



In accordance with the Law on Higher Education of Montenegro, the Rector of the University Adriatic, Bar, Montenegro issues the following:

Gender Equality Plan of University Adriatic Bar

Adriatic University is committed to providing an inclusive academic and work environment where all individuals are treated equally. The University does not discriminate on any grounds, including race, nationality, religion, gender, origin, sexual orientation, political beliefs, financial or social status, culture, language, age, or disability.

In line with this commitment, the University fosters a culture of equal opportunities and inclusion in both education and employment.

To promote gender equality, Adriatic University follows the relevant national legal framework, including:

- *The Constitution of Montenegro*
- *The Law on the Prohibition of Discrimination*
- *The Gender Equality Law*
- *The Law on the Protector of Citizens*
- *The National Strategy for Gender Equality*

These principles are partially integrated into the University's key governance documents, such as the Statute, and are further reinforced by internal policies like the Code of Academic Integrity, which emphasizes dignity, ethical values, and the responsibilities of all academic community members.

Purpose of the Policy

The main goal of this policy is to ensure gender equality across all levels of university operations by consistently applying core principles and implementing practical measures.

Key Measures and Activities

To achieve this goal, Adriatic University will implement structural and cultural changes through the following actions:

- *Develop institutional capacity for collecting and maintaining gender-related data, and improve information systems for monitoring progress.*
- *Raise awareness and visibility of gender equality and its benefits throughout the academic community.*
- *Promote gender balance in academic and decision-making bodies, with a focus on increasing the representation of women in leadership roles.*
- *Support work-life balance by creating better conditions for employees to manage both professional and family responsibilities.*

This policy reflects Adriatic University's ongoing commitment to building a more equitable and inclusive academic environment for all.

1. Data Recording, Monitoring, and Reporting

- **The University systematically records gender-disaggregated data to monitor gender equality progress.**
- **An annual review of the Gender Equality Plan is conducted, led by the Gender Equality Officer (University Secretary), while the Rector supervises overall implementation.**
- **Annual reports on gender equality (covering Jan 1 – Dec 31) must be submitted to the Ministry by January 15 of the following year.**

2. Roles and Responsibilities in Human Resources

- **Human Resources (HR) plays a central role in promoting gender equality.**
- **All HR activities must comply with the Law on Gender Equality and the University's internal policies.**
- **HR works closely with the Gender Equality Officer to integrate equality principles into daily operations.**

3. Employee Training and Awareness-Raising

- **The University organizes annual gender equality training for all employees.**
- **Specialized sessions are provided for management and staff in decision-making roles.**
- **Topics include:**
 - **Legal frameworks on gender equality**
 - **Prevention of discrimination and harassment**
 - **Use of inclusive language and workplace behavior**
- **After each training, employee satisfaction and knowledge acquisition are evaluated and future sessions are adapted accordingly.**
- **Progress is monitored, and training participation is tracked annually.**

4. Recruitment, Student Enrollment, and Selection

- **All recruitment and enrollment procedures must be gender-neutral.**
- **Job postings and student admission calls must use inclusive language and clearly state that all applicants are treated equally.**
- **HR ensures that selection methods minimize unconscious bias and prevent gender-based discrimination.**

5. Career Advancement

- **All employees have equal rights to promotion and advancement, based solely on merit and legal/institutional criteria—regardless of gender.**

6. Professional Development and Mentoring

- **HR guarantees equal access to professional development opportunities, such as training and seminars.**
- **Mentorship programs are designed to support career growth for all genders, especially in fields with a gender imbalance.**

7. Equal Pay and Benefits

- **The University ensures equal pay for equal work, regardless of gender.**
- **HR regularly conducts salary audits to detect and address gender pay gaps.**

8. Flexible Working Conditions and Family Support

- **HR develops policies for flexible work arrangements, including remote work and adaptable hours.**
- **Special attention is given to supporting parents, with equal access to maternity and paternity leave.**

9. Prevention of Discrimination and Harassment

- **Continuous anti-discrimination and anti-harassment training is provided for all employees and managers.**
- **Clear mechanisms for reporting and resolving such cases are established and maintained.**
- **Employees who experience discrimination or harassment receive protection and support, following University procedures.**

10. Enforcement and Sanctions

- **HR is responsible for enforcing this plan and applying sanctions in cases of non-compliance.**
- **Sanctions include:**
 - **Mandatory training**
 - **Disciplinary actions**
 - **Formal procedures in severe cases**

In Bar, 21th of July 2025.


RECTOR
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