

PrEcIOUS ACTION PLAN FOR LGBTQIA+ INCLUSION AND ANTI-HOMOPHOBIA IN HIGHER EDUCATION INSTITUTIONS

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WP	WP5 – HEIs' Guidelines - Vademecum on how to build HEI communities based on the concept of "plurality"
TASK	WP5.2 – Development of an Action Plans for the unbiased HE communities' sustainability

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PrEclIOUS Action Plan for LGBTQIA+ Inclusion and Anti-Homophobia in Higher Education Institutions, by Jagiellonian University (PL)

1. Introduction and relevance for PrEclIOUS Project

The objective of this document is to guarantee the sustainability of the project results and their impact at national and international level, through the elaboration of an action plan that includes activities, target groups and financial commitment of HEIs.

2. Our Institution:

The Jagiellonian University, founded in 1364, is Poland's oldest university and one of the longest continuously operating universities in the world. As a leading public research institution in Kraków with over 40,000 students, JU has already demonstrated leadership in LGBTQIA+ inclusion by becoming the first Polish university to enable transgender students to be recognized by their preferred names within institutional practices and internal communication systems in 2020.

Nevertheless, the university is located in Kraków, in the region of Lesser Poland, associated with a strong attachment to traditional values and a conservative cultural climate, which significantly influences the broader institutional culture. Additionally, Poland has some of the most restrictive legal and policy frameworks regarding LGBTQIA+ rights in Europe, and ranks the lowest among EU member states according to ILGA-Europe's Rainbow Map.

These structural and cultural factors create a challenging environment for advancing inclusive practices at the university level, particularly those aimed at supporting LGBTQIA+ students and staff. While this context does not make change impossible, it does mean that efforts to promote inclusion must be introduced with sensitivity, strategic awareness, and a deep understanding of the local realities. In such settings institutional transformation requires sustained commitment and persistence, as well as culturally and politically responsive approaches that centre the lived experiences of marginalized communities.

Current Foundation:

- Department of Security, Safety and Equal Treatment (Safe JU Office)
- Student Centre for Support and Adaptation "SOWA" (crisis intervention and mental health support)
- TęczUJ - Organization of LGBTQ+ Students and Allies
- Gender Equality Plan (implemented in June 2022)
- Support services for transgender and non-binary persons
- Existing anti-discrimination policies and procedures

3. Mission of the Action Plan

The partner universities jointly affirm their enduring commitment to promoting inclusive, safe, and pluralistic academic environments, free from all forms of discrimination, including manifestations of invisible homophobia and transphobia, as manifested in both subtle behaviors, such as microaggressions, and systemic or structural biases embedded in institutional practices.

Building on the values of European democratic societies and the principles of equal dignity, diversity, and active citizenship, this Action Plan serves as a long-term institutional pledge.

We recognize that Higher Education Institutions (HEIs) are not only centers of knowledge, but also key agents of cultural transformation. As such, they bear the responsibility to actively promote respect for gender and sexual diversity, to prevent bias and microaggressions, and to ensure that LGBTQIA+ individuals are not merely tolerated, but fully visible, acknowledged, and empowered within the academic community.

Through this plan, each university commits to:

- sustaining and disseminating the knowledge and methodologies to promote a pluralistic and equal academic environment;
- institutionalizing good practices that promote pluralistic education and combat invisible homophobia;
- engaging in constant dialogue with students, staff, and external stakeholders;
- fostering intersectional approaches that connect LGBTQIA+ rights to broader struggles against sexism, racism, and other forms of exclusion;
- embedding inclusive values into university governance, curricula, research, and outreach initiatives.

This mission reaffirms the Institution's dedication to cultivating environments where all individuals—regardless of sexual orientation, gender identity, or expression—can grow with dignity, actively contribute to university life, and become active citizens of European values, based on a perspective of equality and inclusion.

4. Our Values

This Action Plan is grounded in the recognition of every individual's dignity and the conviction that diversity—of identity, perspective, and experience—is an essential strength of academic communities.

Inspired by the work carried out in the Erasmus+ PrEclIOUS project, the plan promotes values of equity, mutual respect, responsibility, and openness to dialogue. Its aim is not to impose ideological positions, but rather to support the development of inclusive university environments where subtle forms of exclusion—such as invisible homophobia or transphobia—are acknowledged and progressively addressed.

