



Wydział Zarządzania
Uniwersytet Warszawski

EQUALITY
Information for Students and Staff
at the University of Warsaw
2025/26

Dear Students, Dear Colleagues,

I am pleased to welcome you in the beginning of the new academic year 2025/2026. I would like to present the equality and anti-discrimination activities carried out at the University of Warsaw.

As the Representative for Equality at the Faculty / Doctoral School of [...], I remain „the first point contact” when:

- a student or staff member needs support, advice, or guidance concerning counteracting discrimination, including sexual harassment, mobbing and other undesirable behaviors,
- the matter requires consultation with the relevant central administration units that can provide further assistance.

I am also engaged in disseminating informations on equality-related activities implemented by the University of Warsaw.

We are all equal

<https://rownowazni.uw.edu.pl/en/> – University website dedicated to equality, where you can find:

- definitions of various forms of discrimination and practical advice for people who have experienced discrimination or witnessed it,
- informal and formal procedures for reporting undesirable behaviour at UW,
- a description of institutions providing support and equality initiatives undertaken, such as the Gender Equality Plan,

- informations on neurodiversity and LGBTQ+ people, along with descriptions of initiatives supporting these communities,
- practical guides on anti-discrimination activities, transgender people at the University, inclusive language, and counteracting sexual harassment,
- up-to-date information on courses, trainings, research, and equality events at UW,
- answers to the questions most frequently raised in correspondence with the UW Equality Team.

Inclusive Gender Equality Plan

[Gender Equality Plan for University of Warsaw](#) – was the equality action strategy for the years 2020–2024, created on the basis of research into the needs of the University community, expert consultations, and a review of solutions applied at European universities.

I encourage you to read the reports summarizing the implementation of the Plan, along with the overall evaluation of the Plan. University is currently working on [Inclusive Gender Equality Plan for the UW for the years 2025–2029](#). The informations gathered in 2024 and 2025 through survey and interviews led to the preparation of the reports shall be available soon.

The research results and conclusions will serve to develop a strategy that responds to the current needs and challenges faced by the University of Warsaw in the area of equality and counteracting discrimination.

Preferred names and pronouns

The University of Warsaw community includes people who use a name or pronouns other than those indicated in official documents. Please respect this and address everyone according to their preferences, in line with the basic university principle – **everyone should be treated with respect.**

We are aware that slips of the tongue may happen – there is nothing wrong with that. If you accidentally use the wrong pronoun, there is no need to explain yourself. If you are unsure how to address a transgender person – just ask.

It is important to avoid deliberate **misgendering** – intentionally using pronouns consistent with documents but inconsistent with the person's identity. This is hurtful for transgender people and negatively affects their ability to study or work comfortably at the University.

While speaking about transgender people, remember that there is no such process as "sex change", but rather its reconciliation or transition. Transition can have social, medical, and legal dimensions, but regardless of these processes, every person has the right to be addressed by their chosen name and pronouns and to be treated with respect.

The University of Warsaw is working on systemic solutions that will facilitate functioning at the University for transgender people. A draft overlay for the USOS and APD systems has been prepared, which has been consulted with the UW Legal Office, student and doctoral self-governments, the Queer UW student society, and has been submitted for IT implementation, which is currently underway.

Of the several systems that comprise the comprehensive USOS system, the only exceptions are those parts that, for formal reasons, must use official full name, such as the diploma examination transcript in APD. It is worth remembering that all official documents and reports generated from the system will contain only those informations. Other universities

are joining the overlay development effort to expedite the process. However, it will still take several months.

Until then, we recommend that those persons who want to use preferred data or who want to create an email address alias should fill out the form: <https://forms.gle/7CADEzvPPusx1mfm9>

Note – **please use your university email address to use the form.**

We also recommend contact with **equality plenipotentiaries at faculties**. They can help you inform course instructors about your preferred data to avoid situations where attendance lists based solely on student records are used. The current list of equality representatives is available on the equality website under the **Support section** >> [Support institutions at the UW](#).

More information about activities for LGBT+ people <https://rownowazni.uw.edu.pl/en/activities-for-the-lgbtq-community/>

Educational activities

At the University of Warsaw, a range of educational and equality-oriented activities are undertaken; many educational materials and trainings devoted to equality and counteracting discrimination have been prepared.

We warmly encourage you to read the guides that form the basis of knowledge about equality at UW:

- [Anti-discrimination Guidebook for students and employees of the University of Warsaw](#)
- [Guide to the prevention of sexual harassment at the University of Warsaw](#)
- [Recommendations on Non-discriminatory Language at the University of Warsaw](#) (prepared by an expert team from the UW Faculty of Polish Studies, available in Polish)

- **Handbooks on Trans-inclusive University, prepared separately for [universities](#), [administration](#), and [transgender students](#)** (prepared by the Queer UW student union, available in Polish).

