

*CHARTER OF PRINCIPLES FOR GENDER EQUALITY  
OF THE POLYTECHNIC INSTITUTE OF COIMBRA*

Recognizing the relevance of the principle the gender equality as a principle of citizenship and social justice and seeking to achieve effective equal treatment, opportunities, and participation, thereby promoting gender-based non-discrimination, the Polytechnic Institute of Coimbra undertakes to:

1. Promote an inclusive culture based on respect for dignity, equality, and non-discrimination.
2. Ensure gender-balanced representation in institutional management and decision-making.
3. Achieve gender balance and equity in institutional scoreboards.
4. Strengthen a gender-sensitive perspective in the IPC strategy.
5. Promote processes and conditions ensuring equal opportunities for access and effective enjoyment of rights in different areas, namely research, teaching, and human resource management.
6. Promote measures to allow workers' personal, professional, and family life balance.
7. Integrate gender dimensions in research and curriculum areas.
8. Integrate gender equality and diversity issues in the institution's training plans.
9. Promote the fight against harassment, discrimination, or intimidation.
10. Ensure the implementation of the IPC Gender Equality Plan.