

To whom it may concern

Executive Board

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The Executive Board of Maastricht University (UM) wholeheartedly supports the gender equality aims of the European Commission and intends to embody gender equality and gender equity in academia. The Executive Board has facilitated and supported the realization of gender equality measures since 2017, as part of the UM's intersectional commitment to Diversity and Inclusivity (hereafter D&I) that are continued in the UM Strategic Program 2022-2026. The UM Gender Equality Plan (GEP) [webpage](#) outlines all these specific efforts, which will be regularly updated with new developments.

We hereby confirm that the UM has dedicated resources geared towards gender equality amidst the broader goal of D&I developments throughout the organization, which are embedded in the portfolio of the UM President. The D&I Office consists of a managing director, three policy advisors and three student assistants. In collaboration with other UM departments and established organizations and networks, such as the Female Empowerment Network (FEM), the D&I Office ensures the provision of relevant gender expertise towards gender equality efforts across all UM faculties and service centers. Their work encompasses the initiation, support and development of projects and policies that enhance gender equality through broader projects, policies and funding. Collective efforts in which these are embedded vary from the UM inclusive language policy, to life phase friendly (HR) policies, to guidelines on diverse recruitment and inclusive selection procedures, the provision of targeted diversity trainings and capacity building, the establishment of specific UM facilities and funding opportunities provided through D&I grants. The D&I Office also supports staff and student led initiatives addressing sexual harassment, assault and violence in Maastricht. In addition, the UM has committed to the six promises included in the Amnesty International [manifesto](#) 'Let's Talk About Yes' that outline steps towards better prevention, support and policy against sexual violence in university communities.

UM collects and monitors data on gender and nationality through bi-annual updates from faculties and other organizational units reporting on gender data in all academic and leadership positions.. In 2022, UM will start publishing the yearly *FEMonitor* with relevant UM gender equality and intersectional numbers and trends. Furthermore, the D&I Office assists departments and units in their internal monitoring, all working towards reaching greater equality targets, such as 37% female professors by 2025. Further efforts are made to capture the needs of diverse UM employees through the Sustainable Employment Monitor and the needs of UM student through surveys.

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Multiple training opportunities are offered by the UM Staff Career Centre, FEM and the Maastricht Young Academy (MYA) and will continue to be developed to tackle gender equality issues at all levels alongside our broad range of D&I goals. These include, among others, intercultural training workshops, active bystander trainings, negotiation skills for women and evidence-based sexual violence resistance trainings to female identifying students.

The UM does not tolerate any form of inappropriate/undesirable behavior or unequal treatment in the work and study environment. This includes any form of sexual harassment and assault, aggression and violence, bullying and discrimination based on race, nationality, gender, religion and sexual orientation. To this end, the UM has specific codes of conduct in place as well as confidential advisors and an Ombudsperson for both students and staff.

More details about the UM's intersectional approach to gender equality, diversity and inclusion can be found in the UM Gender Equality Plan and the UM D&I Strategy 2020-2023.

Yours sincerely,
on behalf of the Executive Board
of Maastricht University,



Prof.dr. R. Letschert
President