



NEAPOLIS UNIVERSITY PAFOS

Gender Equality Plan

Reference Period January 2025 – December 2028

Paphos, Cyprus | 2025



Preface

Neapolis University Pafos (NUP) was founded on the conviction that education is a fundamental good that must be accessible, excellent and fair. Gender equality is not a procedural requirement for us; it is a condition of institutional integrity and a precondition for the academic ambition we set ourselves.

Since 2021, NUP has maintained published Equality, Diversity and Inclusion (EDI) and Gender Equality policies. We are a signatory to the Diversity Charter Cyprus, holding a Memorandum of Understanding with the Centre for Social Innovation (CSI), the official representative of the EU Platform of Diversity Charters in Cyprus.

Institutionally, Neapolis University Pafos since 2023 has established the Equality, Diversity and Inclusion Committee and the Gender Equality Committee, both of which comprise representatives from the academic community, administrative staff and the student body.

This Gender Equality Plan (GEP) translates those commitments into a concrete, time-bound programme of action for 2025–2028. It has been developed collaboratively across Human Resources, academic schools and the Rector's Office, and it aligns fully with the requirements of the Horizon Europe Framework Programme for Research and Innovation (2021–2027).

The plan is a living institutional document. Its implementation will be monitored annually, its actions will be reviewed in light of available evidence, and its priorities will be updated accordingly where necessary to respond to emerging needs.

We commit the resources, leadership attention and institutional structures this Plan demands.

Professor Pantelis Sklias

Rector, Neapolis University Pafos

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1. Introduction and Institutional Context

Neapolis University Pafos is a private university based in Paphos, Cyprus, offering undergraduate, postgraduate and doctoral programmes across five Schools: Economics, Business and Computer Science; Architecture, Engineering, Land and Environmental Sciences; Health Sciences; Law; and Social Sciences, Arts and Humanities. The University maintains an extensive network of European and international partnerships and is a full member of the EMERGE European University Alliance.

Through its participation in European University Alliances, Horizon Europe, Erasmus+ and other international education and research initiatives, Neapolis University Pafos recognises gender equality not only as an institutional responsibility but also as an essential component of research excellence, educational quality, innovation and international cooperation.

The University's core values—including respect for the individual, equality of opportunity, integrity, fairness, academic freedom and civic responsibility—provide the foundation of this Gender Equality Plan. These values are reflected in the University's Code of Ethics and Workplace Behaviour, which establishes the principles of respect, equality, integrity, transparency, professionalism, confidentiality and inclusive conduct expected from all members of staff.

Neapolis University Pafos is committed to maintaining a working, learning and social environment in which the rights and dignity of all members of its community are respected. The University seeks to prevent unlawful discrimination, harassment, bullying and victimisation on grounds including age, disability, gender identity, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex and sexual orientation.

The University's institutional commitments in this area are established principally through its Equality, Diversity and Inclusion Policy and Gender Equality Policy, both in force since 2021. These policies are complemented by the Harassment and Bullying Policy and the Code of Ethics and Workplace Behaviour. Together, they provide the overarching principles, standards of conduct, institutional responsibilities and complaint procedures that apply across the University.

This Gender Equality Plan does not replace or reproduce those policies. Instead, it provides the strategic implementation framework through which their gender equality commitments will be translated into specific objectives, actions, responsibilities, indicators and review mechanisms for the period January 2025–December 2028. This GEP is NUP's first structured, time-bound gender equality plan, developed in accordance with the Horizon Europe Framework Programme (2021–2027) and the European Commission's Guidance on Gender Equality Plans (EC, 2021).

For the purposes of this Plan, gender is understood in accordance with the University's Gender Equality Policy as referring to the social, behavioural and cultural attributes, expectations and norms associated with being female, male, intersex, transgender, non-binary or gender-diverse.

The Plan applies across the University's teaching, research, employment, governance, student experience, institutional communication and community engagement activities. It is publicly available on the University's website and is subject to annual monitoring and formal review.

2. Legal and Policy Framework

2.1 Cypriot Legal Framework

Cyprus provides both constitutional and legislative protection against gender-based discrimination. Article 28 of the Constitution of the Republic of Cyprus (1960) guarantees equality before the law and prohibits discrimination on grounds including sex. The following laws directly govern gender equality in employment:

- Law 205(I)/2002 on Equal Treatment for Men and Women in Employment and Vocational Training — prohibits sexual harassment and establishes employer civil liability.

- Law 58(I)/2004 on Equal Treatment in Employment and Occupation — prohibits all forms of harassment in the workplace.
- Law 59(I)/2004 on Equal Treatment of Persons (racial or ethnic origin).
- Law 35(I)/2007 on Protection of Wages.
- relevant national legislation concerning maternity, paternity, parental and carers' leave;
- relevant national legislation concerning equal pay, protection of wages, data protection, occupational health and safety and protection from violence and harassment.

