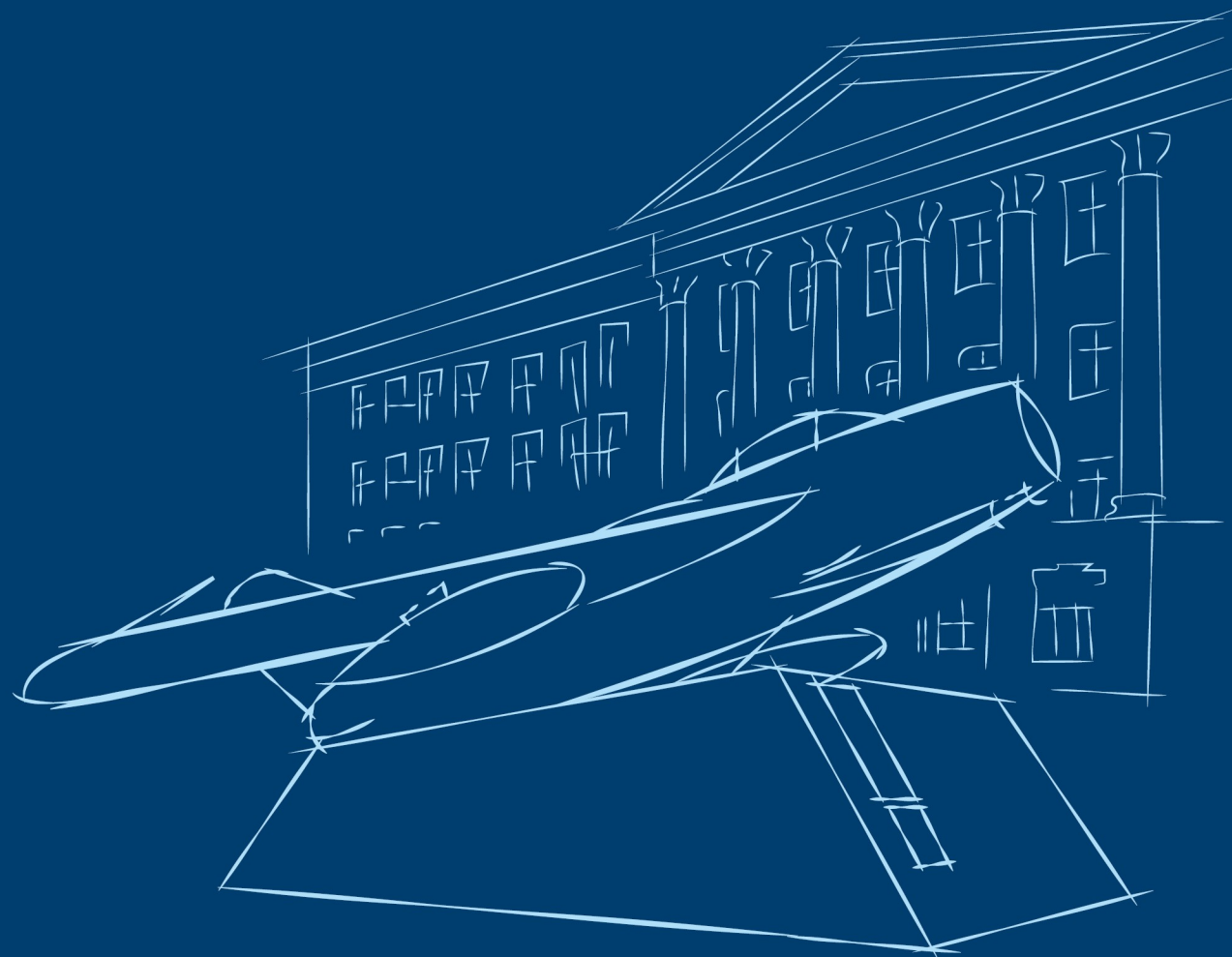




НАЦІОНАЛЬНИЙ
АЕРОКОСМІЧНИЙ УНІВЕРСИТЕТ
«ХАРКІВСЬКИЙ АВІАЦІЙНИЙ ІНСТИТУТ»

NATIONAL AEROSPACE UNIVERSITY
«KHARKIV AVIATION INSTITUTE»