Through concrete and context-sensitive measures, often derived from practices already adopted by European universities and promoted within the Erasmus+ PrEclIOUS project, this Action Plan encourages the development of academic communities in which all students, academic staff, and employees can feel welcome, respected, and empowered.

5. Strategic priorities

Building on a diagnosis conducted within the PrEclIOUS project at the JU, which identified context-specific needs and challenges, this Action Plan outlines a set of strategic objectives that can guide universities in building more inclusive, aware, and pluralistic academic communities. While grounded in the institutional reality of JU, these objectives are designed to be operational and adaptable to different institutional contexts, respecting each university's autonomy and will of change.

1. Raise Awareness of Invisible Homophobia and Transphobia

Promote a shared understanding within the academic community of the concept of invisible discrimination based on sexual orientation, gender identity, and gender expression. This could include integrating reflection moments, implicit bias testing, and educational opportunities into existing training and teaching frameworks.

2. Foster a Culture of Plurality and Mutual Respect

Move beyond the notion of “including others” towards building a community based on shared responsibility and plurality. Encourage respectful interaction, recognition of diversity, and the adoption of open communication practices across teaching, administrative, and student activities.

3. Strengthen Competencies for an Unbiased Academic Environment

Support the development of transversal skills such as empathy, intercultural communication, and critical thinking, which are essential for countering prejudice and fostering active citizenship. These competences could be promoted through curricular and co-curricular activities, peer education, and collaborations inside and outside the academic context.

4. Support Structural and Institutional Change

Provide academic and administrative staff with practical tools and guidelines to make their institutional environment more accessible and gender-respectful. This could lead to promoting the use of gender-inclusive language, enabling support services for LGBTQIA+ students, and ensuring that university policies reflect the principles of non-discrimination and equal treatment.

5. Ensure Sustainability and Visibility of Actions Beyond the Project

Embed the outcomes and values of the PrEclIOUS project in the long-term strategies of the institution. This includes incorporating inclusive practices into university quality assurance processes, dedicating resources to ongoing training and student support, and fostering partnerships with local and national stakeholders committed to LGBTQIA+ rights.

6. Our Action Plan

Action Plans cover a long-term period of 5 years and the implementation plan for the first year. The Action Plan also includes funding and resources for the establishment of the responsible institutional body (enlarging responsibilities of an existing one or creating a new one).

AREA	Objectives	Action	KPIs	Responsible structure	Timeline
Institutional Governance	Strengthen institutional commitment to LGBTQIA+ inclusion	Year 1 (2025): Expand Safe JU Office mandate to include dedicated LGBTQIA+ coordinator position	Policy revision completion rate (100% by 2026)	Safety JU Office (expanded), Rector's Office, University Senate	5 years with annual review cycles
	Integrate diversity principles into university governance	Conduct	Advisory Committee meeting frequency		

AREA	Objectives	Action	KPIs	Responsible structure	Timeline
	structures	comprehensive policy audit for	(quarterly)		
	Ensure policy alignment across all university levels	LGBTQIA+ inclusivity	Annual inclusion report publication		
	Promote leadership accountability for the implementation of LGBTQIA+ inclusion goals	Establish LGBTQIA+ Advisory Committee with student, staff, and faculty representation	Staff satisfaction surveys (LGBTQIA+ inclusion metrics)		
		Years 2-5 (2026-2030): Implement revised non-discrimination policies with explicit LGBTQIA+ protections	Number of leaders completing inclusion governance training		
		Integrate inclusion metrics into university strategic planning			
		Establish annual diversity and inclusion reporting mechanism			
		Introduce annual leadership training on inclusive governance and institutional responsibility			
Services for students	Enhance support for LGBTQIA+ students	Year 1 (2025): Expand transgender/non-binary support services beyond name registration	Service utilization rates Student satisfaction surveys	Student Services, Safe JU Office, SOWA Centre, TęczUJ partnership	Resource center establishment by end of 2025, full program implementation by 2027
	Improve accessibility of				

