

# Gender Policy

Guaranteeing equal opportunities for women and men is an important issue at the Altai State University (AltSU) and the principle of establishing equality between the genders has been anchored in numerous legal and strategic documents. In 2020, the University administration resolved upon implementing the Gender Policy Code of Conduct. The code contains seven principles that set a signal for a practiced culture of equal opportunity. The text runs as follows:

## **Core principle:**

All staff and students at the AltSU should ensure that women and men have equal rights and development opportunities at the University. The Code of Conduct applies to all who work or study here. The University supports the promotion and implementation of genuine equality between women and men.

1. The interests of both genders must be optimally served at all levels and in all functions. This includes equal representation as well as due consideration of any specific gender interests in all working contexts.
2. The University aims to achieve a balanced representation of women and men at all levels and in all functions. If either gender is strongly underrepresented in a given context, the Code of Conduct recommends preferential treatment of candidates of the underrepresented gender, given equivalent qualifications. Promoting junior female academics is a particular concern.
3. Nobody may suffer negative consequences due to their sex, gender identity or gender transition.
4. The University supports forms of employment that enable staff and students to combine work or studies with family commitments. The University provides childcare facilities for staff and students.
5. Each individual's dignity and integrity must be respected. Sexual harassment and sexist behavior are violations of human dignity.
6. At the AltSU, written and spoken language should express equal treatment of women and men while maintaining precision and elegance
7. Data relevant to the achievement of equal opportunities are collected regularly, linked with the AltSU management tools, and analyzed with a view to monitoring progress as well as providing a basis for further measures.