At the University, trainings, online courses, and social campaigns are organised. Information on currently conducted educational activities can be found on the [dedicated website](#). The most important projects include:

- **Understanding Equality** – an online course devoted to equal treatment and counteracting discrimination, available as an OGUN course for students and as a training course for UW staff, both in Polish and in English,
- **The prevention of sexual harassment at the university** – an online course offering theoretical and practical knowledge about sexual harassment and ways to counteract it; created in cooperation with the Feminoteka Foundation, available as an OGUN course for students and as a training course for UW staff, both in Polish and in English,
- **Mobbing at workplace – prevention, recognition and responses** – an online course introducing the issue of mobbing with particular emphasis on this problem in the academic environment and the UW anti-mobbing procedure,
- **Discrimination, conformism and resistance: history and memory of the forced segregation of Polish and Jewish students in the Second Polish Republic** – an online course presenting the history of academic exclusions, forms of opposition against discrimination and contemporary ways of commemorating a difficult past, available as an OGUN for students,
- regularly organised **equality trainings** for academic and administrative staff,

- “[We Are All Equal](#)” social campaign, consisting of posters and a series of educational films,
- [Social campaign for supporting dialogue and countering hate speech](#), consisting a series of short films, posters, and leaflets.

Support and prevention of discrimination, sexual harrasment, mobbing and other undesirable behavior

In difficult situations you can count on the support of the relevant institutions and contact persons at UW. It is worth knowing which person or institution can provide the most effective help in a given situation.

The map – where to seek support, along with contact details of all institutions, can be found at: <https://rownowazni.uw.edu.pl/en/support-institutions/>.

Informal Proceedings – Academic Ombudsperson

Magdalena Miksa with her Team – <https://ombudsman.uw.edu.pl/en/start/>

The Academic Ombudsperson can be contacted in cases of:

- conflict (between employees, between a student and an employee, etc.),
- discrimination,
- undesirable behaviors.

The report is confidential, and any further interventions are possible only after obtaining the written consent of the reporting person.

The Academic Ombudsperson can undertake the following actions:

- direct support for a person experiencing discrimination,
- information about available psychological help
- contact with the faculty / appropriate academic unit and assistance in obtaining organisational support,
- educational and disciplinary actions towards the perpetrator.

Formal Complaint Procedure – Commission for unequal treatment and discrimination and Commission for mobbing and other undesirable behavior

In order to file a complaint, please contact coordinators for counter-acting unequal treatment, discrimination, mobbing and other undesirable behaviour

E-mail contact: zespolkoordynatorow@uw.edu.pl

Anyone experiencing unequal treatment, discrimination, mobbing, or other undesirable behaviour can file the complaint using the [online form](#).

After submitting the complaint:

1. The coordinator reviews the matter and promptly contacts the reporting person to listen to their story and explain the next steps.
2. If the report appears justified, the case is referred to the appropriate Commission – either for unequal treatment and discrimination or for mobbing and other undesirable behavior – where further investigation is conducted.
3. The Commission's opinion with justification, is forwarded to the Rector and the head of the unit or other appropriate superior, and is communicated to the person initiating the proceedings and the person against whom the proceedings were initiated.

4. Rector of the University of Warsaw, makes decisions based on Commission's opinion.
5. The person who filed the claim may also be referred to other university units that offer support, such as psychological, legal, or meditation services.

Psychological Support Centre

[The Psychological Support Centre \(CPP\)](#) is an initiative aimed at students and staff of the University of Warsaw who struggle with low mood, stress, or other psychological difficulties.

The CPP offers:

- free, short-term and emergency psychological support,
- a Helpline and intervention point for University community,
- workshops and trainings on mental health care,
- meetings of a club for neurodiverse people and a support group for LGBTQ+ people,
- the project "Pack your peace", offering psychological support to people on Erasmus+ scholarships.

Office for Persons with Disabilities

[Office for Persons with Disabilities \(BON\)](#) is a university unit that supports members of the UW community with their specific disability – related needs and provides advice on the accessibility of University buildings and institutions for people with disabilities.

You can contact the BON with any matter concerning a disability, illness or health condition that hinders studying or working, mental disorders, autism spectrum disorder, ADHD, dyslexia or learning difficulties.

The forms of ensuring equal opportunities offered by the BON, include, depending on individual needs:

- adapting the form of classes and examinations,
- the possibility of renting equipment to facilitate learning and work,
- adapting teaching and work materials, including Braille printouts,
- support from a tutor, a Sign Language interpreter (available only in Polish), or an assistant taking notes during classes
- providing classes and student residence accommodation in an adapted space,
- additional, individual Polish or foreign language classes.

I hope that the information contained in this guide will be helpful and will allow all members of the UW community to feel safe and comfortable. I encourage you to use the available support and share it with others – together we create a university that is friendly, open, and full of mutual respect.

Best regards,

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<https://wz.uw.edu.pl/en/the-faculty/equality-pleni-potentiary-at-the-faculty-of-management-of-the-university-of-warsaw/>