

REGULATION RULES

for non-discrimination and gender equality in carrying out scientific and research activities
at National Sports Academy “Vassil Levski”

The adoption of the current rules for non-discrimination and gender equality in the implementation of scientific and research activities is an expression of sensitivity of the National Sports Academy to the policies of the European Union for the protection of women's rights in the field of scientific research and innovation (R&I). As a public institution for higher education and science in an EU member state and as a part of the European Research Area (ERA), the National Sports Academy (NSA) declares its strong support for the gender equality policies in the EU and particularly in academic and research communities, as well as for the adoption of this position as a fundamental value for public and academic life.

Despite the existing legal regulations at the state and sector level, which do not allow discriminatory behavior on any basis, including gender, as well as in the absence of publicly identified cases related to the violation of equality in the educational and career development of both sexes, we consider that there are still a number of areas where action should be taken at a structural level to ensure equal rights for men and women in the academic community. These areas are related to full access to opportunities, measures to overcome barriers to professional fulfillment, career prospects and overcoming traditional prejudices, distribution of roles in management activities, absence of gender-based violence and harassment, and creation of a community culture of not allowing any kind of violation of women's rights in science and research.

The present rules provide for application in relation to all members of the academic community – students, doctoral students, lecturers, non-qualified lecturers, and staff. We believe that in order for the Rules on non-discrimination and equality between men and women to become part of the institutional culture and a real expression of collective ethics, it is necessary to carry out regular activities specifically aimed at raising information in this area in all subgroups of the academic community - focus on the subjects in the educational content in different and appropriate academic disciplines, conducting seminars and information meetings, creating bodies for evaluation and control of the quality of implementation and progress in the planned activities.

The purpose of the adoption of the present rules is to structurally and substantively build a system that supports and upgrades institutional ethics and the procedures for non-discrimination and equality of women and men in science and scientific research.

The expected results of the implementation of the present rules will be expressed in an increase in the quality of research and innovation related to sports, sports pedagogy and kinesitherapy/physiotherapy; creating a more attractive work environment; achieving the maximum degree of use of the talent and potential of students and scientific staff; increasing the prestige and recognition of each scientific result; motivating the academic staff for equal participation in management activities.

1. Management of the processes for the implementation of the Rules for non-discrimination and gender equality in the National Sports Academy "Vassil Levski"

These rules apply to the entire academic community at the National Sports Academy. The rules require the drafting of an Action Plan in the medium term, the implementation of which is monitored, evaluated, and reported by a team of the academy, determined by an order of the rector. The Rector, on a decision of the Rector's Council, appoints a Commission for ensuring gender equality in the academy. The commission includes representatives of the academic staff and students. The committee has a Chair who presents the plans, activities, and results of the work to the Rector, as well as to the collective governing bodies of the Academy. The commission is composed on the principle of gender balance.

The Chair of the Commission for ensuring gender equality has the function to provide support by the governing bodies and partner organizations, for participation in inter-university and cross-sectoral committees and working groups, nationally and internationally. The Commission organizes the procedures and determines the scope of the data to be collected at the institutional level for processing information and evaluating progress.

2. Scope of planned measures and responsibilities for progress

The measures to ensure the non-discrimination and gender equality strategy are planned for implementation by:

- The management team of the National Sports Academy
- Bodies of collective management determined by the Higher Education Act
- Expert Committee on Science
- Center for the development of the academic staff at the National Academy of Sciences
- Departments and Center for Scientific and Applied Activity in Sports
- Managers of scientific projects and programs
- Administrative services, with a priority focus on the Human Resources service
- Professional unions and representative bodies of teachers, researchers and students

- Academic Ethics Committee
- Center for Quality (and Accreditation)
- Officials responsible for use of sports facilities.

