

## **GUARANTEE COMMITTEE FOR EQUAL OPPORTUNITIES, THE PROMOTION OF THE WELL-BEING OF WORKERS AND STUDENTS, AND THE ELIMINATION OF DISCRIMINATION**

The Guarantee Committee for the Promotion of Equal Opportunities, the Well-Being of Workers and Students, and the Elimination of Discrimination (hereinafter CUG) promotes equal opportunities for all members of the university community (faculty, administrative staff, students, interns, and staff with atypical contracts), preventing and combating any form of discrimination, both direct and indirect, that may arise from risk factors repeatedly identified in EU legislation (age, sexual orientation, ethnic origin, disability, and language).

Promotes effective equality in professional training, access to employment, working and study conditions, career progression, and remuneration. It also supports the dissemination of a culture of equal opportunities through the promotion of gender studies and the implementation of scientific, educational, and cultural activities, in order to foster a working, research, and study environment geared toward organizational well-being.

The CUG's functions are proactive, consultative, and review-oriented, and are aimed at promoting and protecting equal opportunities and the professional and organizational well-being of all University members. The CUG carries out its activities for both faculty and technical-administrative staff, both permanent and temporary, as well as for students and all other trainees.

The CUG is composed of the University's faculty and technical-administrative staff (both designated by the union and by the Rector), representatives of doctoral students, postgraduate students, and student representatives, in order to ensure overall gender equality. The composition and functioning of the CUG are governed by a specific Regulation (see Reference Legislation).

Link <https://www.unime.it/cug>