The University recognises its responsibility to prevent discrimination, sexual harassment, harassment, bullying and victimisation; to respond promptly and appropriately when concerns are raised; and to protect persons who make or support complaints in good faith from retaliation

2.2 European Framework

The EU Gender Equality Strategy 2020–2025, the European Research Area policy agenda and the Horizon Europe regulation collectively require that research-performing organisations hold a published, institutionally endorsed GEP as a condition for participation in EU-funded projects. NUP draws additional guidance from the European Commission's She Figures 2024 report and the European Institute for Gender Equality (EIGE) Gender Equality Index. Cyprus ranks last in the EU (47,6/100)¹ on the EIGE Index, with power and economic decision-making identified as the domain of greatest inequality — the area where women are least represented.

This Plan has been developed with reference to the European and international framework for gender equality, non-discrimination, higher education and research. In particular, it is informed by:

- the Charter of Fundamental Rights of the European Union;
- the EU Gender Equality Strategy;
- the European Research Area policy framework;
- the Horizon Europe Framework Programme for Research and Innovation;
- the European Commission's guidance on Gender Equality Plans;
- the European Charter for Researchers and relevant principles concerning open, transparent and merit-based recruitment;
- the European Institute for Gender Equality's analytical frameworks and indicators;
- the European Commission's She Figures reporting on gender equality in research and innovation;
- the United Nations Sustainable Development Goals, particularly Goal 5 on gender equality and Goal 10 on reducing inequalities.
- the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the concluding observations of the CEDAW Committee, which provide the principal international human rights framework for gender equality and non-discrimination to which Cyprus is a State Party.

National and European evidence concerning the underrepresentation of women in senior academic, research and decision-making roles provides important context for the Plan. However, the identification

¹European Institute for Gender Equality, 2025, <https://eige.europa.eu/gender-equality-index/2025/CY>

of NUP-specific priorities and targets will be based on the University's own institutional data and monitoring processes.

2.3 NUP Policy and Institutional Framework

The implementation of this Gender Equality Plan builds upon an established institutional framework of policies, governance bodies and administrative responsibilities.

2.3.1 Equality, Diversity and Inclusion Policy

The Equality, Diversity and Inclusion Policy, in force since 2021, establishes the University's overarching commitment to equal opportunity, non-discrimination, inclusion and respect for the dignity of all members of its community. It applies to employment, study, admissions, teaching, assessment, institutional governance, communication and engagement with partners and suppliers.

The Policy commits the University, among other matters, to:

- merit-based, objective and transparent recruitment and promotion procedures;
- monitoring the composition of the workforce, committees and promotion outcomes;
- providing equality and diversity training;
- supporting fair admissions and equal access to education;
- ensuring inclusive and accessible learning and teaching;
- integrating equality, diversity and inclusion into programme and course design and review;
- using inclusive language and imagery in institutional communications;
- preventing discrimination, harassment, bullying and victimisation;
- monitoring and reporting progress in implementing its equality commitments.

2.3.2 Gender Equality Policy

The Gender Equality Policy, also in force since 2021, provides the specific institutional framework for promoting gender equality across the University. It commits NUP to supporting equal participation in University activities and decision-making, fostering a gender-aware institutional culture, addressing gender bias and stereotypes, supporting women staff and students, incorporating the gender dimension into teaching and research, and promoting training, dialogue and external cooperation on gender equality.

The Gender Equality Policy establishes the Gender Equality Committee as the principal advisory and coordinating body for gender equality matters. This Gender Equality Plan constitutes the time-bound implementation framework for the commitments established in that Policy.

2.3.3 Harassment and Bullying Policy

The Harassment and Bullying Policy, in force since 2022, sets out the University's commitment to maintaining a working, learning and social environment free from harassment and bullying. It applies to staff, students and visitors and provides definitions, reporting routes, informal and formal procedures, investigation arrangements, protection from retaliation and potential disciplinary consequences.

The Policy establishes the Harassment and Bullying Committee as the institutional body responsible for receiving and addressing complaints falling within its remit. The procedures established in that Policy apply to complaints and incidents relevant to the implementation of this Plan.

2.3.4 Code of Ethics and Workplace Behaviour

The Code of Ethics and Workplace Behaviour provides ethical and professional foundation for the implementation of the Plan. It requires members of staff to uphold respect, equality, integrity, transparency, professionalism, confidentiality, collaboration, cultural awareness, fairness in teaching and assessment, and social responsibility.

The Code further establishes that compliance with principles of equality and respectful workplace behaviour is both an ethical obligation and an institutional requirement. It also supports the provision of continuing training and the reporting of conduct that may breach institutional standards.

2.3.5 Relationship between the GEP and Existing Policies

The University's policies establish the applicable rights, obligations, standards of behaviour, governance responsibilities, and complaint procedures. This Gender Equality Plan complements those policies by specifying:

- the actions to be implemented during 2025–2028;
- the units and institutional roles responsible for implementation;
- the expected outputs and indicators;
- the relevant implementation timelines;
- the arrangements for data collection, monitoring, evaluation and review.

Where a matter is already regulated by an existing University policy, this Plan refers to and builds upon that policy rather than reproducing its provisions.

