



The Equality Unit of the University of Barcelona, integrated within the Vice-rectorate for Equality and Gender, along with the Delegated Equality Commission of the Governing Council and the various equality commissions of the centers, aims to promote, coordinate, and implement a gender perspective in all actions of the University, until achieving full equality between men and women within the university community.

To achieve this goal, it primarily relies on two tools:

- The III Equality Plan of the University of Barcelona. [Areas and actions. The III Equality Plan.](#)
- [Protocol of the University of Barcelona for preventing, detecting and taking action on situations of sexual harassment or harassment on the grounds of sex, gender identity or sexual orientation, or any other sexist or anti-LGBTQIA+ conduct.](#)

The Equality Plan is the tool that has allowed the implementation of measures to address the inequalities and discriminations towards women that persist in the University, as in other social and cultural spheres. The plan consists of seven axes, covering issues that require the direct action of the university and encompassing the entire spectrum of areas where a gender perspective and the principle of gender transversality should be applied.

These axes include:

Promotion of equality

Visibility and awareness of gender equality

Non-sexist and non-androcentric communication and external relations

Involvement of members of the university community

Balanced participation and representation in the university community and in organization and management

Equality in work and academic life

Equality in work, access, promotion, and training, as well as organization of work, working conditions, time organization, co-responsibility, conciliation, underrepresentation of women, and occupational health

Equality in academic life, including a gender perspective in teaching, research, transfer, innovation, and entrepreneurship, as well as a policy for the prevention and eradication of misogynistic violence and attitudes

Diversity and intersectionality with gender

Currently, the issue of misogynistic violence has gained worldwide relevance, placing university policies under its focus and generating the urgency to respond forcefully with effective instruments. In this regard, the III Equality Plan includes the Protocol of the University of Barcelona for the prevention, detection, and action against situations of sexual harassment or on the grounds of gender, gender identity, or sexual orientation, as well as other misogynistic or LGBTQI+phobic behaviors, approved in its last revision on May 13, 2022. The Protocol is subject to continuous monitoring and improvement to ensure effective action by the university in situations of misogynistic violence experienced by our students and staff, whether they are teachers or administrative and service personnel.

Additionally, the University of Barcelona has the Equality Commission, delegated by the Governing Council, which is the deliberation and decision-making body in the design of gender equality policies. The commission is currently chaired by the Vice-rector for Equality and Gender, delegated by the rector, and includes representatives from various university bodies.



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The Equality Unit, directed by its head, has specific responsibilities, which essentially include designing and implementing measures for the implementation of equality policies and the achievement of goals set by the Vice-rectorate for Equality and Gender and the Equality Commission. The unit intervenes and collaborates with national and international networks dedicated to gender, such as the Vives Network of Universities, the Network of Gender Equality Units for University Excellence (RUIGEU), the Women and Science Commission of the Interuniversity Council of Catalonia, the Equality Commission of the League of European Research Universities (LERU), the Ibero-American Union of Universities, the Coimbra Group, the Network of Universities for Diversity (RUD), and the CHARM-EU project, led by the University of Barcelona, among others.