



Gender Equality Statement

UFP assumes as its primary mission Teaching supported by honest study and permanent scientific updating, served by an innovative pedagogical methodology that transforms knowledge in competences, through the development of critical spirit and autonomous thinking, promoting students’ openness to interdisciplinarity and, through a solid ethical, cultural and civic education. The university fulfills its mission, respecting ethnic, cultural, political diversity and religious as well as gender equality and is determined to foster an academic environment in which everyone is included, respected and empowered to fulfil their potential.

Gender equality and social inclusion issues are at the heart of our University’s identity and central to our research and academic missions. We are fully committed to establishing and maintaining an ethos of dignity and respect for all within a day-to-day culture of promoting equality of opportunity across all activities. We are committed to supporting equal access to education and career development for all, consistently with the overall ethos of our funding entity, Fundação Ensino e Cultura Fernando Pessoa, which has always promoted an international work and study environment based on values such as democracy, openness and equal opportunities, thus creating an inclusive workplace that wishes to attract the most talented students and staff regardless of personal background, and where diversity is seen as a strength, not a challenge.

UFP wants to make sure that the initiatives addressing equality and diversity derive from database knowledge and are implemented throughout the organization. Therefore, the initiatives for the coming two years (2022-2023) will inform the Gender Equality Plan, as follows:

- Ensure broad involvement of the entire organization in relation to goals and directions of the gender equality and diversity effort;
- Creation of a dedicated Work Group of academics, staff and students;
- Verify and improve data quality and knowledge base with a view to promotion gender equality and diversity;
- Lift organizational knowledge about gender equality and unconscious bias;
- Boost organizational culture, particularly in relation to the prevention and handling of offensive behavior;
- Support equal opportunities in recruitment and promotion;
- Enhance organizational knowledge of gender in research and education;
- Promote training actions on work-life balance;
- Continue supporting single-parent households through flexible schedules and remote work

President of Fundação Ensino e Cultura Fernando Pessoa, 6/04/2022