

APPROVED by
Vilnius Gediminas Technical University
Senate Resolution No 91-3.2 of 27
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VILNIUS GEDIMINAS TECHNICAL UNIVERSITY DECLARATION ON ASSURANCE OF EQUAL OPPORTUNITIES

1. Vilnius Gediminas Technical University, being an integral part of the world's academic community, and recognizing the advanced international scientific and academic community's provisions shall ensure:

1.1. implementation of educative non-discrimination promotion and equal opportunities measures;

1.2. increase legal awareness, mutual understanding and tolerance regarding gender, race, nationality, language, origin, social status, convictions or views, age, sexual orientation, disability, ethnic origin, and religion.

2. Non-discrimination is understood as implementation of preserved human rights in international human and civil rights documents, and Lithuanian Republic laws regardless of gender, race, nationality, language, origin, social status, convictions or views, age, sexual orientation, disability, ethnic origin, and religion.

3. Terms used in this document:

Discrimination – can be direct or indirect, i.e. harassment or instruction to discriminate on grounds of gender, race, language, origin, social status, convictions or views, age, sexual orientation, disability, ethnic origin, or religion.

Direct discrimination – is when an individual is subjected to less favourable treatment or conditions than others in similar circumstances due to gender, race, nationality, language, origin, social status, convictions or views, age, sexual orientation, disability, ethnicity, or religion.

Indirect discrimination – is an action or inaction, legal norm or evaluation criterion, visibly neutral condition or practice, that is formally identical to normal said action but its implementation or application can potentially cause or actually does cause restriction of rights, use of privileges or advantage on the grounds of gender, race, nationality, language, origin, social status, convictions or views, age, sexual orientation, disability, ethnicity, or religion. An indirect discrimination action or inaction, legal norm or evaluation criterion, condition or practice can only be justified by legitimate aim and should be achieved by appropriate and necessary means.

4. Vilnius Gediminas Technical University (hereinafter – University) prohibits any direct and indirect discrimination, in writing or orally to treat community members, other individuals or groups as superior to other persons or groups, on the following grounds of:

- 4.1. gender;
- 4.2. race;
- 4.3. nationality;
- 4.4. language;
- 4.5. origin;
- 4.6. social status;
- 4.7. faith;
- 4.8. convictions or views;
- 4.9. age;
- 4.10. sexual orientation;
- 4.11. disability;

4.12. ethnicity;

4.13. religion.

5. Instruction to discriminate against a person directly or indirectly, based on gender, race, nationality, language, origin, social status, convictions or views, age, sexual orientation, disability, ethnic origin, or religion is considered discrimination.

6. University study programmes, educational material and scientific works prohibit advocacy of any and all types of discrimination.

7. University staff and students, regardless of their character, shall be ensured of:

7.1. an equal right to work, remuneration, performance evaluation, career opportunities;

7.2. equal conditions to study, receive support, choose study programmes, be correctly evaluated;

7.3. protection against hostile behaviour, negative consequences, and other persecution in response to a complaint or other legal procedure for discrimination.

8. Non-discrimination in the University must be implemented by:

8.1. management;

8.2. administration staff;

8.3. pedagogues;

8.4. academic staff;

8.5. student organizations (associations);

8.6. labour organizations (associations).

9. Discrimination is not considered:

9.1. within limitations of the laws and University's statute based on age, when it is justified by a legitimate aim, and it is achieved by appropriate and necessary means;

9.2. a statutory requirement to know the state language;

9.3. cases prescribed by law banning participation in political activities;

9.4. statutory requirements for special measures in safety at work;

9.5. selection of persons for work or studies who possess certain human characteristics, when the nature of certain professional activities determine particular human characteristic as an essential professional requirement, in which case the aim is legitimate and the requirement is proportional;

9.6. when there is restriction, social requirement or certain conditions on a person's social position, legal regulation is justified by a legitimate aim, and it should be achieved by appropriate and necessary means.
