3.2	Promote job access, promotion and professional development policies that foster equality amongst teaching and research staff	
ACTION 3.4	Compile and disseminate amongst the administrative and service staff and teaching and research staff work-life balance measures that can be requested from the university	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): General Manager's Office - Bodies involved: Institutional Communication and Promotion Unit (UCPI) - Management or collaborating bodies: Administrative and Service Staff Service; Teaching and Research Staff Service	Administrative and service staff; teaching and research staff	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Information included in the administrative and service staff and teaching and research staff guides and on the administrative and service staff and teaching and research staff intranets Organization of dissemination actions	Information included Dissemination actions carried out	Yes/No Number and types of dissemination measures carried out

AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS

STRATEGIC OBJECTIVE SO.3.1	Promote job access, promotion and professional development policies that foster equality amongst administrative and service staff	
STRATEGIC OBJECTIVE SO.3.2	Promote job access, promotion and professional development policies that foster equality amongst teaching and research staff	
ACTION 3.5	Design academic and teaching management activities so as to allow teaching and research staff and administrative and service staff to achieve work-life balance	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Teaching; VR Innovation - Bodies involved: General Manager’s Office (Human Resources and Organization Area) - Management or collaborating bodies: Academic Coordination Units (UCAs); Academic Management Units (UGAs) 	Administrative and service staff; teaching and research staff	Second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Study of academic activity and teaching management hours	Study carried out and proposals made, where applicable	Yes/No; types of proposals made
Inclusion, amongst the criteria for the assignment of teaching hours, of the possibility of adapting them to the work-life balance needs of the teaching and research staff member, insofar as the academic organization and objective needs of the service so allow	Such requests are taken into account	Number of requests processed

AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS		
STRATEGIC OBJECTIVE SO.3.1	Promote job access, promotion and professional development policies that foster equality amongst administrative and service staff	
STRATEGIC OBJECTIVE SO.3.2	Promote job access, promotion and professional development policies that foster equality amongst teaching and research staff	
ACTION 3.6	Carry out specific actions amongst employees to promote a culture of co-responsibility in the area of family life	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): General Manager's Office (Human Resources and Organization Area) - Bodies involved: Equality Unit - Management or collaborating bodies: Administrative and Service Staff Service; Teaching and Research Staff Service 	Administrative and service staff; teaching and research staff	Annual
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Organization of training and awareness-raising actions	Actions carried out	Number of actions carried out; number of participants, by sex
Prepare a report on the outcomes of the implementation of the work-life balance measures	Report prepared	Evolution of leaves requested to care for children or dependents, by sex

AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS		
STRATEGIC OBJECTIVE SO.3.1	Promote job access, promotion and professional development policies that foster equality amongst administrative and service staff	
STRATEGIC OBJECTIVE SO.3.2	Promote job access, promotion and professional development policies that foster equality amongst teaching and research staff	
ACTION 3.7	Propose measures before the Mesa d'Universitats (negotiating framework for issues common to all university staff) to facilitate work-life balance in cases of leaves to care for dependents and of maternity and paternity leaves for same-sex couples	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): General Manager's Office (Human Resources and Organization Area) - Bodies involved: VR Teaching Staff - Management or collaborating bodies: Administrative and Service Staff Service; Teaching and Research Staff Service	Administrative and service staff; teaching and research staff	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Submission of the proposal	Proposal submitted	Yes/No; outcome of the proposal

AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS

<p>STRATEGIC OBJECTIVE SO.3.1</p>	<p>Promote job access, promotion and professional development policies that foster equality amongst administrative and service staff</p>	
<p>ACTION 3.8</p>	<p>Study the options for administrative and service staff to achieve work-life balance within the framework of UPF's current organizational structure and the provision of its services</p>	
<p>AGENTS</p>	<p>AFFECTED GROUP</p>	<p>CALENDAR</p>
<p>- Facilitator(s): General Manager's Office (Human Resources and Organization Area)</p> <p>- Management or collaborating bodies: Administrative and Service Staff Service; Teaching and Research Staff Service</p>	<p>Administrative and service staff</p>	<p>Second year</p>
<p>MONITORING AND ASSESSMENT INDICATORS</p>	<p>EXPECTED OUTCOME</p>	<p>INDICATOR MEASUREMENT</p>
<p>Study of the administrative and service staff's current hours (times when they are required to be present and start and finishing times)</p>	<p>Study carried out and revised hours proposed</p>	<p>Yes/No</p>

AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS

STRATEGIC OBJECTIVE SO.3.1	Promote job access, promotion and professional development policies that foster equality amongst administrative and service staff	
ACTION 3.9	Consolidation of teleworking as another way of organizing work and working hours as a measure to facilitate work-life balance	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): General Manager's Office (Human Resources and Organization Area) - Management or collaborating bodies: Administrative and Service Staff Service	Administrative and service staff	Second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Prioritization in the granting of teleworking requests by people especially sensitive to working conditions for health reasons and people with accredited personal and family needs (concerning ascendants and descendants up to the first degree of kinship and spouse/domestic partner)	Consolidation of teleworking	Number of teleworking requests approved and denied Level of satisfaction of the people who have taken advantage of the teleworking option

AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS		
STRATEGIC OBJECTIVE SO.3.1	Promote job access, promotion and professional development policies that foster equality amongst administrative and service staff	
ACTION 3.10	Ensure that basic legal issues regarding gender are included in the skills-based training plan for administrative and service staff	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): General Manager's Office (Human Resources and Organization Area) - Bodies involved: Legal Counselling Service - Management or collaborating bodies: Administrative and Service Staff Service	Administrative and service staff	Second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Scheduling of courses on equality	Increase the number of people with training in this area	Number of courses held Number of participants, by sex

AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS		
STRATEGIC OBJECTIVE SO.3.1	Promote job access, promotion and professional development policies that foster equality amongst teaching and research staff	
ACTION 3.11	Advance towards gender parity in the composition of the teaching and research staff within each academic coordination unit (UCA)	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Teaching Staff - Management or collaborating bodies: UCAs	Teaching and research staff	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Establishment of targets within each UCA for hiring, promotions and stabilization	Narrowing of the gender gap	Data on the evolution of the composition, by sex, and on target fulfilment by each UCA

AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS		
STRATEGIC OBJECTIVE SO.3.2	Promote job access, promotion and professional development policies that foster equality amongst teaching and research staff	
ACTION 3.12	Provide tools to prevent gender biases in selection processes and promotions	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Teaching Staff - Bodies involved: General Manager's Office (Human Resources and Organization Area) - Management or collaborating bodies: Teaching and Research Staff Service; Academic Coordination Units (UCAs) 	Teaching and research staff	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
<p>Establishment of technical criteria and training on selection without gender biases for the members of selection committees and on indirect discrimination in academia</p> <p>Drafting of guidelines to increase the recruitment of women (e.g. including in calls for teaching and research staff a declaration of principles regarding the university's commitment to equality and non-discrimination; sending calls for vacancies to the women's caucuses of the professional associations of the respective disciplines; etc.)</p>	<p>Criteria established and training provided</p> <p>Guidelines defined</p>	<p>Yes/No</p> <p>Number of training actions carried out; number of participants, by sex</p> <p>Number of calls in which these guidelines have been followed</p>

AREA 3. EQUAL ACCESS TO JOBS AND PROMOTIONS		
STRATEGIC OBJECTIVE SO.3.2	Promote job access, promotion and professional development policies that foster equality amongst teaching and research staff	
ACTION 3.13	Define a new criterion for not counting periods of inactivity due to care for dependent persons in the regulations governing access and promotions to teaching positions and follow the ERC's guidelines on maternity leaves in internal research assessments	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Teaching Staff - Bodies involved: VR Research and Doctoral Studies - Management or collaborating bodies: Teaching and Research Staff Service; Planning, Studies and Quality Unit (UPEQ)	Teaching and research staff	Third year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Establishment of the criterion and of guidelines	Changes made to the regulations	Yes/No Number of people to take advantage of these changes



Area 4. Equal participation and representation



AREA 4. EQUAL PARTICIPATION AND REPRESENTATION		
STRATEGIC OBJECTIVE SO.4.1	Promote gender parity in all participation, representation and decision-making areas	
ACTION 4.1	Ensure compliance with gender parity requirements in all collective decision-making bodies, including the university's governing bodies and committees	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): General Secretary's Office - Management or collaborating bodies: Equality Unit	All	First and second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Revision of the regulations to ensure gender parity	Regulations revised	Yes/No; which ones Evolution of the gender composition of the bodies and committees

AREA 4. EQUAL PARTICIPATION AND REPRESENTATION		
STRATEGIC OBJECTIVE SO.4.1	Promote gender parity in all participation, representation and decision-making areas	
ACTION 4.2	Promote measures and actions by workers' representative bodies to ensure gender parity on the Workers' Committee and on the administrative and service staff and teaching and research staff committees (JPAS and JPDI)	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): General Manager's Office (Human Resources and Organization Area) - Bodies involved: Staff Committee; Workers' Committee; trade union sections - Management or collaborating bodies: Equality Unit 	Administrative and service staff; teaching and research staff	Second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Work with the representative bodies and social agents	Narrowing of the gender gap	Percentage of women and men on workers' representative bodies