AREA	Objectives	Action	KPIs	Responsible structure	Timeline
	existing services				
	Create safe spaces and peer support networks	Provide LGBTQIA+ cultural competency training for SOWA counselors and staff	Crisis response time metrics Peer support program participation rates		
		Develop specialized LGBTQIA+ support protocols within existing SOWA framework			
		Train counseling staff in LGBTQIA+ cultural competency			
		Establish dedicated LGBTQIA+ resource center in collaboration with TęczUJ			
		Develop multilingual LGBTQIA+ informational materials			
		Years 2-5 (2026-2030): Enhance SOWA's crisis intervention protocols for LGBTQIA+-specific mental health challenges			
		Create LGBTQIA+ peer support networks			

AREA	Objectives	Action	KPIs	Responsible structure	Timeline
		integrated with SOWA services			
		Create LGBTQIA+ mentorship programs (peer-to-peer and faculty-student)			
		Develop crisis intervention protocols			
Teaching and training activities	Integrate LGBTQIA+ perspectives into curricula Provide comprehensive training for faculty and staff Develop inclusive pedagogical practices	Year 1 (2025): Conduct implicit bias training for all faculty and administrative staff Develop LGBTQIA+ inclusive curriculum guidelines Create faculty development workshops on inclusive teaching methods Years 2-5 (2026-2030): Implement mandatory diversity training for new hires Create an online learning platform with toolkits and case studies on inclusive teaching Establish LGBTQIA+ studies course offerings	Training completion rates (target: 95% of staff by 2026) Number of courses integrating LGBTQIA+ content Faculty development workshop attendance Download statistics from online learning platform Student feedback on inclusive teaching practices	Faculty Development Office, Centrum Wsparcia Dydaktyki, individual Faculties	Training rollout throughout 2025-2026, curriculum integration by 2027

AREA	Objectives	Action	KPIs	Responsible structure	Timeline
		Develop interdisciplinary research seminars			
Research	Promote LGBTQIA+ research across disciplines	Year 1 (2025): Map existing LGBTQIA+ research at JU	Number of funded research projects	Research Office, individual Faculties, Graduate School	Research mapping and funding by mid-2025, symposium launch by 2026
	Support early-career researchers in this field	Establish seed funding for LGBTQIA+ research projects	Publications in LGBTQIA+ studies		
	Establish JU as a regional hub for LGBTQIA+ studies	Create interdisciplinary research network	Conference presentations and symposium attendance		
		Years 2-5 (2026-2030): Launch annual LGBTQIA+ research symposium	International collaboration agreements		
		Develop partnerships with international LGBTQIA+ research centers	Number of award applications and recipients per year		
		Support PhD and postdoc positions in LGBTQIA+ studies			
		Establish an annual award for outstanding research in LGBTQIA+ studies			
Third Mission and collaboration with civil society organizations	Strengthen partnerships with LGBTQIA+ organizations	Year 1 (2025): Formalize partnership agreements with local LGBTQIA+ NGOs	Number of community partnerships	Community Relations Office, Safe JU Office, TęczUJ	Partnership formalization by end of 2025, conference hosting by 2027
	Engage community		Outreach program participants		

AREA	Objectives	Action	KPIs	Responsible structure	Timeline
	outreach and education Influence regional and national policy discussions	Launch community education program Participate in regional LGBTQIA+ advocacy initiatives Years 2-5 (2026-2030): Establish JU as host for annual regional LGBTQIA+ conference Develop policy recommendation reports for local/national government Create community internship and volunteer programs	Policy influence metrics Student volunteer hours in community programs		
Spaces	Create physically and psychologically safe spaces Implement inclusive design principles Ensure accessibility across campus	Year 1 (2025): Audit existing spaces for LGBTQIA+ inclusivity Install gender-neutral restroom facilities in key buildings Create dedicated meeting/safe spaces for LGBTQIA+ community Years 2-5 (2026-	Number of gender-neutral facilities Space utilization rates Campus climate survey results Accessibility compliance rates	Facilities Management, Safe Office, Student Services JU	Immediate facility improvements in 2025, comprehensive campus upgrades by 2028

AREA	Objectives	Action	KPIs	Responsible structure	Timeline
		2030): Implement campus-wide inclusive signage			
		Establish LGBTQIA+ community garden/outdoor space			
		Ensure all new construction meets inclusive design standards			

7. Identification and Dissemination of Existing Good Practices within the Institution

As a foundational action within the first phase of this Action Plan, each university commits to the structured identification and internal dissemination of existing good practices that promote inclusion, respect for sexual and gender diversity, and the prevention of discrimination—including forms of invisible homophobia and transphobia. This activity aims to recognize and valorize ongoing efforts, often informal or marginalized, and to use them as a basis for reflection, replication, and future development.

