

**Ordinance No. 4
of the Rector of Poznan University of Technology
of 9 January 2026
(RO/II/4/2026)**

**on the introduction of the *Gender Equality Plan for the years 2026-2029*
for Poznan University of Technology**

Acting pursuant to Article 23 section 1 of the Act of 20 July 2018 - Law on Higher Education and Science (Journal of Laws of 2024, item 1571, as amended), **it is ordered** as follows:

§ 1

1. The ***Gender Equality Plan for the years 2026 – 2029 for Poznan University of Technology***, hereinafter referred to as the Equality Plan, constituting an Attachment to the Ordinance, is introduced.
2. The Equality Plan was developed after the diagnosis of gender participation in the structure of employees and the structure of students and doctoral students at Poznan University of Technology in 2025, as well as on the basis of reports from the implementation of the Gender Equality Plan for the years 2022 - 2025 introduced by Ordinance No. 12 of the Rector of Poznan University of Technology of 28 February 2022 (RO/II/12/2022). This diagnosis is attached as Attachment No. 1 to the Equality Plan.
3. The purpose of adopting the Equality Plan is to:
 - a) draw attention to the need to ensure equal treatment on the basis of gender in all aspects of the functioning of Poznan University of Technology;
 - b) increase knowledge about the causes, effects and manifestations of gender inequality;
 - c) support the principles of equal access to recruitment for studies, work, managerial functions and academic careers.

§ 2

1. The Rector has appointed an equality ombudsman, whose task, in cooperation with the Equality Office is, among others, to:
 - a) coordinate activities related to the implementation of the Equality Plan;
 - b) participate in the creation and updating of gender equality documents;
 - c) respond to any signs of violation of gender equality and provide support in terms of compliance with the principles of equality.
2. The ombudsman reports directly to the Rector.

§ 3

The Ordinance enters into force on the day of signing with effect from 1 January 2026

Rector
of Poznan University of Technology

Professor Teofil Jesionowski, Ph.D., D.Sc.