AREA 4. EQUAL PARTICIPATION AND REPRESENTATION		
STRATEGIC OBJECTIVE SO.4.1	Promote gender parity in all participation, representation and decision-making areas	
ACTION 4.3	Promote gender parity in student participation and representative bodies, as well as in the position of class delegate	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Students - Bodies involved: Equality Unit; University Community Assistance Service (SACU) - Management or collaborating bodies: Student Council	Students	Second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Revision of the regulations to enforce equal participation	Regulations revised	Yes/No; which ones Evolution of the gender composition of the bodies and of the position of delegate

AREA 4. EQUAL PARTICIPATION AND REPRESENTATION		
STRATEGIC OBJECTIVE SO.4.1	Promote gender parity in all participation, representation and decision-making areas	
ACTION 4.4	Promote gender parity in student association representative bodies	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Students - Bodies involved: Equality Unit; University Community Assistance Service (SACU)	Students	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Review of the criteria for awarding grants to student associations	Inclusion of gender parity amongst the criteria for the award of grants	Yes/No Percentage of women and men in association bodies

AREA 4. EQUAL PARTICIPATION AND REPRESENTATION		
STRATEGIC OBJECTIVE SO.4.1	Promote gender parity in all participation, representation and decision-making areas	
ACTION 4.5	Study the subjective and objective obstacles impeding or hindering the incorporation of women into decision-making bodies and propose measures to overcome them	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Social Commitment and Equality - Management or collaborating bodies: Equality Unit	All	Third year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Performance of the study	Study carried out and results disseminated	Yes/No; type of dissemination



Area 5. UPF, an institution free of discrimination and violence



AREA 5. UPF, AN INSTITUTION FREE OF DISCRIMINATION AND VIOLENCE		
STRATEGIC OBJECTIVE SO.5.1	Prevent, detect and help to eradicate gender-based violence and LGBTI-phobia from the university environment	
ACTION 5.1	Ensure the effective implementation of the information, prevention measures and training aimed at eliminating any form of discrimination (sexism, homophobia, biphobia and transphobia), whilst complying with the current protocol	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Social Commitment and Equality; VR Students; General Manager's Office (Human Resources and Organization Area) - Bodies involved: Equality Unit; Technical Office for Occupational Hazards Prevention; Property Management and Contracting Service; International Relations Service - Management or collaborating bodies: Centre for Learning Innovation and Knowledge (CLIK); Committee for Gender Equality Policies; Permanent Committee against Gender-based Violence and LGBTI-phobia 	All	Permanent
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Organization of training actions	Training actions held	Yes/No; types Number of attendees, by sex
Effective dissemination of the current protocol and information and support resources	Dissemination achieved	Yes/No; types of dissemination actions
Revision of the Introduction to the University course, Student Guide and Tutorial Action Plan	Revisions carried out	Yes/No
Revision of the administrative and service staff and teaching and research staff guides	Revision carried out	Yes/No
Assessment of the protocol's	Assessment performed	Number of complaints and

implementation

cases handled

AREA 5. UPF, AN INSTITUTION FREE OF DISCRIMINATION AND VIOLENCE

STRATEGIC OBJECTIVE SO.5.1	Prevent, detect and help to eradicate gender-based violence and LGBTI-phobia from the university environment	
ACTION 5.2	Strengthen information, orientation and advisory services in cases of discrimination and harassment in the form of gender-based violence or LGBTI-phobia, as well as for support during gender transition	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Social Commitment and Equality - Bodies involved: VR Students; General Manager's Office (Human Resources and Organization Area) - Management or collaborating bodies: University Community Assistance Service (SACU) Equality Unit 	All	Second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Increase the number of available resources, whether the university's own or borrowed in collaboration with other organizations and institutions	Increased number of services	Evolution of the number of services Number of people served

AREA 5. UPF, AN INSTITUTION FREE OF DISCRIMINATION AND VIOLENCE

STRATEGIC OBJECTIVE SO.5.1	Prevent, detect and help to eradicate gender-based violence and LGBTI-phobia from the university environment	
ACTION 5.3	Ensure that student celebrations are respectful of gender equality and sexual diversity	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Students - Bodies involved: Equality Unit - Management or collaborating bodies: University Community Assistance Service (SACU); Student Council	Students	Permanent
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Taking of specific measures to prevent these situations and respond to them effectively	Measures taken	Yes/No; which ones

