



**EAST BRIDGE
UNIVERSITY**
PARIS, FRANCE

SDG 5 - GENDER EQUALITY POLICY

Policy Owner:

**Office of Sustainability and
Institutional Impact**

Approved by:

Senior Leadership Team

Date created:

November 2024

Date Approved:

September 2025

Next Review Date:

September 2027

Applies to:

All EBU programmes, operations, recruitment, partnerships and outreach globally that support gender equity and women's empowerment.

SDG 5 – GENDER EQUALITY POLICY

PURPOSE

This policy defines East Bridge University's formal commitment to Sustainable Development Goal 5 – Gender Equality. It articulates how EBU will promote equal access, participation and leadership for all genders through its teaching, research, institutional culture, partnerships and learning ecosystem.

SCOPE

This policy applies to:

- ✓ Student admissions, scholarships, retention and outcomes.
- ✓ Academic programmes, curriculum design, research agendas, and leadership development.
- ✓ Employment, vendor selection, governance roles, and faculty/staff composition.
- ✓ Partnerships, community engagement and global alliances that advance gender equity.
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POLICY STATEMENT

EBU will advance gender equality by committing to the following principles and actions:

- ✓ **Equitable Access & Representation**
Ensure admission and scholarship policies reflect gender equity, with proactive outreach to female learners, women professionals, and under-represented gender groups globally.
- ✓ **Inclusive Programme Design**
Embed gender equality, leadership, and inclusive practices into curricula, case studies, and experiential learning opportunities across disciplines.

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POLICY STATEMENT

- ✓ **Leadership & Career Progression**
Promote gender-balanced representation in leadership roles, faculty appointments, academic governance, and professional development opportunities.
- ✓ **Safe and Inclusive Learning Environment**
Maintain a learning and working environment free from discrimination, bias or harassment; provide support mechanisms and ensure gender-inclusive institutional culture.
- ✓ **Research that Advances Gender Equity**
Encourage and support research, publications and projects focusing on gender equality, women's empowerment and intersectional disadvantage in education and society.
- ✓ **Partnerships for Gender Impact**
Collaborate with international and local organisations, NGOs, and industry to advance gender-equality outcomes, including women's education, leadership pipelines and social inclusion programmes. ebu.ac
- ✓ **Data, Monitoring & Transparency**
Collect, report and publish gender-disaggregated data on enrolments, retention, completion, faculty/staff composition, leadership levels and outcomes; use this data to inform continuous improvement and external submissions.
- ✓ **Procurement & Social Value with Gender Lens**
Embed gender equality criteria in procurement, vendor selection, and employment practices to promote women-owned enterprises and fair-trade/ethical sourcing.
- ✓ **Community Engagement & Outreach**
Support programmes, scholarships and initiatives targeted at women in under-resourced contexts and encourage learner advocacy, mentorship and peer networks for female professionals.
- ✓ **Governance and Accountability**
Establish a Gender Equality Steering Committee under the Office of Sustainability and Institutional Impact to oversee policy implementation, review performance and ensure leadership accountability.

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POLICY STATEMENT

Alignment with UN Targets

Align this policy with SDG 5 Targets, particularly 5.1 (end discrimination), 5.5 (equal participation), and 5.6 (universal access to sexual and reproductive health and rights, where relevant in context). The university commits to mapping its initiatives accordingly for the THE Impact submission.

Continuous Improvement

Review initiatives biennially (next scheduled September 2027), refine policy and programmes based on data insights, best practice and evolving global benchmarks.

RESPONSIBILITIES

Unit	Key Responsibilities
Admissions & Scholarships Office	Monitor gender-differentiated access, award female-focused bursaries, track first-generation women learners.
Academic Quality & Programmes	Review curriculum for gender-inclusive content, embed leadership modules and gender-equity case studies.
Faculty & Staff HR	Ensure equitable recruitment, promotion and leadership progression of women; maintain gender-balanced panels and committees.
Research Office	Identify and track gender-equality research outputs, grants, partnerships and community-impact projects.
Procurement & Estates	Integrate gender-lens criteria in vendor selection, supplier diversity and social value procurement.
Office of Sustainability & Institutional Impact	Lead oversight of SDG 5 strategy, compile gender-disaggregated data, publish annual report and support THE submission coordination.

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REVIEW & MONITORING

- ✓ Annual indicators will include gender-disaggregated enrolments, retention and completion rates; proportion of women in leadership/faculty roles; number and impact of gender-focused partnerships and research outputs.
- ✓ Data ownership and update cadences will be allocated to the responsible units indicated above.
- ✓ A full policy review is scheduled every two years, or earlier if required by accreditation or ranking-methodology changes. Next review: September 2027.

Approved by:

Senior Leadership Team, East Bridge University

Date Approved:

September 2025

Next Review Date:

September 2027



Dr Janat Ruby Clemis

Director General

