



**Universidade
Politécnica de Tomar**
Polytechnic University

EQUALITY POLICY

The Equality Policy of the Polytechnic University of Tomar (UPTomar) shows the Institution's commitment and engagement in the observance and compliance with the regulatory standards in this area. Equality between women and men is one of the objectives of the European Union enshrined in Article 3 of the European Union Treaty, which imposes on Member States the obligation to adopt appropriate measures and national policies to create equal opportunities for men and women to participate in all spheres of public and private life.

The Polytechnic University of Tomar (UPTomar) is a Public Higher Education Institution which defines itself as a socially responsible community ensuring the strict respect for the privacy of its users in compliance with article 13(1) and (2) of the Constitution of the Portuguese Republic.

A policy for equality and reconciliation of professional and family obligations is, not only a development factor that allows for the elimination and promotion of a better use of human resources, but also a necessary component for the evolution of societies. Recognising the importance and added value of a balanced participation in professional activities as well as in family life, the UPTomar intends to give its active contribution to the implementation of best practices to promote equality in society.

In the recruitment, selection and performance appraisal process of employees, applicants or students, no criteria are used that could constitute a form of discrimination.

Any conduct which privileges, benefits, harms, deprives of any right or exempts from any duty an employee, applicant or student who is in a comparable situation and without such difference in treatment being justified shall be considered discriminatory.

16 September 2026

The Rector of the Polytechnic University of Tomar,


(Professor João Paulo Pereira de Freitas Coroado, PhD)