

## Gender equality policy

**The Gas Institute of the National Academy of Sciences of Ukraine**, as a scientific institution and an employer, is committed to promoting **gender equality** and to ensuring equality of opportunity and outcomes for all staff and students (PhD students).

**Gender equality** involves equality of opportunity and equality of access to resources and opportunities regardless of gender and the state of valuing different behaviors, aspirations and needs equally, regardless of gender. **The Gas Institute of the National Academy of Sciences of Ukraine** will work to ensure all staff and students (PhD students) feel respected, safe and valued in the workplace, and will take proactive measures to prevent and eliminate gender discrimination and provide equal opportunities for all staff and students (PhD students). This will include promoting gender equality in institution leadership, ensuring processes and policies are free of bias, and supporting all staff and students (PhD students) to balance work and family commitments.

Unacceptable behavior includes accessing or sharing sexist or discriminatory materials at institution, during work hours or using institution property, using sexist, stereotyping or discriminatory language, dismissing acts of gender-based violence as trivial, making jokes that rely on gender stereotypes, and victim blaming when discussing gender-based violence.