

Ordinance No. 2/12/2021
of the Rector of the University of Economics and Human Sciences in Warsaw
of 1 December 2021
on the adoption of
“Equality and anti-discrimination policy
at the University of Economics and Human Sciences in Warsaw”

Pursuant to §23 sec. 1 of the Act of 20 July 2018 - Law on Higher Education and Science (Journal of Laws of 2020, item 85 [Dz.U. z 2020 r. poz. 85]), the following shall apply:

§ 1.

1. The *“Equality and anti-discrimination policy at the University of Economics and Human Sciences in Warsaw”* is hereby adopted.
2. *“Equality and anti-discrimination policy at the University of Economics and Human Sciences in Warsaw”* constitutes an appendix to this Ordinance.

§ 2.

This Ordinance enters into force on the day of its announcement.

/-/ *dr hab. Konrad Janowski, prof. AEH*

Rector

**EQUALITY AND ANTI-DISCRIMINATION POLICY
AT THE UNIVERSITY OF ECONOMICS AND HUMAN SCIENCES IN WARSAW**

1. The University of Economics and Human Sciences in Warsaw, in pursuit of academic excellence, is fully committed to an active approach to equality. This Policy is an expression of that commitment, outlining the scope of efforts to create an environment based on inclusive education. The aim of the Policy is to increase educational and social opportunities for all by providing conditions for the development of individual potential.

2. Equality lies at the foundation of the University and the academic community, which includes students and staff. All procedures relating to individuals in this community are dependent only on performance and criteria linked to assigned responsibilities. Any irrelevant criteria shall not be, in any case, considered.

3. The irrelevant criteria include protected characteristics derived from, among others, the *Charter of Fundamental Rights of the European Union*. These characteristics include:

1. Age
2. Disability
3. Marriage and civil partnership
4. Gender (and gender reassignment)
5. Sexual orientation
6. Pregnancy and maternity
7. Race
8. Religion and belief

4. The University is obliged, first and foremost, to respect the differences arising from the above protected characteristics and to work proactively to broaden the scope of inclusivity. All individuals within the community are not discriminated against in any way. Only competences and ability to meet the requirements of recruitment or enrolment are considered.

5. The University strongly and actively opposes all forms of discrimination, harassment, and victimization. Should such circumstances arise, individuals who are part of the community, or who apply for such membership, have the right to file a complaint. Complaints are dealt with in accordance with the University's complaints procedure.

6. Furthermore, the University commits to actively pursue the implementation of this Policy and to uphold European standards in academic activity. The University undertakes to:

- Work towards the elimination of discrimination, harassment, and victimization based on protected characteristics.
- Take action, wherever possible, to support this Policy and its objectives.
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
- Foster positive relations between persons who share a protected characteristic and persons who do not share it.
- Subject the University's Policy to ongoing evaluation to see how it affects protected groups and to determine whether the policy helps to achieve equality of opportunity for all groups.
- Promote an inclusive culture through training as well as through development and improvement of University rules and policies.
- Disseminate this document to all members of the University's community.
- Promote good practices in place at the University to strengthen equality and diversity by raising awareness of the importance of equality issues.
- Assist academic career development of individuals whose careers are delayed or constrained for systemic reasons.
- Support work-study-family balance by expanding the University's offer of childcare, including through the development of care infrastructure on the University campus.

7. The Rector has entrusted the Plenipotentiary for Equal Treatment with the task of promoting attitudes relating to respect and equal treatment and counteracting discrimination and its effects.

8. This Policy leaves intact the provisions on anti-discrimination and anti-exclusion contained in the Ordinance No. 1/09/2020 of the Rector of the University of Economics and Human Sciences in Warsaw of 21 September 2020 on the of the Regulations for conflict resolution, counteracting discrimination, and providing assistance to persons experiencing it at the University of Economics and Human Sciences in Warsaw.