



To whom it may concern

The EU Gender Equality Strategy delivers on the von der Leyen Commission's commitment to achieving a Union of Equality. The Strategy presents policy objectives and actions to make significant progress by 2025 **towards a gender-equal Europe**. For Horizon Europe calls for proposals with deadlines in 2022 and beyond, applying public bodies, research organisations and higher education institutions, from EU Member States and associated countries, must have a GEP or equivalent strategy in place to be eligible for funding.

Aligned with these requirements, the Council of Frederick University is publishing this document to show the commitment and support of the top management towards the official implementation of the first intersectional GEP in Frederick University covering the period 2021-2025 as part of its commitment to diversity and inclusivity.

Throughout the years, the University has supported through policies, actions, and projects gender equality within the University Community. The [Gender Equality Center, EnAF](#) (Equality "n" Awareness @ Frederick), a dedicated center on gender issues, diversity and equality, is already established since 2014. The Center functions as an advisory body to the Council, the Senate and the Administrations of the Schools and Departments for the promotion of equality and diversity in all levels of operation and in all the processes of academic life.

Disaggregated data based on sex/gender, available by the various Services departments of the University, is planned to be biannually monitored by [EnAF](#) with the aim to inform the objectives and targets of GEP and also evaluate its progress.

Frederick University is currently providing and plans to continue providing trainings to its staff members through the [Gender Equality Center, EnAF](#) and the [Personal and Professional Development Center](#). As an example, on the 13th of October 2021 the two centers co-organized an interactive training addressed to academic and administrative staff on "Unconscious Gender Bias".

While Frederick University has demonstrated the last decade enormous work on gender-based violence with campaigns and trainings, the current GEPs aims to improve areas in organisational culture and work-life balance by first monitoring the situation using the [GEAM](#) Tool (2020), enhance the integration of the gender dimension into research by launching incentives to support grant awards of equal men/women ratio, address the gender balance in leadership and decision-making by increasing the percentage of women representation in Professorships and finally improve gender equality in recruitment and career progression through trainings targeting both academic and administrative personnel to ensure inclusive and equal recruitment and selection.

Frederick University is an [Associated member](#) of the European University [EU-CONEXUS](#). The university is also bound by the Gender Equality Plans of the EU-CONEXUS.

A handwritten signature in blue ink, appearing to read 'Natassa Frederickou', with a long horizontal line extending to the right.

Natassa Frederickou
President of the Council