2.4. Compliance with the Horizon Europe GEP Requirements

This Gender Equality Plan has been developed in accordance with the minimum process-related requirements and recommended thematic areas established under the Horizon Europe Framework Programme for Research and Innovation. The Plan fulfils the four mandatory process-related requirements as follows:

Horizon Europe requirement	NUP implementation
Publication and formal endorsement	The Gender Equality Plan is a formal institutional document, published on the Neapolis University Pafos website.
Dedicated resources and expertise	Responsibility for implementation is assigned to the Gender Equality Committee, supported by the Equality, Diversity and Inclusion Committee and the relevant University services, including the Human Resources Department, Research Office, Internal Quality Assurance, Marketing and Communications Office and Rector's Office. The University commits appropriate staff time, institutional support and relevant gender equality expertise to the implementation of the Plan.
Data collection and monitoring	The University will collect and review sex- and gender-disaggregated data concerning personnel, leadership and governance structures and, where available, students. Progress will be reviewed annually against Section 10 (Data Collection, Monitoring and Transparency).
Training and awareness-raising	The Plan provides for awareness-raising and training activities on gender equality, inclusive institutional practices, prevention of gender-based violence and sexual

	harassment, and unconscious or implicit gender bias. Relevant activities will be directed towards staff, members of decision-making bodies and other members of the University community, as appropriate.
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3. Preparation, Development and Governance

3.1 Development Process

This Gender Equality Plan was developed through a coordinated institutional process led by the University Equality, Diversity and Inclusion and Gender Equality structures, with contributions from relevant academic and administrative units.

The development process included:

- a review of the University's existing policies, procedures and governance arrangements relating to equality, gender equality, professional conduct, harassment and bullying;
- consideration of the Horizon Europe Gender Equality Plan requirements and relevant European Commission guidance;
- identification of existing institutional commitments and areas requiring strengthened implementation, monitoring or coordination;
- development of thematic objectives, actions, responsible units, timelines and indicators;
- preparation of a framework for the consolidation and analysis of gender-disaggregated institutional data;
- institutional review and formal approval by the competent University bodies.

The Plan builds upon, rather than replaces, the monitoring arrangements already established through the Equality, Diversity and Inclusion Policy and Gender Equality Policy. Its purpose is to strengthen the gender-specific analysis, coordination and reporting of relevant institutional data and actions.

3.2 Governance Structure

3.2.1 University Senate and Rector's Office

The University Senate has overall responsibility for overseeing the GEP's institutional implementation. The Rector's Office provides strategic leadership, supports the allocation of appropriate resources and ensures that gender equality considerations are incorporated into relevant institutional decision-making processes.

3.2.2 Equality, Diversity and Inclusion Committee

The Equality, Diversity and Inclusion Committee holds overarching responsibility for the implementation and regular review of the University's Equality, Diversity and Inclusion Policy.

The Committee is led by the University Equality, Diversity and Inclusion Lead and includes the School Equality, Diversity and Inclusion Leads, representatives of administrative staff and student representatives. Its composition is intended to reflect gender balance and representation of different protected characteristics.

For the purposes of this Plan, the Committee supports coordination between gender equality actions and the University's wider equality, diversity and inclusion framework. It also receives and considers relevant monitoring information in accordance with the University's institutional policies.

3.2.3 Gender Equality Committee

The Gender Equality Committee is established under the University's Gender Equality Policy and acts as the principal body responsible for coordinating and monitoring the implementation of this Plan.

In accordance with the Gender Equality Policy, the Committee is led by the University Equality, Diversity and Inclusion Lead and includes academic staff, administrative staff and student representatives, with attention to balanced gender representation.

Its responsibilities in relation to this Plan include:

- coordinating implementation across academic and administrative units;
- monitoring progress against the actions and indicators contained in the Plan;
- recommending measures to strengthen substantive gender equality;
- supporting the integration of gender equality into education, research and administration;
- reporting findings and recommendations to the Equality, Diversity and Inclusion Committee and the University Senate.

3.3 Roles and Responsibilities

Unit / Role	Key GEP Responsibilities
EDI Committee	Overall coordination; GEP review; training oversight; external partnerships
GE Committee	Monitoring implementation; recommendations; coordination of thematic actions
HR Office	Data collection; recruitment and promotion processes; staff policy; harassment response
Research Office	Research dimension actions; grant monitoring; publication data
Marketing / Communications	Communication policy; media representation; website
Schools' Deans	Curriculum mapping; faculty engagement; committee representation
Rector's Office	Strategic endorsement; resource allocation; formal approvals; support for institutional implementation
Internal Quality Assurance	Coordination and quality assurance of equality monitoring data; support for institutional review; policy review
Student Progress & Wellbeing/Registrar office	Data collection, harassment response, monitoring well-being

3.4 Resources

The effective implementation of this Gender Equality Plan requires the sustained commitment of both human and financial resources. Neapolis University Pafos allocates human resources and financial provision proportionate to the scope and scale of the Plan's actions across the 2025–2028 implementation period when required.

Human Resources

The University holds primary institutional responsibility for coordinating GEP implementation between numerous committees. A substantive portion of this role is formally dedicated to gender equality and GEP-related activities, including coordination of the Gender Equality Committee, monitoring of actions, data and indicators, and liaison with relevant academic and administrative units.

