

Gender Equality

Plan

2024-2026



TOR VERGATA
UNIVERSITY OF ROME

Intro

The promotion of gender equality in research and innovation has been a policy priority in Europe for more than twenty years. One of the key turning points in the pursuit of gender equality was announced in 2020, when the European Commission (EC) mandated Gender Equality Plans (GEPs) as a requirement for all higher education and research institutions planning to receive funding from the Horizon Europe program. The guidelines, with specific instructions on how to draft successful GEPs, were presented by the EC's Director-General during the European Research and Innovation Days. In Italy, the Conference of Italian University Rectors (CRUI) then elaborated on the issue in its "Guidelines for the Elaboration of GEPs in Italian Universities", enabling Italian universities to prepare their GEPs effectively. Towards this end is also Mission 4 of Italy's National Recovery and Resilience Plan (PNRR), which is dedicated to the education and research sector. It foresees that access to PNRR funding programs will only be granted to universities, research institutions, and other public or private organizations that already have a Gender Balance Sheet and a GEP, or commit to developing them within the first year of the project. Since 2017, the "Single Committee for Equal Opportunities, Employee Wellbeing, and Non-Discrimination" (CUG) of Tor Vergata University of Rome has been carrying out a follow-up assessment of gender representation in order to identify potential imbalances and thus inform policies, measures, and actions to promote equal opportunities. This ongoing process allows for continuous monitoring of progress.

To further these efforts, in 2020 the University formed a Coordination Group to prepare the Gender Balance Sheet, followed by a dedicated Working Group responsible for drafting and periodically updating the GEP. The goal was to facilitate a thorough analysis of the University's overall identity, assess the effects and sustainability of implemented measures, optimize current results, identify any inconsistencies and areas requiring additional focus, and highlight opportunities, resources, and prospects for new policies. The first GEP for 2022-2024 prepared by the Working Group was approved by the Academic Senate and the Board of Trustees in November 2021. The second one (2023-2025) was presented in December 2022. In line with the previous versions and the content required by the EC and CRUI Guidelines, this document outlines seven key areas of intervention for 2024-2026, linked to specific Sustainable Development Goals (SDGs) and targets from the UN 2030 Agenda before being translated into concrete objectives for the University. The 2030 Agenda, established in 2015 and unanimously adopted by UN member states, includes 17 SDGs – shared goals broken down into 169 specific targets to be achieved by 2030. Such goals aim to promote sustainable development across economic, social, and environmental dimensions worldwide. All countries and sectors of society are called upon to contribute to an economically, socially, and environmentally sustainable path. Universities, as sites of conceptual innovation and experimentation and as drivers of regional and global progress, have a central role to play in this process.

Link between thematic areas and SDGs

The following section outlines the correlation between the thematic areas that encompass the objectives of Tor Vergata University of Rome GEP and the relevant SDGs and targets of the UN 2030 Agenda:



THEMATIC AREA 1 – Gender balance in leadership and decision-making

GOAL 5 – Gender equality – Target 5.5: Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.



THEMATIC AREA 2 – Gender equality in recruitment and career progression

GOAL 10 – Reduced inequalities – Target 10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.



THEMATIC AREA 3 – Work-life balance and organizational culture

Goal 8 – Decent work and economic growth – Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.



THEMATIC AREA 4 – Integration of the gender dimension into research content

GOAL 10 – Reducing inequalities – Target 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices, and promoting appropriate legislation, policies and action in this regard.

Link between thematic areas and SDGs



THEMATIC AREA 5 – Integration of the gender dimension into teaching content

GOAL 4 – Quality education –Target 4.5: By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.




THEMATIC AREA 6 – Integration of the gender dimension in third mission activities


GOAL 17 – Partnerships for the Goals –Target 17.17: Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.




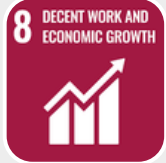
THEMATIC AREA 7 – Combating gender-based violence, including sexual harassment

GOAL 5 – Gender equality –Target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

