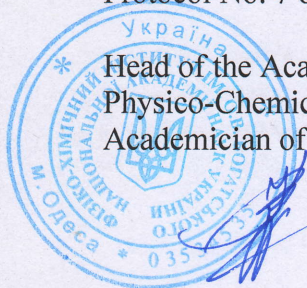


APPRUED

Academic Council of the O. V. Bogatsky
Physico-Chemical Institute of the NAS of Ukraine
Protocol No. 7 of July 29, 2026.

Head of the Academic Council of the O. V. Bogatsky
Physico-Chemical Institute of the NAS of Ukraine
Academician of the NAS of Ukraine, professor



Viktor KUZMIN

REGULATIONS

on the procedure for observing gender equality
at the O. V. Bogatsky Physico-Chemical Institute of the NAS of Ukraine

Odesa - 2026

Regulations on the procedure for observing gender equality at the O. V. Bogatsky Physico-Chemical Institute of the NAS of Ukraine is based on the principles of equal opportunities and rights for all employees of the Institute, regardless of their gender, gender identity, age, nationality, social status, etc.

1. GENERAL PROVISIONS

The principles of gender equality at the O. V. Bogatsky PCI of the NAS of Ukraine define the basic policy, target groups, strategic goals and objectives for the implementation of state policy to ensure equal rights and opportunities for women and men in the field of science and education.

The aim of implementing the Gender Equality Principles at the Institute is to promote and guarantee gender balance both at the organizational level and in scientific and educational activities. The principles of gender equality are crucial in building a fair and sustainable future for the social, cultural and academic spheres, as well as for achieving the goals of sustainable development of Ukraine as a European state.

Actions to implement the principles of gender equality are aimed at implementing the Constitution of Ukraine, the Laws of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men", "On the Principles of Preventing and Counteracting Discrimination in Ukraine", the Plan for Promoting Gender Equality and Preventing Discrimination on the Basis of Sex in the National Academy of Sciences of Ukraine, and other regulatory legal acts.

The objectives of the Principles of Gender Equality of the O. V. Bogatsky PCI of the NAS of Ukraine are:

1.1. Ensuring equal opportunities and rights for employees and higher education students of the Institute regardless of their race, skin color, political beliefs, religious and other beliefs, gender, age, disability, ethnic origin, social origin, citizenship, marital status, property status, place of residence, etc.

1.2. Creating a safe and receptive learning and working environment that meets the needs of all staff and postgraduate students.

1.3. Ensuring equal opportunities for women and men to access scientific research, training programs and other development opportunities at the Institute, aimed at unlocking the potential of each individual.

1.4. Developing an inclusive culture and promoting gender equality in the educational environment to raise awareness among scientists, graduate students, and other employees about the importance of gender equality in the modern world.

1.5. Preventing any form of discrimination based on gender and promoting the development of gender equal relations in the scientific community.

1.6. Comprehensive implementation of the principles of gender equality and prevention of gender discrimination in the Institute's documentation management.

2. TASKS AND PRACTICAL WAYS OF IMPLEMENTING THEM

The principles of gender equality should be applied in the main areas of activity of the O. V. Bogatsky PCI of the NAS of Ukraine, which are important for achieving strategic and sustainable changes in the Institute and society:

- corporate social responsibility and work-life balance;
- integration of gender equality principles into scientific and educational content, educational activities;
- combating sexual and gender-based harassment.
- creation of reporting mechanisms that will allow staff to report, document and take action on gender balance issues they identify.

3. FINAL PROVISIONS

3.1. The Regulation shall enter into force from the moment of its adoption by the Academic Council of the O. V. Bogatsky PCI of the NAS of Ukraine.

3.2. Control over the implementation of the Regulation shall be exercised by officials of the Institute within the limits of their powers established by functional responsibilities.