

Key Area	Objective	Action	Population		Timeframe				
			Staff	Students	2022	2023	2024	2025	2026
<b>4   Work and Personal Life Integration, including Interpersonal Violence (IPV)</b>	Design, implement and/or evaluate provision of policies and services to facilitate work-life balance to promote inclusive work/study-life balance policies and practices, including parental leave policies, flexible working time arrangements and support for those with caring responsibilities. Prevent and combat discrimination on the basis of gender, sex, race, sexual orientation, disability, age, social origin.	Consolidate the provision of childcare during Easter and summer holidays	X			X	X	X	X
		Provide and evaluate work and life integration measures - flexitime, remote work and study, work/study from home, telework, right to disconnect, maternity leave, parent leave, parental leave, adoption leave, etc.	X	X		X	X	X	X
		Promote information about the availability of parental leave for all genders	X				X	X	X
		Explore student participation when these are located in Gozo, have to stay at home with dependents, have mobility issues, are chronically ill within reasonable accommodation upon request		X		X	X	X	X
		Develop/communicate/implement/evaluate policies that facilitate retention such as sexual harassment policy, bullying and harassment policy, anti-racism policy, gender identity and expression policy, gender based violence, homophobia, racism, ageism, ableism for staff and students	X	X	X	X	X	X	X