Where specialist expertise is required — including for the design and delivery of training, the development of gender-sensitive policies, or the evaluation of institutional practices — the University will draw upon the expertise of relevant academic staff and, where appropriate, external consultants, institutional partners or European network resources available through its membership of the EMERGE European University Alliance and its engagement with the Diversity Charter Cyprus.

Financial Resources

The University allocates the necessary budget to support GEP implementation, covering the principal categories of activity required under this Plan. Resources are allocated when needed to support activities including:

- training and awareness-raising activities for staff and decision-makers, including unconscious bias training;
- data collection, monitoring and annual reporting processes;
- external expertise and consultancy, where required for training design, policy review or evaluation;
- communication, dissemination and institutional visibility of gender equality initiatives;
- operational support for the Gender Equality Committee and related governance activities.

The implementation of the Plan will be supported by the University's services. Resources needs will be considered by the appropriate University bodies.

4. Baseline Data and Current Situation

A credible GEP requires honest baseline data. NUP will publish updated disaggregated data annually as part of GEP monitoring provided by the HR department and Student Progress and Wellbeing office.²

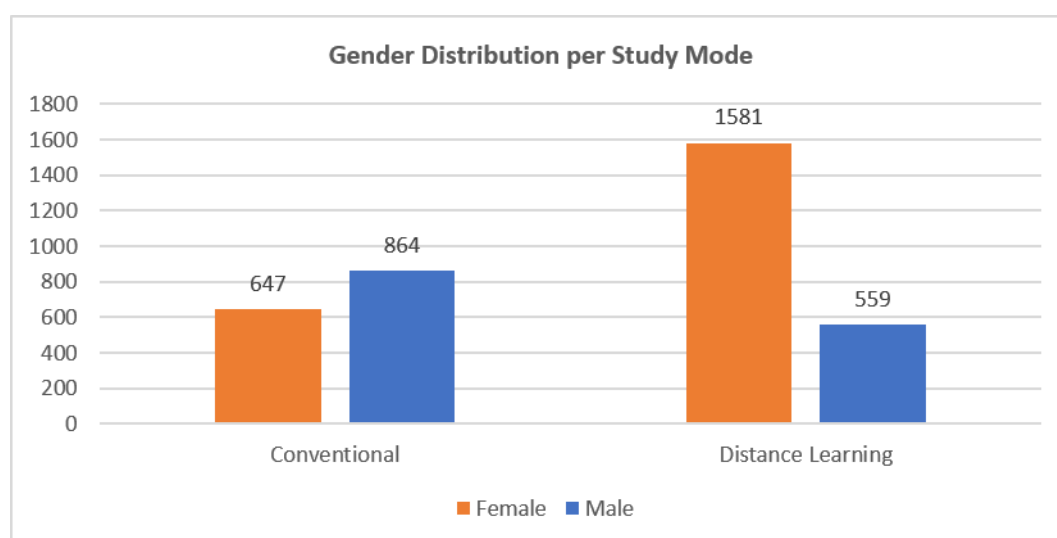
4.1 Staff Gender Profile 2025-2026

Staff Category	Female	Male	Total	% Female
Academic Staff – Full-time	31	50	81	38.27%
Administrative Staff	42	37	79	53.16%
Total Staff	73	87	160	54.5%
<i>Middle Management- Administration</i>	<i>5</i>	<i>7</i>	<i>12</i>	<i>41.67%</i>
<i>Senior academic leadership (Deans, Vice-Rector, Rector)</i>	<i>0</i>	<i>6</i>	<i>6</i>	<i>0%</i>
<i>Middle managements (Heads of departments, Academic Directors)</i>	<i>1</i>	<i>10</i>	<i>11</i>	<i>9.09%</i>
2Additional data				
Visiting Academics/ Adjunct Academics <i>Spring 2026 only: they vary every semester</i> <i>Note: These members are employed under Service Agreements, not Employment Contracts.</i>	68	70	138	49.28%

