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The GENERA PAM Tool

PAM



- Find measures to improve on Gender equality in your institution



- Further targets & measures



- Combating discrimination and sexual harassment

Where do you want to become active?

Combating sexual and sex-based harassment

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes	
Guidelines / Code of conduct	 Guidelines on dealing with sexual harassment Code of conduct 	 Guidelines available (yes/no) Code of conduct available (yes/no) Code of conduct distributed to all staff (yes/no) Code of conduct made public (yes/no) 	 Reported cases of sexual harassment Researchers who experienced any form of sexual harassment 	
Trainings	Awareness trainingsTrainings how to prevent / deal with sexual harassment	# trainings held# of people trained, by sex		
Discussions	Talks and discussions to spread awareness on problems of harassment and how to deal with it	• # events • # participants, by sex	Researchers who experienced any form of sex-based harassment	
Appeal body	• E.g. HR representative, Gender Equality Officer	Appeal body is established (yes/no)		
Policies	Zero-Tolerance Sexual Harassment policies	Policies on sexual harassment exist (yes/no)		

Non-discrimination

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Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Policies	Policies of overall non- discrimination	Policies on non- discrimination exist (yes/no)	
Equal participation	Gender-balanced organization of events	• % of men and women in the organization team	
Equal treatment and workload	 Equal treatment of part-time work and promotion of work-life balance Fair and transparent workload balance across all areas (teaching, research, administration) 		 Reported cases of discrimination Researchers who experienced any form of sex- or gender-based discrimination
Equal resources	 Equal access to resources (e.g. funding, lab space, equipment) Equal resources for male and female professors 		

LGBT+ Inclusivity ((Based on LGBT+))

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Awareness and inclusive language	 Use gender-neutral and inclusive language Encourage accurate pronoun use Allow name and gender changes on departmental records 		
Structures, Policies and Support	 Appoint a diversity liaison or committee Consider LGBT+ persons when developing family-friendly policies Support transitioning individuals 		
Facilities	Create safe spaces within the departmentProvide non-gendered restrooms		
Inclusive recruitment	 Collect demographic information from job applicants and prospective students in an inclusive way Include non-discrimination statements in job announcements 		
Trainings	Diversity training sessions or workshops		
Networking	Provide networking opportunitiesHost inclusive conferences		

It is illegal to discriminate because of a person's sex, age, disability, ethnic or racial origin, religion, belief or sexual orientation. European laws on equal rights include equal treatment when applying for a job, equal treatment at work, protection of pregnant workers and breastfeeding mothers, and rights to maternity leave and parental leave. As this tool was designed specifically for gender equality, we focus here on sex- and gender-based discrimination.

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The term "sexual harassment" in the headline refers to all unwanted conduct related to an individual's sex (sex-based harassment) as well as unwanted conduct of a sexual nature (sexual harassment in the narrower sense). Forms of harassment include telling derogatory or demeaning jokes about women in general, unwelcome physical touching, making sexual remarks to or about a person, telling jokes with a sexual content or displaying sexually explicit images on a computer screen.

Please click on the activities associated with your task and study the suggested measures and indicators.

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