



University of Trieste: diverse and inclusive campus. Good practice

DIVERSITY and EQUALITY are of the utmost importance for the University of Trieste, starting from its [Statute](#) (Chart) listing the fundamental values of the University, .

From the Statute arises the following fundamental documents:

- [2023-2026 University Strategic Plan](#), a document outlining the University's strategies for 2023-2026, started from a context analysis on eight areas of major interest, including INCLUSIVENESS and EQUAL OPPORTUNITIES working conditions, health and safety.
- The [Gender Equality Plan](#) adheres to and promotes the aims of the EU Strategy for Gender Equality 2020-2025. It is based on the overarching principles that valuing diversity, and in particular the positions of women and other under-represented groups, is crucial to building a just and inclusive society, in all spheres.
- The [Architectural Barrier Elimination Plan \(PEBA\)](#)
- The [Integrated Plan of Activities and Organisation \(PIAO\)](#) is the single planning document that, with a view to process simplification, defines the objectives of administrative action, contributing to the full achievement of the University's strategic planning.

University of Trieste contributes to Goal 5 of Sustainable Development Goals of its Integrated Social Report with its policy for gender equality in teaching, research and academic activity and its commitment to raising awareness in order to eliminate violence against women and, more broadly, all forms of gender-based violence. The University's initiatives concern, in particular:

- the inclusion, in [the University regulations](#) governing the election and appointment of members of collegiate bodies, of rules designed to ensure effective equal opportunities for women and men in access to academic positions;
- the adoption of the "[Code of Conduct for the Prevention of Harassment in the Workplace and Study Areas of the University of Trieste for the Protection of Personal Dignity](#)";
- the establishment of the "[Confidential Advisor](#)", who is responsible for providing information, advice and free assistance to members of the university community who are subject to discrimination, harassment, violations of dignity or mobbing;
- the activities of the "Single Guarantee Committee for Equal Opportunities, the Promotion of Employee Well-being and Anti-Discrimination – [CUG](#)"
- Participation to:
 - the [National Conference of Italian University Equality Bodies](#).
 - the "[Inclusion and Social Justice](#)" Working Group within the University Network for Sustainable Development (RUS), with the aim of strengthening the role of universities in building inclusive, sustainable, equitable, gender-equitable contexts based on social justice and capable of combating inequality;
- the adoption, as part of the Performance Plan, starting with the [Positive Action Plan \(PAP\)](#) for the three-year period 2023-2025, of actions aimed at:
 - promoting the use of gender-sensitive language;
 - combating discrimination based on sexual orientation and gender identity;
 - promoting the inclusion of staff and students with disabilities

Positive Action Plan (PAP) 2023-2025, aims to correct gender disparities in study choices and encourage female enrolment in STEM courses; among teaching staff (especially in full and associate professor roles), the university actively participates in awareness-raising and training initiatives on issues such as stereotypes and inequalities.

The PAP is divided into five areas of intervention:

1. COMBATING DISCRIMINATION, GENDER BALANCE AND PROMOTING INCLUSIVE PRACTICES



- A. Reducing horizontal segregation
- B. Reducing vertical segregation of teaching staff
- C. Promoting gender-sensitive language
- D. Combating violence against women and harassment
- E. Combating discrimination based on sexual orientation and gender identity

The University of Trieste offers the “[alias career programme](#)” for students undergoing gender transition and for those who need to protect their personal safety, allowing the use of a chosen name throughout their university life, excluding legal value. The request must be submitted to the Rector, with reasons and documentation, to initiate a procedure that protects confidentiality and combats discrimination and bullying

- F. Promoting the inclusion of employees and students with special needs
- G. Promoting the integration of people from other countries

2. PROMOTING THE WELL-BEING OF UNIVERSITY STUDENTS AND STAFF

- A. Monitoring organizational wellbeing
- B. Psychological support for students and staff

The University of Trieste offers a [psychological counselling service](#) in collaboration with [ARDiS](#) for individual support in overcoming personal or study-related difficulties. Group courses are also organized.

- C. Corporate communication and wellbeing at work
- D. Support and mentoring
- E. Preventing and combating discrimination on an individual basis and mobbing
- F. Promoting student wellbeing: strengthening psychological support and socialization among students
- G. Promoting student health

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- the activities of the Deputies Rector for:

- Teaching and for students and the right to study
- Personnel policies, trade union relations and welfare
- Student wellbeing and inclusion

The main governance positions are held by two women.

TEACHING ACTIVITIES

The range of bachelor's and master's degree courses, doctorates and, in general, postgraduate courses in the Social Sciences and Humanities, as well as in the Clinical Departments of Medical, Surgical and Health Sciences and the Department of Life Sciences, include topics relevant to Goal 5.

The University of Trieste provides students with disabilities with tools and services to help them overcome barriers and acquire the greatest possible autonomy in their studies.

In order to obtain services, students are always required to apply to the Disability Service, submitting a **valid disability certification**. For students who register there are financial benefits (see also [ARDiS services](#)) and dedicated services to guarantee access to university education, course attendance, and the necessary aids and supports for teaching activities.

The University of Trieste also offers [support services to students with disabilities and Specific Learning Disorders](#) (SLDs). These terms refer to neurobiological disorders that affect reading, writing and calculation skills, such as dyslexia, dysorthography, dysgraphia and dyscalculia, without affecting general intellectual functioning.



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RESEARCH AND THE THIRD MISSION

Research, the third mission, knowledge transfer and public engagement by departmental structures contribute to Objective 5, especially in the area of Social Sciences and Humanities (ArTS - Trieste Research Archive), as well as two specialised centres:

- [Interdepartmental Centre for Gender Studies – CISG](#);
- [Specialised Centre for Gender Dysphoria of the Clinical Department of Medical, Surgical and Health Sciences](#) at Cattinara Hospital

University of Trieste participates to the national **PRO-BEN project**, (PRO BENE COMUNE - PROMozione del BENEssere della COMunità UNivErsitaria, literally 'promoting the wellbeing of the academic community'), in partnership with other 9 Italian academic institutions, for the enhancement of **students' psycho-physical wellbeing** by developing protocols that aim to promote the health and wellbeing of the student population, in the light of good practices on the prevention and early management of psychological distress, to facilitate smoother adaptation to university life to effectively tackle the challenges related to psychological distress and with the necessary support connected to it.

The specific objective is to boost services offering psychological support and short-term psychotherapy programmes to enhance opportunities for listening and developing personal and relational resources.

Specific training courses for mentors are also provided.

Other useful links

<https://portalecug.gov.it/format-2/relazione-cug-universita-degli-studi-di-trieste-2024>

<https://www.units.it/rapporto-sostenibilita/obiettivo/raggiungere-luguaglianza-di-genere-ed-emancipare-tutte-le-donne-e>