Staff Gender Profile 2024-2025

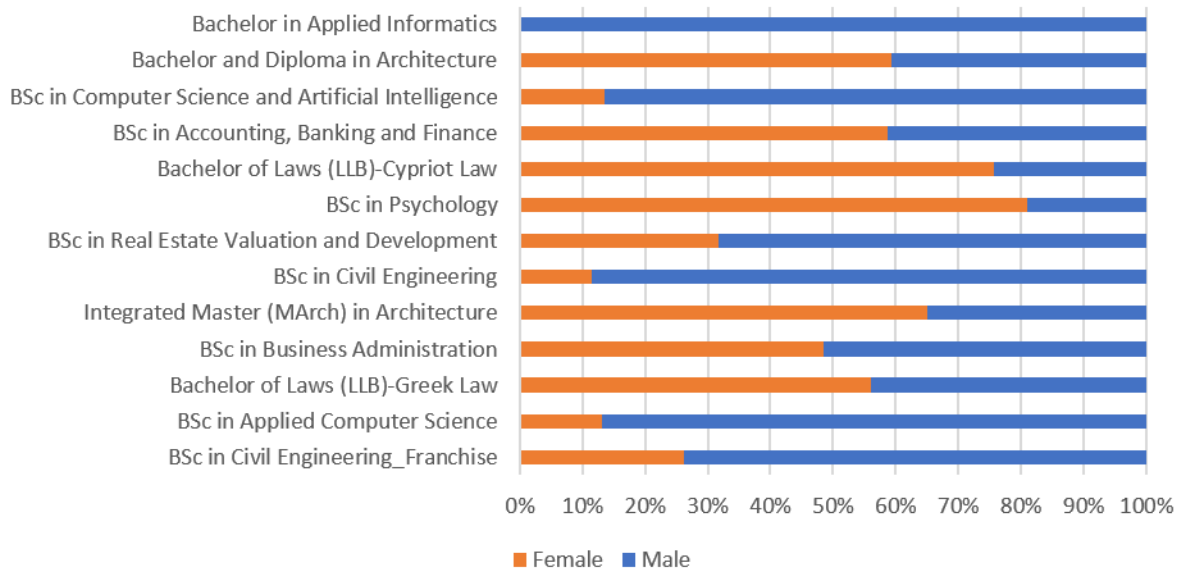
Staff Category	Female	Male	Total	% Female
Academic Staff – Full-time	33	48	81	40.74%
Administrative Staff	28	36	64	43.75%
Total Staff	61	84	145	42.7%
Middle Management- Administration	4	8	12	33.33%
Senior academic leadership (Deans, Vice-Rector, Rector)	0	5	5	0%
Middle managements (Heads of departments, Academic Directors)	1	9	10	10%

4.2 Student Gender Profile for 2025-2026

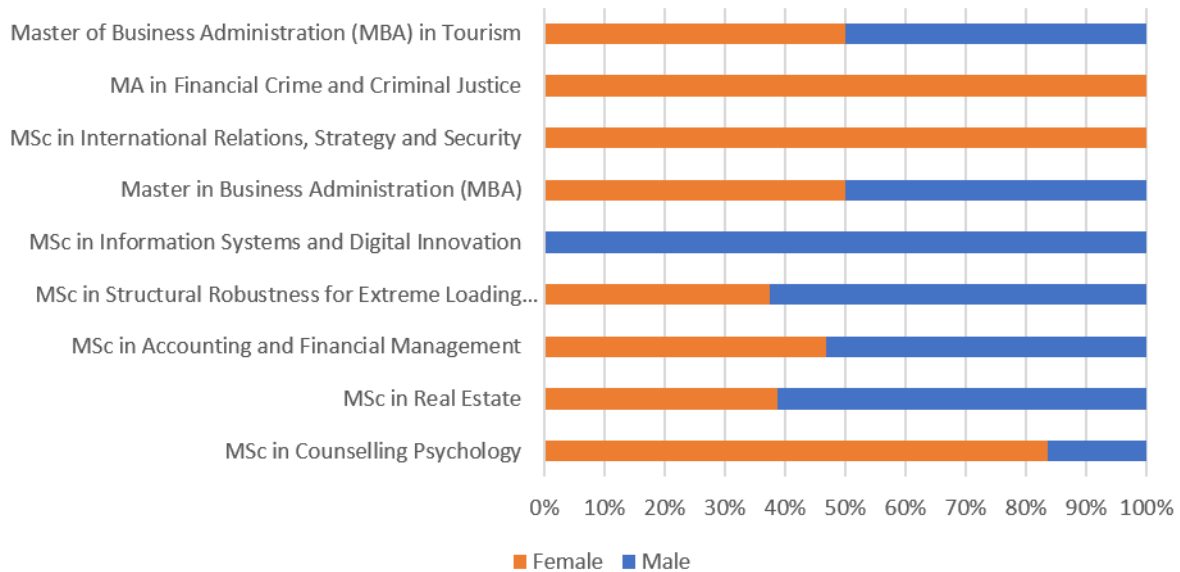


² Data updated as of August 2026.

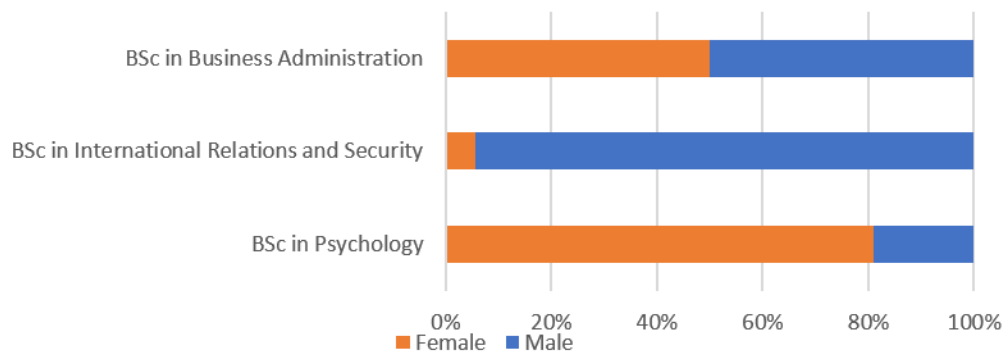
Gender Ratio in Conventional Bachelor's Programmes

