



**Advenio**  
eAcademy

## **Gender Equality Policy (GEP)**

### **2022-2024**

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**AeA Ltd.**

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## **1. Scope**

The scope of the document is to give details on the Gender Equality Policy followed in Advenio eAcademy. The following part explains the Adopted measures and the strategy followed at Advenio eAcademy.

## **2. Adopted Measures**

This section focuses on the overview of the measures adopted at Advenio eAcademy to ensure Gender Equality in all relevant domains.

### **2.1 Strategy, mission and values**

At Advenio eAcademy, we believe in progressiveness, equality, independence and trust. In all operations of the academy, we strive to ensure equal rights and status for women, men and all people whose gender is registered as neutral. This policy applies to all students, employees, administrative members and collaborating partners.

The academic board members ensure to follow up on the Gender Equality Policy and ensure that students and employees receive instruction on equal rights affairs. The academic board is also taking care of Equal pay policies and internal appraisal processes.

We also take care that all promotional material from the academy show both women and men and thus counteracts stereotypes on the roles of the genders in the programmes.

Gender studies is given increased weight at our Academy, and we run a programme at Level 5 - Gender based violence for HR professionals, to assist professionals.

## **2.2 Data Collection & Analysis**

At Advenio eAcademy, the data collected from the students and employees include the gender specific information as well. This helps the academic board to analyse gender equality analysis and take corresponding measures and actions.

## **2.3 Equality in access to employment & Prevention of the practice harassment at work**

When advertising positions and hiring employees, care is always be taken to contribute to gender balance in the respective working group. Each advertised position is open to all genders. Care is taken that so-called academic housework and other incidental work is handled equally by all academic staff, regardless of gender.

Every effort shall be made to provide equal conditions for students and employees at Advenio and create an environment where all genders can flourish. Bullying, violence, gender-based and sexual harassment and gender-based and sexual violence are never tolerated.

Educational material on the nature, consequences of and response to gender-based harassment, sexual harassment and gender-based violence is accessible in the student handbook on the official elearning platform of Advenio eAcademy. This also includes information on the process for complaints, such as regarding gender-based harassment.

## **2.4 Work - Life balance**

Where possible, care is taken at Advenio eAcademy to maintain a certain flexibility to maintain the work-life balance of employees. For example, as regards work facilities and work hours, so that staff can coordinate their work and personal life. This especially is kept in mind when people return to work after maternity and parental leave, illness leave or leave due to urgent family circumstances.

We continuously seek to promote a culture which attracts and enhances talent, which stimulates personal and professional development, which focuses on flexibility, recognizes and rewards excellence and merit, which values individuality, and which can establish an environment of well-being, respect, equality of opportunities and productivity for all.