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- Ensuring Equal Opportunities - means putting job candidates on an equal footing regardless of age, gender, ethnic, religious and racial affiliation, social background, political beliefs or other views;
- Fairness - implies the establishment of pre-defined fair, non-discriminatory selection criteria by the University;
- Diversity - means promoting the search and employment of people with differing and diverse experiences, nationalities and ethnicities, genders, social status, beliefs or values;
- Transparency - means clearly establishing the University's employment policy, relevant rules/procedures to ensure public access.

GAU is a member of the Working Group on Women's Empowerment in Business Sector, which was established in 2016 within the framework of the UN Global Compact of Georgia. The goals of the Working Group are:

Promotion of a systemic approach of business towards encouraging Women's Empowerment at the workplace, in the market and in society;
 Creation of a platform for sharing experience and coordinating Women's Empowerment.

In 2018, GAU established an Ombudsman's office which is an internal resource focused on GAU's students, academic and administrative personnel. Main responsibilities of ombudsperson cover

Publishing relevant progress reports:

Gender Equality Plan for Georgian American University 2021-2027

Aim of activity	Act on points	Target Group	Monitoring indicators	Persons and units responsible for implementation of GEP
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1. To continue to strengthen gender equality policy by ensuring that gender dimension is integrated into University's strategic governance documents, establishing institutional gender equality structures, conducting data monitoring;

3. To ensure the continuation of an organizational culture that guarantees the socio-psychological well-being of its members, supports the work-life balance and actively prevents harassment and discrimination;

Develop and communicate policies that support work-life balance, including flexible working hours, remote work options, and parental leave.

Ensure that university leadership is visibly committed to fostering a culture of well-being, inclusion, and equal opportunity.

Conduct regular assessments of the well-being and satisfaction of community members through surveys and feedback mechanisms.

Develop and enforce strict anti-harassment policies and procedures, including clear reporting mechanisms and consequences for violators.

To organize training and awareness raising campaigns for

	<p>Implement the principles and tools of gender-sensitive supervision for doctoral students.</p> <p>Review and modify career advancement criteria to ensure they are equitable and do not disadvantage women in academic or research positions.</p> <p>Conduct regular assessments of gender equality in teaching, research, and career advancement, and use the findings to inform policy improvements.</p>		<p>Regularly performed analysis of gender-disaggregated data on scientific publications.</p> <p>Improved quality of dissertation supervision.</p> <p>Created career development measures for researchers of underrepresented gender.</p>	
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