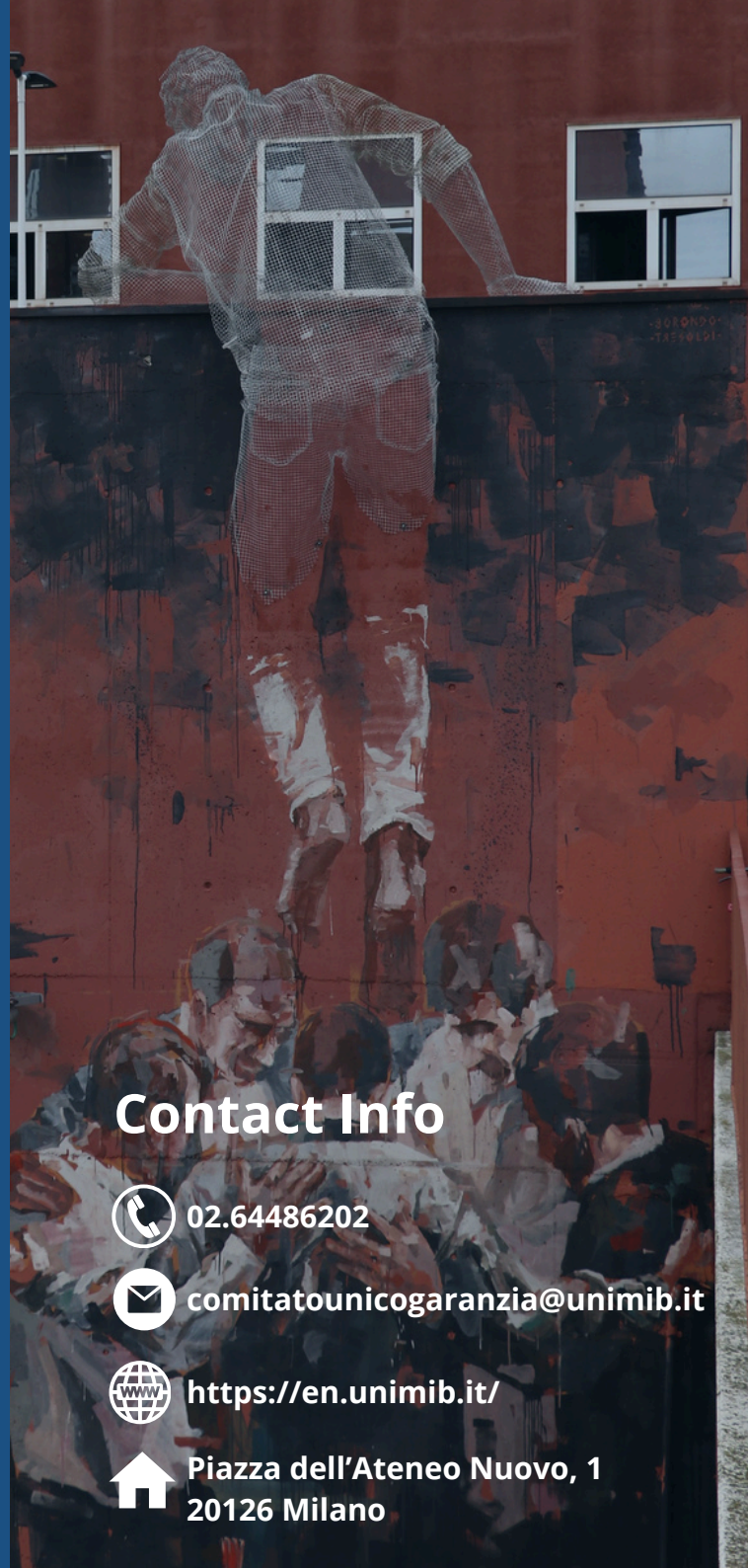


## Published Documents

- Positive Actions Plan
- Gender Equality Plan
- Gender Budget Report
- EC Reports on staff situation
- Alias Career Regulations
- Regulations for the protection of dignity, well-being of individuals and the organization



## Contact Info



02.64486202



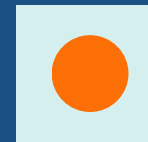
comitatounicogaranzia@unimib.it



<https://en.unimib.it/>



Piazza dell'Ateneo Nuovo, 1  
20126 Milano



**EQUALITY  
COMMITTEE**



The Equality Committee of University of Milano-Bicocca promotes inclusion, well-being and equal opportunities.

The committee is composed of representatives from teaching and research staff, technical-administrative staff and the student body.

### Equality Committee Duties:

- Promote work-life balance
- Ensure a safe and peaceful work and study environment
- Prevent and eliminate all forms of moral or psychological violence
- Develop a culture of respect for fundamental rights and differences
- Collect complaints of discrimination
- Propose Positive Action Plans, interventions and projects
- Prepare the Gender Budget



## Areas of Intervention and actions

### Anti-discrimination policies

- Confidential Counsellor (Support Service for Mobbing, moral and sexual harassment)  
[consigliera.fiducia@unimib.it](mailto:consigliera.fiducia@unimib.it)
- Alias Career (acquisition of an elective, alternative and temporary gender identity, recognized within the university context)  
[alias@unimib.it](mailto:alias@unimib.it)

### Gender-based violence

- Support Service (prevent, combat and provide assistance to victims)  
[sportello.antiviolenza@unimib.it](mailto:sportello.antiviolenza@unimib.it)

### Equal Opportunities

- Positive Actions Plan and Gender Equality Plan
- Gender Budget Report  
[comitatounicogaranzia@unimib.it](mailto:comitatounicogaranzia@unimib.it)

## Milan-Bicocca is among the first Italian Universities to obtain the Gender Equality Certification

6 macro-areas were evaluated:

- Culture and strategy
- Governance
- Human Resources processes
- Growth opportunities and inclusion of women in the organization
- Gender pay equity
- Protection of parenthood and work-life balance

Female leadership, incentives for the presence of women in STEM areas, events open to the community, services for work-life balance...

This is how the University of Milan-Bicocca obtained Gender Equality Certification, a recognition that attests to its concrete commitment to promoting equality and creating a fair and inclusive study and work environment.

## Target Audience

EC's Actions are aimed at the entire academic community:

- technical-administrative staff
- teaching and research staff
- student and post-graduate population

The Equality Committee also carries out awareness-raising activities in the local community on issues within its remit. Meetings and seminars are in fact open to university students and citizens.

## Network

The EC is part of the following networks:

- National Network of Equality Committees
- National Conference of Equal Opportunity Bodies of Italian Universities
- Network of ECs and Equal Opportunity Bodies of the City of Milan