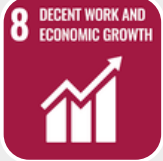
Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA.1 Gender balance in leadership and decision-making <div>  </div>	1.1 To champion equal opportunity in all institutional processes, management practices, and throughout the University culture	Systematic collection of gender-disaggregated quantitative and qualitative data in Digital form from all Central and decentralized administrative units, to support the periodic preparation of the Gender Balance Sheet, the Annual Management Report (accompanying the University's Annual Financial Statement), and the Sustainability Report	<ul style="list-style-type: none"> Key stakeholders and decision-makers §Teaching and Research staff, and Technical, Administrative, and Library staff Tor Vergata University students Prospective students and their families 	X	X	X	X	<ul style="list-style-type: none"> University Statistical Office Finance and Sustainability Reporting Office 	-	<ul style="list-style-type: none"> Gender Balance Sheet Sustainability Report Management Report
		Regular progress meetings on the Gender Equality Plan and Gender Budget with key governance and University unit representatives to: 1) effectively disseminate these tools, 2) optimize their potential, and 3) maximize their overall impact	<ul style="list-style-type: none"> Teaching and Research staff, and Technical, Administrative, and Library staff Tor Vergata University students 	X	X	X	X	<ul style="list-style-type: none"> Rector's Delegate for Equal Opportunities and Inclusion Pro-Rector for Research International Research Office 	-	<ul style="list-style-type: none"> Annual Gender Equality Plan review Triennial Gender Balance Sheet with annual data updates

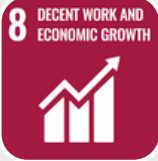
Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA.1 Gender balance in leadership and decision-making <div>  </div>	1.1. To champion equal opportunity in all institutional processes, management practices, and throughout the University culture	Funding of research grants for multidisciplinary studies examining gender dynamics phenomena	<ul style="list-style-type: none"> Research fellows PhD students Undergraduate and postgraduate students 		X	X	X	<ul style="list-style-type: none"> Rector's Delegate for Equal Opportunities and Inclusion Relevant Department Director 	70.000 euros per year	Monitoring of action implementation


Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 2 Gender equality in recruitment and career progression 	2.1 To promote processes supporting female researchers/professors in their academic careers	Implementing a strong institutional intervention at the CRUI to support female researchers and professors through maternity leave replacement contracts during the last months of their pregnancy and the first year of maternity leave	Teaching and Research staff	X	X	X	X	<ul style="list-style-type: none"> Rector Rector’s Delegate for Equal Opportunities and Inclusion CUG Director of the Human Resources Office 	-	Monitoring of action implementation
		Integrating corrections for maternity leave and other legally mandated leaves of absence into university research scoring to ensure a more equitable assessment of research productivity	Teaching and Research staff	X	X	X	X	<ul style="list-style-type: none"> Rector Rector’s Delegate for Equal Opportunities and Inclusion CUG Director of the Human Resources Office 	-	Analysis of requests and their impact on the total number of female researchers/professors on maternity leave

Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 3 Work-life balance and organizational culture 	3.1 To promote balance between work and private/family life	Regularly updating the University's parental leave booklet and appointing a dedicated staff member as a central point of contact for information and assistance	Teaching and Research staff, and Technical, Administrative, and Library staff		X			<ul style="list-style-type: none"> Rector's Delegate for Equal Opportunities and Inclusion Director of the Human Resources Office 	-	Number of requests received by contact person and change from previous year
		Creating a shared space within each Area Library to facilitate community engagement, intellectual exchange, and discussions on pressing issues	<ul style="list-style-type: none"> Teaching and Research staff, and Technical, Administrative, and Library staff Tor Vergata University students Prospective students Citizens 		X	X	X	<ul style="list-style-type: none"> Director-General CUG Head of the Area Libraries 	2.000 Euros per year	<ul style="list-style-type: none"> Analysis of access trends, including year-over-year changes Number of events organized and a breakdown of attendance figures
		Establishing a Gender, equality, and inclusion resource center in the Vilfredo Pareto Library of the School of Economics	<ul style="list-style-type: none"> Teaching and Research staff, and Technical, Administrative, and Library staff Tor Vergata University students Prospective students 	X	X	X	X	<ul style="list-style-type: none"> Director-General CUG Head of the Area Libraries 	2.000 Euros per year	Analysis of access trends, including year-over-year changes


Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 3 Work-life balance and organizational culture 	3.1 To promote balance between work and private/family life	Implementing a dedicated paid leave option in the University attendance registration system for female employees who participate in gender-based violence protection programs or are supported by national anti-violence centers	Technical, Administrative, and Library staff		X			<ul style="list-style-type: none"> Rector's Delegate for Equal Opportunities and Inclusion Director of the Human Resources Office 	-	Number of available hours/days and use rate
		Amending the regulations on solidarity leave and permits. This would extend the benefit to caregivers of relatives, spouses, or cohabitants who require constant care due to specific health conditions	Technical, Administrative, and Library staff		X			<ul style="list-style-type: none"> Rector's Delegate for Equal Opportunities and Inclusion Director of the Human Resources Office 	-	Number of available hours/days and use rate
		Exploring partnerships with suitable local childcare facilities for the benefit of the University community	<ul style="list-style-type: none"> Teaching and Research staff, and Technical, Administrative, and Library staff PhD students Specializing students Adjunct Instructors, and Research Fellows Tor Vergata University students 		X			<ul style="list-style-type: none"> Rector Director-General Rector's Delegate for Equal Opportunities and Inclusion Director of the Human Resources Office AGEVOLA Head 	-	Number of agreements secured


Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 3 Work-life balance and organizational culture 	3.2 Promoting equal opportunities as a culture and foundation for the actions and practices of individuals belonging to the university community	Planned development and delivery of training initiatives on equity and equality for employees. Format to include workshops, open days, seminars, and courses.	Teaching and Research staff, and Technical, Administrative, and Library staff	X	X	X	X	<ul style="list-style-type: none"> Rector's Delegate for Equal Opportunities and Inclusion CUG Director-General Director of the Human Resources Office 	-	<ul style="list-style-type: none"> Number and gender of personnel units formed Percentage of employees reached by training, disaggregated by gender
		Monitoring compliance with Italian language best practices for non-discriminatory communication in administrative documents, websites, and social media	<ul style="list-style-type: none"> Teaching and Research staff, and Technical, Administrative, and Library staff Tor Vergata University students Prospective students 	X	X	X	X	<ul style="list-style-type: none"> Rector's Delegate for Equal Opportunities and Inclusion CUG Dedicated working group University Communication Office 	-	Assessment of the increase in the use of inclusive language in university practices and institutional websites
		Implementing the Ofelia Project to provide low-cost sanitary pads and other health supplies (condoms, wet wipes, etc.) to women in the university community	<ul style="list-style-type: none"> Tor Vergata University students Teaching and Research staff, and Technical, Administrative, and Library staff Prospective students 		X	X	X	<ul style="list-style-type: none"> Rector's Delegate for Equal Opportunities and Inclusion CUG Director-General Director of Assets and Procurement Office Sustainable Development Office 	30.000 Euros per year	Number of products sold, trend of invoicing by the assigned economic operator


Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 3 Work-life balance and organizational culture 	3.2 Promoting equal opportunities as a culture and foundation for the actions and practices of individuals belonging to the university community	Installing diaper changing stations in at least one restroom per School and in the Central Administration building to support student mothers and fathers with infants during university activities (administrative tasks, exams, thesis defenses, etc.)	<ul style="list-style-type: none"> Tor Vergata University students Teaching and Research staff, and Technical, Administrative, and Library staff Prospective students 		X	X	X	<ul style="list-style-type: none"> Sustainable Development Office CUG 	3.000 Euros per year	Surveys of male and female students' satisfaction with the initiative


Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 4 Integration of the gender dimension into research content 	4.1 To include gender language in research-related processes	Promoting gender-balanced University research activities through targeted incentives and support for inclusive research groups	<ul style="list-style-type: none"> Teaching and Research staff, and Technical, Administrative, and Library staff; PhD students, Adjunct Instructors, and Research Fellows 	X	X	X	X	<ul style="list-style-type: none"> Rector; §Pro-Rector for Research Rector’s Delegate for Equal Opportunities and Inclusion Macroarea/Faculty Coordinators 	-	Indicators presented in the Gender Balance Sheet, Teaching and Research Staff section, Research field
		Tracking gender-disaggregated data on competitive research project assignments, success rates, funding amounts, publication submissions, and patent filings	<ul style="list-style-type: none"> Key stakeholders and decision-makers Teaching and Research staff PhD students, Adjunct Instructors, and Research Fellows 	X	X	X	X	<ul style="list-style-type: none"> Rector’s Delegate for Equal Opportunities and Inclusion University Statistical Office Director of Research and Third Mission Directorate 	-	Indicators presented in the Gender Balance Sheet, Teaching and Research Staff section, Research field
		Fostering multidisciplinary networks of Teaching and Research staff with a focus on gender, equality, inclusion, and diversity management	<ul style="list-style-type: none"> Key stakeholders and decision-makers Teaching and Research staff; PhD students, Adjunct Instructors, and Research Fellows 	X	X	X	X	<ul style="list-style-type: none"> Pro-Rector for Research Rector’s Delegate for Equal Opportunities and Inclusion Macroarea/Faculty Coordinators 	10.000 Euros per year	<ul style="list-style-type: none"> Number of activated or joined networks Number of initiatives implemented and evaluation of their impact


Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 4 Integration of the gender dimension into research content 	4.1 To include gender language in research-related processes	Promoting the activities of the GIO (Inter-University Observatory on Gender, Equality, and Equal Opportunity Studies), of which the University is a founding member	<ul style="list-style-type: none"> Teaching and Research staff, and Technical, Administrative, and Library staff PhD students, Adjunct Instructors, and Research Fellows Tor Vergata students 	X	X	X	X	<ul style="list-style-type: none"> Rector's Delegate for Equal Opportunities and Inclusion GIO Scientific committee 	-	Number of initiatives implemented and evaluation of their impact
		Promoting the activities of the GES (Grammarism and Sexism) Center, affiliated to the Department of Literary, Philosophical, and Art History Studies	<ul style="list-style-type: none"> Tor Vergata University students Teaching and Research staff, and Technical, Administrative, and Library staff Prospective students 	X	X	X	X	<ul style="list-style-type: none"> GES Director Rector's Delegate for Equal Opportunities and Inclusion Pro-Rector for Research 	-	<ul style="list-style-type: none"> Annual publication output Number of curated events Number of people enrolled in the proposed courses
		Promoting the activities of the "Di-Con-Per Donne" Center, affiliated to the Faculty of Law	<ul style="list-style-type: none"> Tor Vergata University students Teaching and Research staff, and Technical, Administrative, and Library staff 	X	X	X	X	<ul style="list-style-type: none"> Center Director Rector's Delegate for Equal Opportunities and Inclusion Pro-Rector for Research 	-	<ul style="list-style-type: none"> Annual publication output Number of curated events
		Promoting the Scientific Observatory of Women Entrepreneurship (OSIF) activities at the Department of Management and Law, Faculty of Economics	<ul style="list-style-type: none"> Teaching and Research staff, and Technical, Adm. and Library staff PhD students, Adjunct Instructors, and Res. Fellows Tor Vergata University students 	X	X	X	X	<ul style="list-style-type: none"> Observatory Coordinator Rector's Delegate for Equal Opportunities and Inclusion Pro-Rector for Research 	-	<ul style="list-style-type: none"> Annual publication output Number of curated events


Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 5 Integration of the gender dimension into teaching content <div>  </div>	5.1 To include gender language in teaching-related processes and course curricula	Continuing and monitoring of the SOIN (Support and Inclusion) project for student caregivers	<ul style="list-style-type: none"> • Student caregivers • Prospective students 	X	X	X	X	<ul style="list-style-type: none"> • Rector’s Delegate for Equal Opportunities and Inclusion • §Pro-Rector for Teaching • Director-General • Director of Didactics and Student Services Directorate 	-	Monitoring the number of male and female students using support and inclusion measures, with year-over-year comparison
		Training Course on “Active and Equal Citizenship – Deconstructing Social Stereotypes to Prevent and Combat Gender Violence"	<ul style="list-style-type: none"> • Tor Vergata University students • Prospective students • Teaching and Research staff, and Technical, Administrative, and Library staff 	X	X	X	X	GES Director	-	Number of enrollment(s) in different categories (university students/staff, Path for Transversal Skills and Orientation – PCTO –, employees, etc.) and change from previous year
		Course on “Gender & Inclusion”	<ul style="list-style-type: none"> • Tor Vergata University students • Prospective students 	X	X	X	X	<ul style="list-style-type: none"> • Department of Enterprise Engineering • Rector’s Delegate for Equal Opportunities and Inclusion 		Enrollment figures with year-over-year comparison
		Awarding prizes of 500 euros each for Bachelor’s dissertations on gender issues	<ul style="list-style-type: none"> • Tor Vergata University students • Prospective students 	X	X	X	X	<ul style="list-style-type: none"> • Director of Didactics and Student Services Directorate • Rector’s Delegate for Equal Opportunities and Inclusion 	6.000 Euros per year	Verification of actual prizes disbursement


Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 5 Integration of the gender dimension into teaching content <div>  </div>	5.1 To include gender language in teaching-related processes and course curricula	Awarding prizes of 1,500 euros each for doctoral and specialization course dissertations on gender issues	<ul style="list-style-type: none"> Tor Vergata University students Prospective students 	X	X	X	X	<ul style="list-style-type: none"> Director of Didactics and Student Services Directorate Rector's Delegate for Equal Opportunities and Inclusion 	12.000 Euros per year	Verifica dell'effettiva erogazione dei premi di laurea
		Awarding prizes of 1,500 euros each for doctoral and specialization course dissertations on gender issues	<ul style="list-style-type: none"> PhD students Specializing students Tor Vergata University students 	X	X	X	X	<ul style="list-style-type: none"> Director of Didactics and Student Services Directorate Rector's Delegate for Equal Opportunities and Inclusion 	18.000 Euros per year	Verification of actual prizes disbursement
		Establishing scholarships to students seeking international protection, including access to preparatory Foundation courses	Students enrolled in 2023/2024 who are in the indicated situation	X	X	X	X	<ul style="list-style-type: none"> Rector's Delegate for Equal Opportunities and Inclusion Director-General Director of Didactics and Student Services Directorate 	150.000 Euros per year	Verification of actual grant disbursement

Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 6 Integration of the gender dimension in third mission activities 	6.1 To pursue equal opportunity and value differences through third mission activities and public engagement	Participating, through the CUG, in the UN.I.RE. – University Networking Against Gender Violence project	<ul style="list-style-type: none"> Tor Vergata University students Teaching and Research staff, and Technical, Administrative, and Library staff 	X	X	X	X	CUG	-	Monitoring and evaluation of ongoing projects
		Standardizing the inclusion of “Dottoressa” on the degree certificates of female graduates issued by all universities through a well-established institutional framework	<ul style="list-style-type: none"> Tor Vergata University students Prospective students 	X	X	X	X	<ul style="list-style-type: none"> Rector; Pro-Rector for Teaching Rector’s Delegate for Equal Opportunities and Inclusion 	-	Verification of action execution
		Developing initiatives that promote gender equality within the University’s third mission, fostering collaboration with local communities and partner organizations	<ul style="list-style-type: none"> Key stakeholders and decision-makers Teaching and Research staff, and Technical, Administrative, and Library staff Tor Vergata University students Prospective students 	X	X	X	X	<ul style="list-style-type: none"> Rector Pro-Rector for Technology Transfer Director of Research and Third Mission Directorate 	- -	Number of initiatives implemented and evaluation of their impact
		Participating in the “NERD? – Not for women?” project in partnership with IBM to promote computer and digital literacy among female students in their last three years of high school	Prospective students	X	X	X	X	<ul style="list-style-type: none"> Rector’s Delegate for Equal Opportunities and Inclusion; Rector’s Delegate for Orientation, Tutoring and Placement Orientation Office 		<ul style="list-style-type: none"> Number of prospective male and female students involved STEM faculty enrollment with year-over-year comparison

Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 6 Integration of the gender dimension in third mission activities 	6.1 To pursue equal opportunity and value differences through third mission activities and public engagement	Adopting new orientation policies to increase women’s participation in STEM careers through specific short films distributed via institutional channels and local educational institutions	Prospective students	X	X	X	X	<ul style="list-style-type: none"> Rector’s Delegate for Equal Opportunities and Inclusion Rector's Delegate for Orientation, Tutoring and Placement Orientation Office 	10.000 Euros per year	<ul style="list-style-type: none"> Number of prospective male and female students involved STEM faculty enrollment with year-over-year comparison

Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 7 Combating gender-based violence, including sexual harassment 	7.1 To promote a peaceful and collaborative work and study environment, in which all members can enjoy their academic and professional pursuits with respect for individual freedoms and the inviolability of personal rights	Monitoring the performance of the Anti-Violence Center at the School of Humanities, financed by the Lazio Region and managed by the Differenza Donna Association	Citizens	X	X	X	X	<ul style="list-style-type: none"> Rector's Delegate for Equal Opportunities and Inclusion CUG 	-	Tracking use of CAV services by women, including year-over-year growth
		Facilitating and expanding the procedure for activating an 'alias' identity for all University members who request it, simplifying the process and reducing the burden of proof	<ul style="list-style-type: none"> Tor Vergata University students Prospective students Teaching and Research staff, and Technical, Administrative, and Library staff 	X	X	X	X	<ul style="list-style-type: none"> Rector's Delegate for Equal Opportunities and Inclusion Director of the Human Resources Office 	-	Verification of action execution
		Possible review, monitoring, and implementing the Code of Conduct for the Prevention of Sexual and Moral Harassment, approved by Rectoral Decree No. 1792 of 25 May 2009	<ul style="list-style-type: none"> Tor Vergata University students Teaching and Research staff, and Technical, Administrative, and Library staff 	X	X	X	X	<ul style="list-style-type: none"> Rector Rector's Delegate for Equal Opportunities and Inclusion Director-General CUG 	-	Verification of action execution

Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 7 Combating gender-based violence, including sexual harassment 	7.1 To promote a peaceful and collaborative work and study environment, in which all members can enjoy their academic and professional pursuits with respect for individual freedoms and the inviolability of personal rights	Planning of workshops, open days, and seminars on discrimination and the fight against violence as part of training and refresher courses for the University community	<ul style="list-style-type: none"> Tor Vergata University students Teaching and Research staff, and Technical, Administrative, and Library staff 		X	X	X	<ul style="list-style-type: none"> CUG Pro-Rector for Teaching Director of the Human Resources Office 	10.000 Euros per year	<ul style="list-style-type: none"> Number of students and staff units reached by the training program, categorized by gender Percentage of students/staff units reached by training disaggregated by gender
		Sexual counseling service addressing sexual and emotional issues, relationship challenges, sexual orientation or gender identity, difficulties related to past abuse or trauma, social stigma surrounding sexuality, and concerns specific to diverse cultures and ethnicities	<ul style="list-style-type: none"> Tor Vergata University students Teaching and Research staff, and Technical, Administrative, and Library staff Prospective students 	X	X	X	X	<ul style="list-style-type: none"> Reference Center CUG 	-	Gender-disaggregated access data for the Center
		Expanding CUG counseling and psychological services to include all situations of personal distress, family issues, bullying, harassment, and workplace discomfort	<ul style="list-style-type: none"> Tor Vergata University students Teaching and Research staff, and Technical, Administrative, and Library staff 	X	X	X	X	<ul style="list-style-type: none"> CUG Director-General Director of the Human Resources Office 	-	Number and gender of people reached by the service

Thematic Area (TA)	Target	Measure	Recipient	2023	2024	2025	2026	Units in Charge	Financial Resources	Monitoring Indicator(s)
TA 7 Combating gender-based violence, including sexual harassment <div>  </div>	7.1 To promote a peaceful and collaborative work and study environment, in which all members can enjoy their academic and professional pursuits with respect for individual freedoms and the inviolability of personal rights	Implementing a practical guide on gender-based violence, to be distributed throughout the territory, in collaboration with associations, municipalities, police stations and hospital facilities, starting from the University Anti-Violence Center and the Policlinico Tor Vergata Hospital, where a direct hotline and the Pink Code are active Placing stickers throughout the campus indicating the number of the Anti-Violence and Stalking Helpline 1522	<ul style="list-style-type: none"> Tor Vergata University students; Teaching and Research staff, and Technical, Administrative, and Library staff Users of the Anti-Violence Desk and the Rosa Code Users of all the institutions involved in the project (City Hall, police stations, Campus X, etc.) 		X	X	X	<ul style="list-style-type: none"> CUG Rector's Delegate for Equal Opportunities and Inclusion 	1.000 Euros per year	<ul style="list-style-type: none"> Number of copies distributed to assess the figures and territorial capacity for violent incidents management Number of stickers applied
		Continuing the ToGe(t)here Project. Expanding the network of students, employees, and active citizens to identify and monitor gender-based violence through a dedicated computer platform and registry	<ul style="list-style-type: none"> Tor Vergata University students Teaching and Research staff, and Technical, Administrative, and Library staff Citizens 		X	X	X	<ul style="list-style-type: none"> CUS CUG 		<ul style="list-style-type: none"> Number of participants trained and year-over-year growth Number of registrants



WORKING GROUP PURSUANT TO RECTORAL DECREE 2541/2023

- Dr. Barbara Martini – Rector's Delegate for Equal Opportunities and Inclusion – Working Group Coordinator
- Prof. Maria Cristina Cataudella – Department of Management and Law and Member of the University's Board of Trustees
- Dr. Francesca Dominici – Head of International Research Office, Directorate II, Unit 2
- Dr. Alessandra Filabozzi – Researcher at the Physics Department
- Dr. Carola Gasparri – Head of the Budget and Sustainability Report Department – Vice President of the University Single Guarantee Committee (CUG)
- Dr. Silvia Lombardo – Vilfredo Pareto Library, Faculty of Economics
- Dr. Federica Lorini – Head of the University Communication Office
- Dr. Mario Mastrangelo – Department of History, Humanities and Society
- Dr. Silvia Quattrocioche – Director-General
- Prof. Bianca Sulpasso – Rector's Delegate for Internationalization
- Prof. Virginia Tancredi – President of the University Single Guarantee Committee (CUG)