



MSB  
Mediterranean  
School of Business



# **Gender Equality Plan (GEP)**

## **Mediterranean School of Business (MSB)**

### **South Mediterranean University (SMU)**

#### **1. Introduction**

With an exceptional journey of over 20 years in higher education, the Mediterranean School of Business (MSB) commits itself to fostering an inclusive, equitable, and safe working and learning environment. Being part of the South Mediterranean University (SMU), a number of factors are to be considered to strengthen the university's policy on gender equality. The current Gender Equality Plan (GEP) outlines MSB's priorities, objectives, and actions to promote gender equality across governance, academic careers, research activities, and campus life.

#### **2. Legal and Institutional Framework**

This GEP is structured around the national legislation areas related to non-discrimination, equality between women and men, promoting work-life balance, career progression, and workplace harassment prevention including but not restricted to preventing and addressing moral or gender-based discrimination. It reflects international standards adopted by higher education institutions worldwide as well as its cultural identity and serves as a tool to effective implementation of institutional equality policy measurements.

#### **3. Objectives of the Gender Equality Plan**

In the attempt to develop a long-term commitment to diversity and inclusion, this GEP reaffirms MSB's commitment to advancing equality and equity across all areas of its activities and practices complying with the European Commission's four mandatory process-related requirements:

- Be a public document: Accessible and transparent to all stakeholders.
- Have dedicated resources: Securing sufficient financial and human resources are allocated to implement the plan effectively.
- Include data collection and monitoring processes: Enabling evidence-based organizational decisions and progress tracking.
- To equip staff with the necessary knowledge and skills to promote and foster gender equality and equity within the organization.

In the light of meeting the European Commission mandatory criteria to implementing gender equity policies, MSB commits itself to take other measures to ensure equal access to the following objectives:

- Promote gender balance in leadership, governance, and decision-making.
- Ensure fairness and transparency in recruitment, promotion, and career progression.
- Integrate gender perspectives and dimensions into research, innovation, and teaching content.
- Prevent discrimination, harassment, and gender-based violence.
- Foster a culture of inclusion and respect on campus.

#### **4. Governance, Leadership, and Accountability**

MSB will establish a Gender Equality Committee responsible for monitoring implementation of the GEP through Diversity and Inclusion (DI) lenses, reporting annually to the Dean and university leadership, and coordinating gender-related initiatives. Responsibilities include ensuring representation of all genders in strategic committees, reviewing policies, and overseeing training and awareness programs.

#### **5. Gender Balance in Recruitment and Career Development**

MSB commits to fair and transparent processes in hiring, promotion, and evaluation. Actions include:

- Ensuring a diverse selection of committees. Monitoring gender-disaggregated data for applicants, hires, and promotions.
- Ensuring equal access to professional development and leadership opportunities.
- Promoting flexible work arrangements when possible.

#### **6. Gender Dimension in Research and Teaching**

MSB encourages faculty to integrate gender perspectives relevant to research design, curricula, and case studies in line with our context. The Research Center and the Teaching and Learning Center will provide guidance and training on gender-sensitive methodologies.

#### **7. Prevention of Sexual Harassment and Gender-Based Violence**

MSB maintains a zero-tolerance policy toward all forms of harassment and gender-based violence on its campus. The university embeds gender dimensions into its daily practices, policies and core values through the following actions:

- Maintaining clear reporting mechanisms.
- Conducting mandatory awareness and relevant training sessions.
- Ensuring prompt, confidential, and impartial investigations of all complaints.



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## **8. Training and Awareness Activities**

MSB will deliver periodic training sessions for faculty, staff, students, and administrators on:

- Diversity and specifically gender equality and unconscious bias.
- Inclusive leadership.
- Gender-sensitive research approaches.

These activities aim to cultivate a culture of equity across campus. The objective is to ensure equitable representation of all individuals (e.g. women, rural youth, persons with disabilities, etc.) in its programs, processes, initiatives, and marketing and communications, and foster a supportive workplace environment.

## **9. Monitoring, Evaluation, and Reporting**


To promote an inclusive framework for all employees, the Gender Equality Committee will collect gender-disaggregated data yearly and oversee progress on all GEP actions. An annual Gender Equality Report will be published and shared with MSB leadership and relevant stakeholders.

## **10. Publication and Communication**

The Gender Equality Plan will be publicly available on MSB's website and communicated to all staff, students, and partners. Awareness campaigns will accompany its dissemination.

## **11. Review and Continuous Improvement**

The GEP is a living document and will be reviewed every two years to reflect institutional progress, new societal or national requirements, and evolving best practices in higher education.

  
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