



Gender Equality Plan (GEP)

Doc No: TIU.RC.IN.103E

Version: 01

Issue date: 05/12/2024

1. Introduction

Tishk International University is committed to fostering a fair and inclusive academic and work environment where both male and female staff and students have equal opportunities to succeed, develop, and contribute to the institution's mission. This Gender Equality Plan (GEP) outlines TIU's strategic approach to promoting gender equality and addressing any gender-based imbalances in staffing, leadership, and student representation.

2. Objectives

- i. Ensure equal treatment and opportunities for male and female staff and students.
- ii. Promote gender balance in leadership and decision-making roles.
- iii. Integrate gender equality into recruitment, promotion, and career development.
- iv. Address gender-based discrimination and raise awareness about gender equity.
- v. Support work-life balance and family-friendly policies for both genders.

3. Key Priority Areas and Actions

3.1. Goal A: To improve gender balance in managerial and decision-making bodies.

Actions:

- 3.1.1. Monitor and report the gender composition of all boards, committees, and leadership roles annually.
- 3.1.2. Encourage fair representation of both genders in nominations for leadership roles.

3.2. Goal B: To insure gender equality in recruitment, retention, and promotion of academic and administrative staff.

Actions:

- 3.2.1. Use gender-neutral language in job advertisements.
- 3.2.2. Ensure balanced representation in hiring and promotion committees.
- 3.2.3. Track promotion rates by gender and address disparities if any.

3.3. Goal C: To support both male and female staff in balancing work and family responsibilities.

Actions:

- 3.3.1. Promote flexible working hours and remote work options where applicable.
- 3.3.2. Provide parental leave policies that support both genders.
- 3.3.3. Raise awareness of available support mechanisms (e.g., childcare support).



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3.4. Goal D: To encourage gender balance across all academic programs and student leadership roles.

Actions:

- 3.4.1. Monitor gender distribution by department and academic program.
- 3.4.2. Promote initiatives to support underrepresented gender groups in specific programs (e.g., women in engineering, men in nursing).

3.5. Goal E: To prevent and respond to any form of gender-based discrimination or harassment.

Actions:

- 3.5.1. Establish clear policies and procedures for reporting and handling complaints.
- 3.5.2. Provide regular awareness training on gender sensitivity and respect in the workplace.
- 3.5.3. Set up a confidential advisory point or contact person for gender-related issues.

4. Implementation and Monitoring

The Gender Equality Committee, under the Office of Quality Assurance, will oversee implementation. Annual progress reports will be submitted to the University Council. Additionally, indicators such as gender ratio in hiring, promotions, student enrollment, and complaints will be used for evaluation.

5. Communication

The GEP will be published on the university website and shared with all staff and students. Regular workshops and awareness campaigns will be held to communicate goals and actions.

6. Review and Updates

This plan will be reviewed biennially and updated based on progress, feedback, and institutional needs.

Approved by
President

Prof. Dr. Sultan T. Abu-Orabi


20-05-2025