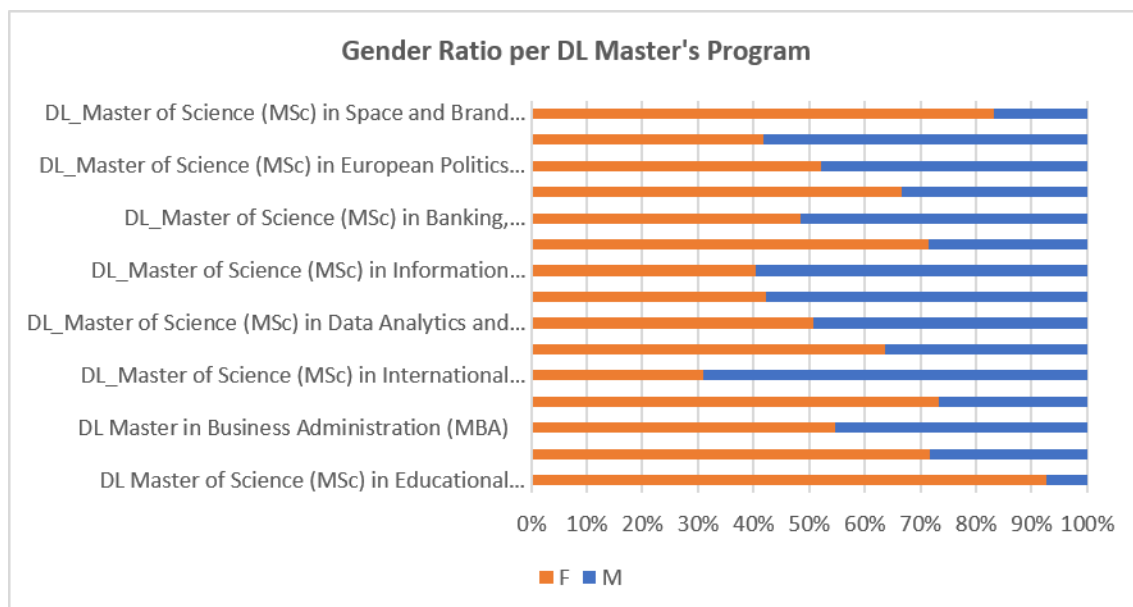


Gender Ratio in Conventional Master's Programmes



Gender Ratio in DL Bachelor's Programmes





4.3 Key Contextual Observations

- Cyprus ranks last in the EU on the EIGE Gender Equality Index (47,6/100); decision-making power is the domain of greatest inequality (2025).
- According to She Figures 2024, despite women's strong participation in doctoral education and research, Cyprus continues to face significant challenges in academic career progression and decision-making. Women hold only 14% of Grade A researcher positions and 11% of head-of-institution positions in the higher education sector, remaining below the EU average.³
- NUP's appointment of a dedicated Gender Equality and EDI Lead since 2023 and its existing EDI policies place it ahead of the Cypriot sector average in structural terms. In addition, the University is, a signatory to Diversity Charter Cyprus (DCC).
- Vertical segregation — women well-represented at junior levels but underrepresented in senior academic and leadership roles — is the likely pattern consistent with national trends, to be confirmed once baseline data are received from HR.

³ European Commission: Directorate-General for Research and Innovation, *She figures 2024* – Infographic, Publications Office of the European Union, 2025, <https://data.europa.eu/doi/10.2777/325388>

5. Strategic Objectives and Thematic Areas

THEMATIC AREA A | Work-Life Balance and Organisational Culture

Overview

NUP is committed to fostering an inclusive, respectful and supportive working environment in which all members of the University community can participate and progress on an equal basis. Building upon the University's Gender Equality Policy, Equality, Diversity and Inclusion Policy, Code of Ethics and Workplace Behaviour, this thematic area seeks to strengthen institutional awareness, promote inclusive organisational practices and support work-life balance through the consistent implementation of existing policies and regular review of institutional practices.

Current Institutional Framework

The University has adopted institutional policies promoting equality, diversity, inclusion and respectful behaviour across all areas of academic and administrative life. Responsibility for monitoring the implementation of these commitments lies primarily with the Gender Equality Committee, in cooperation with the relevant University services.

The implementation period will focus on strengthening existing institutional practices, promoting awareness and supporting the gradual implementation of the actions outlined in this Plan. Progress will be considered periodically by the Gender Equality Committee, in cooperation with the relevant University services, to support the continuous development of the University's approach to gender equality.

Actions

Action	Responsible Unit	2025	2026	2027	2028
A.1-Provide guidance on gender-inclusive communication	Gender Equality Committee	✓			
A.2-Review existing work-life balance practices	HR / Gender Equality Committee			✓	✓
A.3-Organise awareness activities and training	HR / Equality Committee	✓	✓	✓	✓
A.4-Promote leadership development opportunities	HR / Gender Equality Committee		✓	✓	✓

THEMATIC AREA B | Gender Balance in Leadership and Decision-Making

Overview

Balanced participation in leadership and decision-making contributes to good governance, institutional excellence and equal opportunities. According to She Figures 2024, women continue to be underrepresented in senior academic and leadership positions across the European Research Area, including Cyprus, despite their strong participation in higher education and research. Building upon the University's existing policies and governance structures, this thematic area aims to promote equal opportunities for participation in leadership and decision-making by encouraging inclusive institutional practices and supporting balanced representation across University committees and governance bodies.