3. Principles of implementation of the measures planned in the short and medium term to improve the equality of women and men in scientific and research activities

The rules for non-discrimination and gender equality in scientific and research work are implemented according to the following principles:

- Compliance with the strategic lines of the NSA policy on non-discrimination and gender equality and the general institution's policies and strategic documents
- Leading role of the gender equality policy in the implementation of scientific activities and research at the National Sports Academy
- Clearly stated support from the academy's leadership team
- Ensured awareness and support on the part of the entire academic staff and students
- Regular training and data collection for the purposes of informed decisions
- Adherence to the cycle State – of - the art assessment, Planning, Implementation, Monitoring, Accountability
- Procedural openness to all opinions, signals, and proposals related to gender equality
- Fair and impartial punishment of gender-based discrimination in research.

4. Assessing progress and compiling reports

For the purposes of ensuring and reporting progress in the implementation of an institutional policy for non-discrimination and gender equality, the Commission appointed by the Rector develops the following documents:

- An action plan with the designation of responsible academic staff members and deadlines for implementation
- Indicators for the degree of implementation of each of the set measures
- Procedure and methodology for conducting the survey and performance evaluation
- Defining the data to be collected for the purposes of the report
- Analysis of the data and preparation of a report, which is presented to the Rector of the NSA
- Inclusion of the data from the evaluation in the academy's self-evaluation in the science sector

- The reports on the implementation of measures for gender equality are public and available on the website of the National Sports Academy.

5. Awareness and responsibility of the academic staff

The entire academic staff of the National Sports Academy is responsible for observing, developing and strengthening the institutional culture for gender equality in education and science. For this purpose, the "Training" measure must be present in the action plans in implementation of the strategy - meetings, lectures, discussions, as well as other formats of informal training of the academic staff, students and staff are planned annually to build and confirm the knowledge related to gender equality and the elimination of all prejudices related to access to activities and opportunities of both sexes. The organization of training events is responsibility of the scientific units. On the other hand, the members of the scientific units are strongly encouraged to attend and actively participate in the trainings. Public disclosure of all decisions, measures, procedures is mandatory in the implementation of the institutional strategy for gender equality. Both strategic and regulatory documents, as well as training announcements, are publicly available and are the responsibility of the relevant organizational structure. Violations of the principles and rules of inadmissibility of discrimination and gender equality are not excused by lack of information.

6. Institutional measures to promote the participation of women in research activities

The National Sports Academy is committed to adopting and developing initiatives to increase the number of women in quality and meaningful research. These initiatives are aimed at facilitating the participation of women and removing obstacles to their inclusion in research projects caused by family obligations, domestic, parental commitments, dealing with crisis situations like the COVID-19 pandemic, etc. The measures to promote the inclusion of women in research and scientific activities (preparation of scientific publications, scientific projects, participation in international scientific forums, inclusion in scientific teams and international groups for the development of science and research, etc.) are introduced as normatively established activities or *ad hoc* solutions. The measures express the sport-specific recruitment of researchers after their sporting career or active coaching period; provision of flexible conditions for doctoral training of active athletes and coaches, as well as members of sports teams - doctors, psychologists, kinesitherapists, conditioning coaches, etc. Support measures include the active use of electronic means to maintain the qualifications of women researchers who are on maternity leave, discussing opportunities for financial support for women researchers for their participation in scientific forums, or for representation in international groups. Each of the needs of female researchers is discussed separately, and the decision to allocate support funds is taken by the Rector's Council on the proposal of the Vice-Rector for Science.

7. Share of women in the NSA research community

Access to academic positions and career development of the academic staff in the National Academy of Sciences is regulated by national legislation and institutional regulatory documents, which do not allow discrimination and advantages related to the applicant's gender. Academic development criteria apply equally to all. However, it is necessary to plan and implement measures for the appointment of women and men in balanced order, as well as to build a system for providing data on the equality of the number of women and men in scientific activity. The Human Resources Office has the obligation to maintain a database of appointed teachers by gender, as well as their distribution in individual positions. The Study affairs Department has the responsibility to maintain and provide information on the proportion of women among students in the three faculties and in the specialities. Information is also maintained and provided by the relevant administrative structures for masters and doctoral students.

