



Gender Equality Plan (GEP) Wrapper Horizon Europe Compliance Statement (2026–2029)

1. Institutional Commitment

Stonehill College (the College) is committed to fostering an inclusive academic and professional environment that advances gender equality across all institutional activities. The College promotes equitable access to opportunities, work-life balance, and a campus climate free from discrimination, harassment, and bias.

This Gender Equality Plan (GEP) Wrapper documents existing institutional policies and practices that collectively fulfill Horizon Europe’s gender equality requirements.

2. Governance and Responsibility

Implementation of gender equality efforts is coordinated across multiple offices, including:

- The Office of the General Counsel
- Human Resources, which includes a Deputy Title IX Coordinator
- Office of Civil Rights Compliance / Title IX Coordinator
- Academic Affairs
- Student Affairs, Including two Deputy Title IX Coordinators
- Institutional Research and Assessment

These offices collectively support gender equity through policy development, training, data review, and programmatic initiatives. Responsibility for monitoring this wrapper rests with institutional leadership, with periodic review to ensure continued compliance.

3. Existing Policies Supporting Gender Equality

The College maintains policies and programs that promote gender equity, including:

Work-Life Balance and Caregiving Support

- [Generous Paid Parental Leave](#)
- Family-related leave options
- Flexible scheduling where operationally feasible
- Dependent care flexible spending opportunities
- Supportive return-to-work practices

Recruitment and Career Advancement

- Inclusive hiring practices
- Professional development opportunities
- Mentoring and leadership development initiatives
- Transparent processes supporting equitable advancement

Gender Balance in Leadership

- Inclusive committee and leadership participation
- Encouragement of diverse representation in decision-making roles
- Leadership development opportunities for faculty and staff

Anti-Discrimination, Harassment, and Violence Prevention

- [Non-discrimination policies](#)
- [Title IX/ Gender Based Misconduct Response](#)
- [Diversity Equity and Inclusion Framework](#)
- [Supportive measures and accommodations for employees](#)
- Bias Incident Response
- Gender Equity in Athletics
 - Overseen by Gender Equity in Athletics Committee, which consists of senior employees in Athletics, as well as representatives across campus. Ensures gender equity in athletic compliance with Title IX. Reviews an annual Title IX assessment report to generate recommendations that work toward and/or ensure Title IX compliance in Intercollegiate Athletics.

Training and Awareness

- [Title IX and sexual misconduct prevention training](#)
- [Diversity, Equity, and Inclusion programming](#)
- Bias awareness and inclusive leadership training
- Educational programming related to gender equity, including topics such as hiring practices and family and medical leaves

4. Data Collection and Monitoring

The College monitors gender equity through periodic review of available institutional data, including:

- Workforce composition by gender
- Leadership representation
- Hiring and promotion outcomes (aggregate where available)
- Retention and participation trends
- Utilization of parental leave and flexible policies
- Participation in training initiatives

Data review informs continuous improvement efforts.

5. Goals and Metrics

Work-Life Balance

- Annual communication about family-friendly policies
- Monitor utilization of parental leave (aggregate)

Leadership and Career Progression

- Periodic review of leadership representation
- Track participation in leadership development opportunities
- Encourage inclusive search practices

Training and Awareness

- Maintain annual training opportunities
- Monitor participation in gender equity programming

Prevention of Gender-Based Harassment and Violence

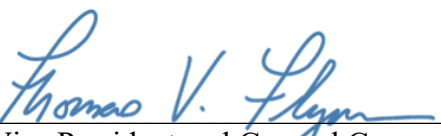
- Continued communication of reporting resources
- Track training completion rates
- Review aggregate reporting trends

6. Review Cycle

This wrapper will be:

- Reviewed periodically
- Updated as policies evolve
- Maintained as a living compliance document

Approved by:


Vice President and General Counsel/
Clerk of the Corporation

Date: March 26, 2026