



# GENDER EQUALITY CHARTER IMPLEMENTATION

## College of Europe – Bruges Campus

In order to implement these commitments in its policies, practices and institutional culture, the College of Europe, advised by the Gender Equality Working Party consisting of faculty, staff, and students from both campuses, has taken specific initiatives.

In the **2022-2023 academic year**, this included:

- The annual revision of a Code of Conduct, regulating prohibited behaviors, as applicable to students, staff and faculty;
- The further development of a prevention policy to foster a respectful and safe environment at the College by organizing training sessions and creating awareness campaigns on gender and diversity for all students and staff, such as:
  - “Consent workshop” organized by SAO and mandatory for all students;
  - “Code of Conduct presentation” by the Student Welfare Officer, not only to students and staff, but also visiting professors at the annual departmental meetings;
  - “#IamRemarkable workshops” organized by SAO in collaboration with Google;
  - “Bystander Intervention Workshop” organized by SAO, in collaboration with Pimento;
  - “Info session on sexual and reproductive health in Belgium” organized by SAGE in collaboration with the Student Welfare Officer and Luna;
  - “Gender Equality in the Workplace” organized by SAGE;
  - “Inclusive leadership, gender equality and micro-aggressions: ” organized by SAGE with Claudia DE CASTRO CALDEIRINHA;
- Fostering a discussion on gender equality by conducting anonymous surveys and encouraging bystander awareness;
- Offering academic courses and specific lectures related to gender, including:
  - HUBERT A. & SOLER M. - Addressing Social and Gender Inequalities in Europe;



- ALLWOOD G. & GUERRINA R. - Gendering EU External Affairs: Towards a More Inclusive Diplomacy;
- Guest intervention of Muriel DOMENACH, French Ambassador, Permanent representative of France to NATO, on Feminist Diplomacy;
- Ninth annual high-level EU Diplomacy Lecture on “[Gender Equality in EU Foreign and Security Policy: A Question of Leadership](#)” with Ambassador Stella RONNER-GRUBAČIĆ;
- Monitoring female, male and nonbinary representation among the academic staff and faculty through an annual scoreboard submitted to the Academic Council;
- Introducing gender neutral language in the College’s application form, and all interlinked ICT platforms;
- Promoting a campaign around menstrual precariousness, including the making available of free sanitary products at the College;
- Delegating Purple Points at student-organized activities, as a safe point.