Current Institutional Framework

The University's Gender Equality Policy and Equality, Diversity and Inclusion Policy establish the institutional commitment to equal opportunities, non-discrimination and inclusive participation in governance and decision-making.

As part of the implementation of this first Gender Equality Plan, the University will compile baseline gender-disaggregated information on personnel and leadership positions to support future monitoring and the periodic review of institutional practices. This information will help identify priorities and inform future actions promoting balanced participation in leadership and decision-making.

Actions

Action	Objective	Responsible Unit	2025	2026	2027	2028
B.1 – Collection of baseline information	Collect gender-disaggregated information on University personnel and leadership positions to establish the institutional baseline for future monitoring.	Human Resources Department / Gender Equality Committee	✓	✓	✓	✓
B.2 – Review of representation in governance	Review gender representation in University governance bodies and committees and identify opportunities to promote balanced participation, where appropriate.	Gender Equality Committee		✓	✓	✓
B.3 – Leadership development opportunities	Promote equal access to leadership and professional development opportunities for academic and administrative staff.	Human Resources Department / Gender Equality Committee		✓	✓	✓

B.4 – Mentoring and peer support	Encourage mentoring and peer support initiatives that contribute to career progression and leadership development.	Gender Equality Committee			✓	✓
B.5 – Periodic review of implementation	Review the implementation of actions under this thematic area and identify opportunities for further improvement.	Gender Equality Committee			✓	✓

THEMATIC AREA C | Gender Equality in Recruitment and Career Progression

Overview

Recruitment and career progression play a key role in ensuring equal opportunities within the University. Neapolis University Pafos has established transparent and merit-based recruitment procedures founded on the principles of equal opportunities, fairness, transparency and non-discrimination. Building upon this existing institutional framework, this thematic area seeks to promote gender equality by supporting inclusive recruitment practices, raising awareness of equality principles and encouraging equal opportunities for professional and career development.

Current Institutional Framework

Recruitment and promotion procedures are governed by the University's Recruitment Policy and relevant institutional regulations. These procedures establish transparent recruitment processes, objective evaluation criteria, conflict of interest safeguards, and equal opportunities for all applicants.

During the implementation of this Gender Equality Plan, the University will encourage the continued application of these principles while promoting awareness of gender equality throughout recruitment and career development processes.

Actions

Action	Objective	Responsible Unit	2025	2026	2027	2028
C.1-Review recruitment practices	Review recruitment procedures and vacancy notices to ensure alignment with the University's equality principles.	Human Resources Department / Gender Equality Committee	✓	✓	✓	✓
C.2 -Promote awareness of equality in recruitment	Promote awareness of equality, diversity and non-discrimination principles among staff participating in recruitment and promotion procedures.	Human Resources Department / Gender Equality Committee			✓	✓
C.3 -Support equal career development opportunities	Encourage equal access to professional development and career progression opportunities for academic and administrative staff.	Human Resources Department / Gender Equality Committee		✓	✓	✓
C.4 -Promote mentoring and peer support	Encourage mentoring and peer support opportunities contributing to professional development and career progression.	Gender Equality Committee			✓	✓

C.5 -Review implementation	Periodically review the implementation of actions under this thematic area and identify opportunities for further improvement.	Gender Equality Committee				✓
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THEMATIC AREA D | Integration of the Gender Dimension into Teaching and Research

Overview

The integration of the gender dimension into teaching and research contributes to academic excellence, innovation and societal impact. Neapolis University Pafos recognises the importance of considering gender perspectives, where relevant, in research activities, teaching practices and curriculum development. The University has developed relevant expertise through its participation in European projects promoting equality, diversity, inclusion and institutional capacity building, including Securing Inclusion, EMERGE, INES and GENDRIVE. These initiatives are complemented by institutional structures such as the Human Rights Observatory, which promotes research and public dialogue on human rights and equality, and the NUP-WiSTEM (Neapolis University Pafos – Women in STEM) group, which advances the participation, visibility and professional development of women in Science, Technology, Engineering and Mathematics. Building upon these initiatives, this thematic area aims to strengthen awareness and encourage the integration of gender perspectives across teaching and research activities.

Current Institutional Framework

The University supports research excellence and high-quality teaching through its academic programmes, research activities and institutional initiatives. Participation in European projects, including Securing Inclusion, EMERGE, INES and GENDRIVE, has strengthened institutional capacity in the areas of equality, diversity, inclusion and gender-sensitive research and education. In parallel, the Human Rights Observatory promotes interdisciplinary research, policy dialogue and public engagement on human rights and equality-related issues, while the NUP-WiSTEM group supports initiatives that encourage women's participation and professional development in STEM disciplines. The implementation of this Gender Equality Plan will build upon these existing initiatives by promoting greater awareness of the gender dimension in teaching and research, encouraging the exchange of good practices and supporting the continued integration of gender perspectives across the University's academic activities.