8. Participation of women in university management

The National Sports Academy has an established tendency in recent decades to include women in the management of the university - management of departments, faculties and the rector's council (rector and vice-rectors). The number of women represented in management structures is still relatively low, which requires taking additional measures to motivate women researchers to apply for management positions, as well as to affirm the authority of women who are included in the bodies of management. The participation of women in management structures is part of the data that are collected and analyzed for the purposes of evaluating the implementation of the plan for non-discrimination and equality of women. The Commission for Gender Equality, appointed by the Rector, is responsible for the correct and complete collection of data. Representative positions related to students and doctoral students are also subject to data collection and promotion of women's participation in the management of student organizations, representatives in institutional committees, participation in international student organizations, etc.

9. Resources for the implementation of gender equality policy action plans

The National Sports Academy annually votes for funds from the institution's budget to implement the activities concerning the policies of non-discrimination and promotion of gender equality. The funds are calculated against the set measures and as remuneration of academically responsible persons representing the new structures in the management. Funds for the implementation of the gender equality policy are also attracted and used through active participation in funding programs aimed at democratic society, equality, scientific research, institutional capacity, etc.

The rules were adopted by the Rector's Council with the protocol of 05 September 2022.

ACTION PLAN

FOR IMPLEMENTATION OF THE STRATEGY FOR NON-DISCRIMINATION AND EQUAL RIGHTS OF MEN AND WOMEN IN SCIENCE AND RESEARCH (2022 - 2024)

MEASURES	RESPONSIBLE BODY	TIMEFRAME
Determination of the duties of departments, centers and services at the National Sports Academy, related to the implementation of the strategic rules for ensuring gender equality in science and research activities	Commission appointed by order of the rector of the National Sports Academy for the implementation, monitoring and evaluation of activities to ensure gender equality	October – December 2022
Designation of governing bodies for organizing, monitoring and evaluating activities to ensure gender equality in science and research activities at the National Academy of Sciences	Rector's order for the designation of governing bodies with job descriptions	October – December 2022
Collecting, processing and presenting to the academic community effective practices in the European Union related to the management of gender equality in research	Experts appointed by the vice-rector for scientific and international activities	January - March 2023
Providing statistical information in an easily accessible and visible space on the NSA webpage on the status and progress of gender equality in research in European countries	Expert group appointed by the vice-rector for scientific and international activities	January 2022 – December 2024
Conducting a survey among the academic staff of the National Sports Academy regarding the picture of ensuring gender equality in scientific research and barriers faced by women in science	Center for Quality and Accreditation at the National Sports Academy with the assistance of teachers for the preparation of the research methodology	March – September 2023

Organization of a round table with the participation of academic representatives from the country and abroad on the topic "Gender equality in science as a reflection of the established practices of treating women in society"	An expert group appointed by the Vice-rector for Science and International Activities and the Center for International and Project Activities	December 2023
Preparation of a list of data that the relevant departments of the administration of a National Sports Academy will be required to collect and provide for analysis	Commission appointed by order of the rector of the National Sports Academy for the implementation, monitoring and evaluation of activities to ensure gender equality	September – November 2023
Participation in the strategic initiatives of the Ministry of Education and Science to raise awareness in higher education institutions regarding non-discrimination and equality of women in science	NSA teachers and researchers in accordance with the themes of the initiatives	2022 - 2024
Inclusion of topics on gender equality in social life, in sports and sports science in humanitarian disciplines that are part of undergraduate and Master's degree students' training programs	Lecturers in the disciplines of pedagogy, psychology, philosophy and sociology	2023 - 2024
Organizing annual discussions with PhD students at the National Sports Academy on the contribution of women in science, non-discrimination and gender equality in scientific research	Center for the development of the academic staff at the National Sports Academy and Center for international and project activities	2023 - 2024

