



# GENDER EQUALITY CHARTER

## College of Europe – Bruges Campus

The College of Europe is dedicated to ensuring an academic and professional environment that **values and promotes gender equality** among its members. Gender equality is not only about women, it demands the participation of all members of the community. Gender equality is one of the founding principles of the European project and a value of the College of Europe, which wants to engage and promote a gender equality strategy.

The goal of this Gender Equality Charter is that every student and every staff member of the College of Europe is free and feels safe to express their gender identity without fearing discrimination, being able to tap into their full potential and talents with equal access to opportunities and possibilities to grow. Through the promotion of gender equality, the College of Europe aims to support the personal development of its students and staff and contribute to the creation of a more dynamic and just society in the **respect of the values of diversity and openness**. As a leading postgraduate institute in European studies, the College of Europe would like to set an example and instil these values in a community with a wide reach and influence in the European Union.

The College of Europe strives to advance gender equality through **awareness, education, and opportunity**. Awareness includes academic and non-academic mechanisms of sensitizing the College of Europe community to the importance of gender in academic and non-academic interactions. Education refers specifically to the availability of courses that allow College of Europe students to pursue this topic. Opportunity involves the creation of activities that foster the reflection of students, faculty, and staff of the importance of gender equality.

### The College is committed to:

1. Ensuring the College community values and respects the diversity of students, staff and faculty;
2. Acting against any form of discrimination, bullying, harassment, stalking, violence or sexual misconduct, as set out in the Code of Conduct;
3. Pursuing an improvement of the gender balance at all levels of careers and administrative governance;
4. Mainstreaming gender equality values across all relevant strategies and daily operations, including in the training of academic and administrative staff;



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5. Encouraging gender-sensitive methods and processes in teaching and learning to raise understanding about intersectionality of gender and advance gender equality among students, staff, and faculty;
6. Addressing barriers to equal gender participation in academia and the professional environment;
7. Providing students and staff with the opportunity to contribute towards cultural, social, and political change in gender norms;
8. Engaging in knowledge-sharing networks and activities promoting gender equality and diversity.

In the framework of the Gender Equality Working Party, the implementation of this Charter will be reviewed and updated on an annual basis.