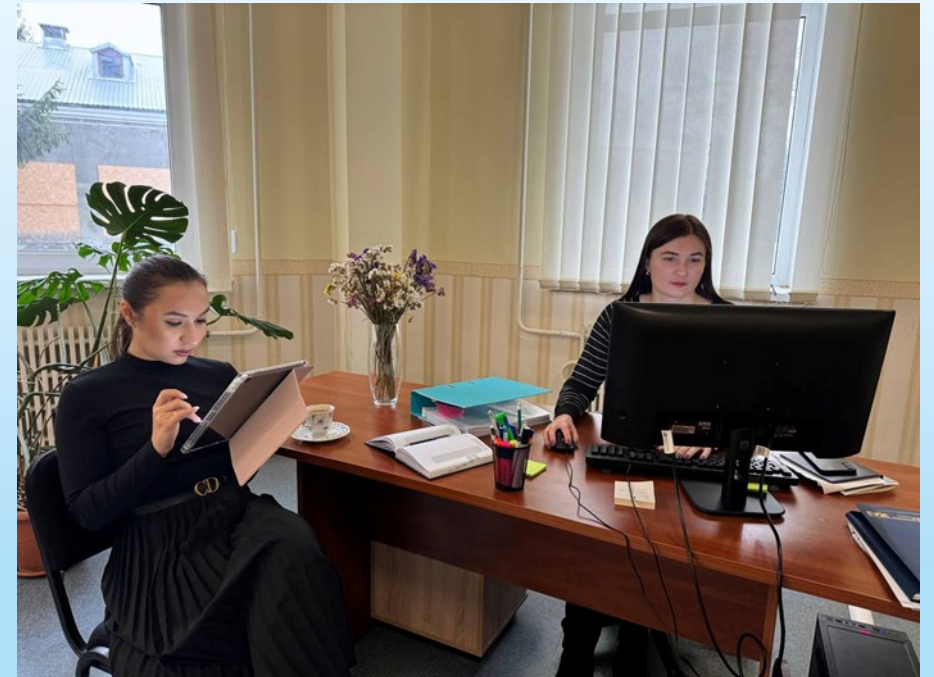
5 Gender Equality



At the National Aerospace University “Kharkiv Aviation Institute,” an Office for Equality, Inclusion, and Safe Environment has been established to comprehensively implement policies on gender equality, prevention of discrimination, and combating harassment.

A Commission on Combating Discrimination and Violence, as well as a Commission on Equal Opportunities and Tolerance, operate within the university, together forming a comprehensive institutional system for protecting human rights and fostering a culture of respect within the academic community.

Internal regulations and policies have been developed and implemented based on UNESCO recommendations, ESG standards, and national legislation on gender policy in higher education. This ensures transparent and effective mechanisms for responding to cases of discrimination and upholds the principles of equality for all participants in the educational process.

