

## **Equality and Anti-Discrimination Policy at C.D.A. College.**

According to Article 28 of the Constitution, with the Equal Treatment in Employment and Labor Law of 2004 (58 (I) / 2004) and the Law on Persons with Disabilities of 2000 (127 (I) / 2000), C.D.A. College adopts the Policy Equality and Anti-Discrimination. C.D.A. College recognizes and accepts diversity. All kind of students, no matter their gender or race, can apply and get accepted to C.D.A College.

C.D.A. College believes in and urges the fair and impartial treatment of all people. C.D.A College's philosophy is to respect diversity and encourage equal treatment among all students. Any kind of racism or physical bullying is prohibited.

C.D.A College is multicultural and policies are adopted that encourage equal opportunities, respect for all religions or doctrines, sexual orientation, etc.

### **Policy Statement**

C.D.A. College is committed to a free and meritocratic work and educational environment that does not promote any direct or indirect form of discrimination.

### **More specifically:**

All employees and students of the College are required to comply with the College's Equality and Anti-Discrimination Policy.

- It is strictly prohibited any form of discrimination on the basis of racial or ethnic origin, religion or belief, age or sexual orientation or disability by all members of the College (academic, research, teaching and administrative staff, students).

A non-compliance with any Code and / or Policy and / or Directive and / or a Circular issued by C.D.A College constitutes a disciplinary misconduct.

**C.D.A College is committed to following the measures below so as to achieve the Equality and Anti-Discrimination Policy at C.D.A. College.**

- Incorporate policies and strategies into the College's Internal Regulations regarding equal opportunities and respect for diversity.
- Creation of informative workshops or seminars for information on gender equality, etc.
- Record ways to deal with cases of racial, sexual and / or religious harassment or bullying, situations of discrimination and / or harassment and informing staff and students.
- Involvement of employees in the implementation of measures related to issues of equality and diversity.
- Creation of an Office for Diversity, Integration and Equality
- Transparency in decision-making issues and an early information of staff on issues of equality and combating any discrimination.
- To create a work environment that respects diversity
- Develop policies and procedures to promote equal treatment and equal opportunities for men and women and respect for diversity.
- Adoption of measures to deal with harassment and / or sexual harassment in the workplace.
- Gender representation on academic and administrative committees, in College bodies and in official positions (where possible).
- Avoidance of discrimination in the selection, position, promotion, training and development of staff.
- Regular evaluation of this effort and improvement of measures.

## Useful Vocabulary

### Useful Terms

**"Direct discrimination"** means the less favorable treatment of a person because of his/her racial or ethnic origin, religion or belief, age or sexual orientation or disability, than that which another person has suffered, or would suffer in a similar situation.

**"Indirect discrimination"** means any seemingly neutral provision, criterion or practice which may give rise to degrading treatment on grounds of racial or ethnic origin, religion or belief, age or sexual orientation or disability in relation to other persons, unless that provision: criterion or practice is objectively justified by a legitimate aim and the means to achieve that aim are appropriate and necessary.

**"Harassment"** means unwanted behavior that is expressed in words or deeds and is linked to racial or ethnic origin, religion or belief, age or sexual orientation or disability, with the aim or effect of insulting a person's dignity and creating intimidation, degrading, humiliating or aggressive environment.

### **Sources:**

- European Commission, Promoting Gender Equality in Research and Innovation, 2019. <https://ec.europa.eu/programmes/horizon2020/en/h2020-section/promoting-gender-equality-research-and-innovation>
- European Commission, Strategic Engagement for Gender Equality, 2016-2019. [https://ec.europa.eu/antitrafficking/sites/antitrafficking/files/strategic\\_engagement\\_for\\_gender\\_equality\\_en.pdf](https://ec.europa.eu/antitrafficking/sites/antitrafficking/files/strategic_engagement_for_gender_equality_en.pdf)
- The University of Manchester Equality and Diversity Policy, 2014.
- Uppsala University Equal Opportunities Programme, 2016.
- Wagner, C. (2019). *Measuring Inequality- Creating an indicator to assess gender bias in universities*. <https://blogs.lse.ac.uk/impactofsocialsciences/2019/05/15/measuring-inequality-creating-an-indicator-to-assess-gender-bias-in-universities/>
- University of Cyprus - <https://ucy.ac.cy/legislation/volumea/7.11.html>