Actions

Action	Objective	Responsible Unit	2025	2026	2027	2028
D.1 – Review current practices	Review existing teaching and research practices to identify opportunities for strengthening the integration of gender perspectives, where relevant.	Research Office / Gender Equality Committee		✓		✓
D.2 – Promote awareness and capacity building	Encourage participation in seminars, workshops and training activities on the integration of the gender dimension in research and teaching.	Research Office / Gender Equality Committee		✓	✓	✓

D.3 – Disseminate good practices and resources	Promote the dissemination of good practices, guidance and resources developed through University initiatives and European projects	Research Office/ Gender Equality Committee/Marketing & Communications office		✓	✓	✓
D.4 – Encourage gender-sensitive teaching and research	Encourage academic staff to consider the gender dimension, where relevant, in curriculum development, research activities and research proposals.	Research Office / School Deans/Pedagogical Units			✓	✓
D.5 – Promote institutional initiatives	Support the visibility and dissemination of activities and institutional initiatives that promote gender equality and inclusion.	Marketing & Communications Office	✓	✓	✓	✓
D.6 – Periodic review of implementation	Review the implementation of actions under this thematic area and identify opportunities for further improvement.	Gender Equality Committee				✓

THEMATIC AREA E | Measures Against Gender-Based Violence and Sexual Harassment

Overview

Neapolis University Pafos is committed to providing a safe, respectful and inclusive environment for all members of its community. The University maintains a zero-tolerance approach to all forms of gender-based violence, harassment and sexual harassment, in accordance with its institutional policies, Code of Ethics and the applicable legal framework of the Republic of Cyprus. Building upon these existing policies and procedures, this thematic area aims to strengthen awareness, promote prevention and support the consistent implementation of institutional measures to prevent and address gender-based violence and sexual harassment.

Current Institutional Framework

The University has established institutional policies and procedures addressing gender-based violence, harassment and sexual harassment, including reporting and complaint mechanisms, in accordance with its Gender Equality Policy, Equality, Diversity and Inclusion Policy, Harassment Policy and Code of Ethics. The implementation of this Gender Equality Plan will further promote awareness of these procedures, encourage participation in relevant awareness-raising and training activities, and support the periodic review of institutional practices relating to the prevention of gender-based violence and sexual harassment.

Actions

Action	Objective	Responsible Unit	2025	2026	2027	2028
E.1 – Promote awareness of institutional policies	Promote awareness of the University's policies and procedures relating to gender-based violence, harassment and sexual harassment.	Human Resources Department / Gender Equality Committee	✓	✓	✓	✓
E.2 – Awareness-raising and training	Encourage participation in awareness-raising activities and training on preventing and addressing gender-based violence and sexual harassment.	Human Resources Department / Gender Equality Committee	✓		✓	✓
E.3 – Promote a respectful and inclusive working environment	Support initiatives that foster a safe, respectful and inclusive working, learning and research environment.	Human Resources	✓	✓	✓	✓

E.4 – Review institutional practices	Periodically review existing institutional practices relating to the prevention and response to gender-based violence and sexual harassment.	Human Resources Department / Gender Equality Committee/Quality Assurance Office	✓	✓
E.5 – Review implementation	Review the implementation of actions under this thematic area and identify opportunities for further improvement.	Human Resources	✓	✓

External Reporting Channels

In addition to NUP's internal procedures, staff may also report incidents to:

- Commissioner for Administration and the Protection of Human Rights (Ombudsman) – Cyprus
- Department of Labour Relations, Ministry of Labour and Social Insurance
- General Secretariat for Demographic and Family Policy and Gender Equality (Hotline: 15900)
- Cyprus Police / Prosecutor's Office

6. Data Collection, Monitoring and Transparency

The effective implementation of the Gender Equality Plan requires the collection of relevant information to support evidence-informed decision-making and the periodic review of institutional practices. As part of the implementation of this first Gender Equality Plan, Neapolis University Pafos will progressively strengthen the collection of gender-disaggregated information, in cooperation with the Human Resources Department and other relevant University services. The Gender Equality Committee will review the available information and the implementation of the planned actions on an annual basis.

The information collected will support the Gender Equality Committee in reviewing the implementation of the GEP, identifying priorities and informing future actions aimed at promoting gender equality across the University.

Indicator	Responsible Unit	Frequency
Academic staff by gender	Human Resources Department	Annual
Academic staff by gender and employment category	Human Resources Department	Annual
Administrative staff by gender	Human Resources Department	Annual
Managerial role by gender in administrative staff	Human Resources Department	Annual
Senior leadership in academic staff (Deans, Vice Rectors, Rector)	Human Resources Department / Rector's Office	Annual
Middle management in academic staff (Head of Departments)	Human Resources Department / Rector's Office	Annual
Students by gender	Student Progress and Wellbeing Office / Registrar Office	Annual

Approved by:

Prof. Pantelis Sklias

Rector, Neapolis University Pafos