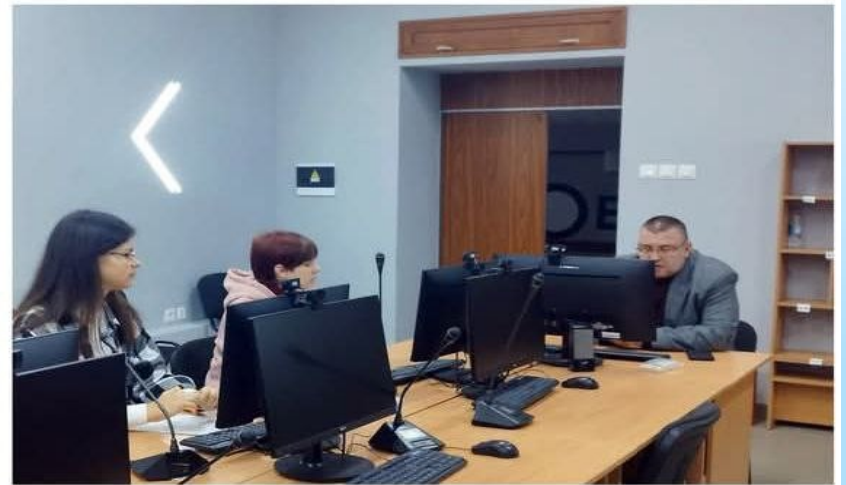
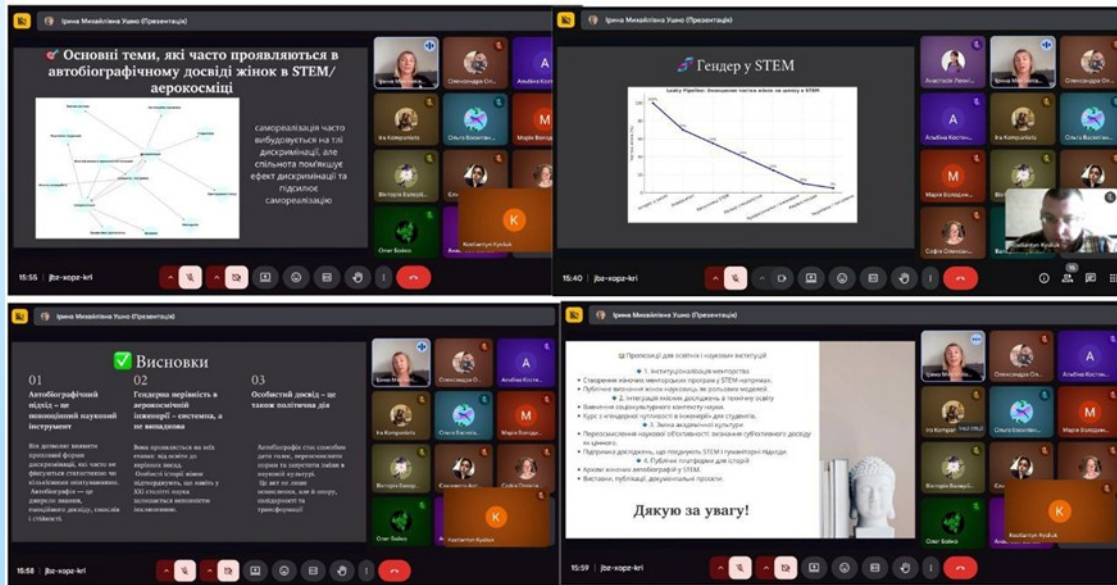


Educational Activities and Awareness-Raising

The KhAI School of Gender Studies operates at the university, organizing open lectures, training sessions, discussion clubs, and roundtables on topics such as gender equality, inclusion, non-discrimination, and human rights protection. The school serves as a platform for developing critical thinking, sharing experiences, and fostering a culture of mutual respect within the academic community.

KhAI's educational programs integrate courses and modules on gender culture, human rights, social justice, and civic engagement, fostering students' conscious and responsible attitudes toward social processes and interpersonal relationships.

Students actively participate in international academic projects, seminars, and webinars within the framework of UNESCO and Erasmus+ initiatives, particularly those focused on ensuring gender balance in STEM fields. This expands opportunities for academic mobility, strengthens intercultural dialogue, and contributes to the development of modern global citizenship competencies.



Safe Environment and Tolerance

The university regularly conducts awareness campaigns, training sessions, and educational workshops for faculty, students, and staff on communication ethics, prevention, and response to violence, bullying, and discrimination. These activities are aimed at creating a safe, respectful, and supportive environment.

The KhAI Psychological Service operates at the university, offering consultations, group sessions, and crisis support for individuals affected by discrimination or psychological pressure. Assistance is provided confidentially, professionally, and in accordance with ethical standards.



Humanitarian and Social Support

Dormitories at the university house families of women and children, who are provided with psychological, educational, and social support. This approach ensures a safe environment, facilitates integration into the academic community, and strengthens their sense of security.

Volunteer initiatives are implemented to support women veterans, educators, healthcare workers, and mothers in frontline communities, fostering solidarity, mutual assistance, and enhancing the university's social responsibility.



KhAI actively participates in international programs and partnerships in the fields of gender equality and social inclusion, including initiatives by UN Women, Erasmus+, and Horizon Europe. Participation in these projects promotes academic mobility, strengthens institutional capacity, and fosters the development of inclusive educational practices.

The university has implemented a system of gender monitoring and reporting that aligns with ESG standards and the Sustainable Development Goals (SDGs). This ensures transparency in management processes, accountability in decision-making, and adherence to the principles of equality and fairness within the academic environment.