AREA 5. UPF, AN INSTITUTION FREE OF DISCRIMINATION AND VIOLENCE

STRATEGIC OBJECTIVE SO.5.1	Prevent, detect and help to eradicate gender-based violence and LGBTI-phobia from the university environment	
ACTION 5.4	Revise the regulations on curricular adaptation to accommodate students who have been the victim of gender-based violence, as well as students who have experienced this situation in their family environment and students who have experienced LGBTI-phobia or are in the process of changing gender	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Social Commitment and Equality; VR Students - Bodies involved: Equality Unit - Management or collaborating bodies: Academic Management Units (UGAs)	Students	Second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Revision of the regulations	Regulations revised	Yes/No; number of applications received by type

AREA 5. UPF, AN INSTITUTION FREE OF DISCRIMINATION AND VIOLENCE		
STRATEGIC OBJECTIVE SO.5.1	Prevent, detect and help to eradicate gender-based violence and LGBTI-phobia from the university environment	
ACTION 5.5	Promote the adoption of inter-university agreements with universities and research centres from other territories for the transfer of undergraduate and postgraduate transcripts for students who have been the victim of gender-based violence or the children thereof	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Social Commitment and Equality; VR Students - Bodies involved: General Secretary's Office; Legal Counselling Service - Management or collaborating bodies: Equality Unit 	Students	First year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Adoption of agreements	Agreements adopted	Yes/No; number of applications received

AREA 5. UPF, AN INSTITUTION FREE OF DISCRIMINATION AND VIOLENCE

STRATEGIC OBJECTIVE SO.5.1	Prevent, detect and help to eradicate gender-based violence and LGBTI-phobia from the university environment	
ACTION 5.6	Study the incidence of gender-based violence and LGBTI-phobia in the university community	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Social Commitment and Equality - Bodies involved: VR Students - Management or collaborating bodies: University Community Assistance Service (SACU); Equality Unit	All	Second and third year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Performance of the study	Study performed and results disseminated	Yes/No; type of dissemination

AREA 5. UPF, AN INSTITUTION FREE OF DISCRIMINATION AND VIOLENCE

STRATEGIC OBJECTIVE SO.5.1	Prevent, detect and help to eradicate gender-based violence and LGBTI-phobia from the university environment	
ACTION 5.7	Ensure that there is no gender discrimination in UPF's cultural and sport programming or in its residential facilities and ensure respect for sexual diversity and gender expression and identity	
AGENTS	AFFECTED GROUP	CALENDAR
- Facilitator(s): VR Students - Bodies involved: VR Social Commitment and Equality - Management or collaborating bodies: University Community Assistance Service (SACU); Equality Unit	All	Permanent
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Organization of activities and campaigns	Activities and campaigns carried out	Yes/No; types of activities Number of people attending
Amendment of the regulations, where applicable, to facilitate access by trans and intersex people to sport leagues, enabling them to join the teams with which they identify	Regulations revised	Yes/No
Amendment of the regulations, where applicable, to enable people wishing to access the university residence halls to specify whom they would like to room with	Regulations revised	Yes/No

AREA 5. UPF, AN INSTITUTION FREE OF DISCRIMINATION AND VIOLENCE		
STRATEGIC OBJECTIVE SO.5.1	Prevent, detect and help to eradicate gender-based violence and LGBTI-phobia from the university environment	
ACTION 5.8	Begin a process of reflection on how best to collect information on the variable 'sex' in a way that is inclusive of the different gender identities and expressions	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): VR Social Commitment and Equality; General Manager's Office (Human Resources and Organization Area) - Bodies involved: VR Students - Management or collaborating bodies: Equality Unit 	All	Second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Holding of meetings for this purpose	Proposals arising from the reflection process	Number of meetings held; types of proposals implemented

AREA 5. UPF, AN INSTITUTION FREE OF DISCRIMINATION AND VIOLENCE

STRATEGIC OBJECTIVE SO.5.1	Prevent, detect and help to eradicate gender-based violence and LGBTI-phobia from the university environment	
ACTION 5.9	Begin a process of reflection on spaces segregated by sex (sex-specific bathrooms vs shared bathrooms) and look for alternatives in the case of changing rooms	
AGENTS	AFFECTED GROUP	CALENDAR
<ul style="list-style-type: none"> - Facilitator(s): General Manager's Office (Property Management and Contracting Service); VR Social Commitment and Equality; General Manager's Office (Human Resources and Organization Area) - Bodies involved: VR Students - Management or collaborating bodies: Campus Management Office; Equality Unit 	All	Second year
MONITORING AND ASSESSMENT INDICATORS	EXPECTED OUTCOME	INDICATOR MEASUREMENT
Holding of meetings for this purpose	Proposals arising from the reflection process	Number of meetings held; types of proposals implemented