

EKA

**Diverse & Inclusive
Campus**



109 years old

120 academic staff

3:1 student lecturer ratio

ca 1200 students

10% foreign Students

60% our students studying abroad

REGULATIONS

Internal:

- **EKA Development Plan**
- **EKA Code of Ethics**
- **EKA Gender Equality Plan**

External (among others):

- **Estonian Equal Treatment Act**
- **Estonian Code of Conduct for Research Integrity**



EKA Development Plan 2021-2025

The Development Plan is the basis of the Academy's organisational culture. It articulates the Academy's core values and strategic objectives and the action plan to achieve them.

EKA Code of Ethics

The Code sets out the principles of ethical conduct and equal treatment and guidelines for reporting unethical behaviour, including the criteria for the establishment of an ethics committee. Further guidance on how to deal with ethical conflicts can be found on the EKA website.

EKA Gender Equality Plan

It sets out guidelines and operating principles that promote gender equality and ensure equal opportunities and treatment for all members of EKA.

Good Practices in: Leadership, Supervision, Assessment and Feedback

NO policy relating to inclusion and diversity yet, but in the workplan of 2025!