The objectives are aimed to:

- Map and document concrete examples of inclusive actions already in place within the institution;
- Increase visibility and institutional awareness of grassroots or department-level initiatives;
- Foster a culture of peer learning and mutual recognition among faculties, services, and student groups.

7.1 Methodology

The collection of good practices shall be conducted through a light and participatory process, ensuring the involvement of both staff and students, and guided by the following principles:

- Transparency: the process is open to contributions from all parts of the university community, without restrictions based on department, role, or seniority;
- Voluntariness: participation is non-compulsory, and examples are collected on a self-declared basis;
- Descriptive focus: the goal is to collect experiences, not to evaluate or certify them;
- Recognition of diversity: practices may differ significantly across contexts, and diversity in approaches is considered an asset.

Methodology - JU

Building on JU's existing initiatives, we will conduct a participatory mapping exercise during Q1-Q2 2025 to identify and document current inclusive practices across the university.

Existing Practices to Document:

- Safe JU Office protocols and support services
- SOWA Centre crisis intervention and mental health support systems
- TęczUJ initiatives and peer support programs
- Preferred name communication system
- Gender Equality Plan implementation
- Faculty-level inclusive teaching practices
- Student organization collaborative projects
- Integration between mental health services and LGBTQIA+ support

7.2 Possible Sources of Good Practices

Examples of practices to be collected may include:

- A faculty that integrates inclusive language into its communications or syllabus templates;
- A student group that organizes peer support spaces or informal talks on rights and equality;
- A counselling office that has adopted inclusive intake forms (e.g. allowing for chosen names or pronouns);
- Participation in European projects that address themes of diversity, tolerance, or equity in education.

7.3 Tools and Instruments

Each university may adopt one or more of the following tools to carry out the collection:

- Online submission form: A simple institutional form (e.g. via Google Forms or Microsoft Forms) allowing individuals or departments to describe their practices. Suggested fields include: title, brief description, people involved, outcomes, challenges, and transferability.
- Call for contributions: An internal announcement or email invitation encouraging the university community to report any relevant practice. This may be accompanied by examples or guiding questions such as “What have you done in your teaching, research, or services to promote respect and inclusion?”
- Structured interviews: Where appropriate, designated staff or trainees may conduct short interviews (in person or online) with stakeholders likely to have implemented inclusive actions. This approach is especially valuable where written reporting is less accessible or culturally less common.
- Focus group discussions: Small group meetings can be used to elicit examples and reflections, especially among students or early-career staff who may be more engaged in informal initiatives.
- Desk review of existing documents: Communications offices or equality units may scan internal documentation, such as project reports, annual activity summaries, or web pages, to identify initiatives that have not been labelled as “inclusion practices” but are nevertheless relevant.

7.4 Classification and Sharing

Collected practices should be briefly classified (e.g. by area: teaching, services, student engagement, research) and gathered in an internal compendium, available either digitally or in print. This resource is not intended for public dissemination at this stage, but rather to:

- Stimulate reflection and learning within the institution;
- Identify emerging needs or gaps in practice;
- Provide examples for possible pilot initiatives.

Where feasible, a brief internal event (e.g. a lunch seminar or roundtable) may be organized to present a selection of practices and to invite further contributions.

7.5 Alignment with EU Guidance

This action is directly aligned with the recommendations of the European Commission (2022)¹, which underline the importance of evidence-based planning and participatory assessment as building blocks for any LGBTIQ inclusion strategy. Specifically:

“Documenting and sharing good practices not only increases transparency but also strengthens internal ownership and accountability. It allows for peer-learning and identifies what already works in a given institutional or cultural context.” (Guidelines for Strategies and Action Plans to Enhance LGBTIQ Equality, p. 12)

This Action Plan directly aligns as well with:

- EU Gender Equality Strategy 2020-2025²
Relevance: While primarily focused on gender equality between women and men, it has a clearly intersectional approach that explicitly includes gender identity issues and transgender rights as integral to its goals
- Charter of Fundamental Rights of the European Union³
Relevance: Articles 1 (human dignity) and 21 (non-discrimination including sexual orientation) provide a binding legal basis for equality policies.
- EU LGBTIQ Equality Strategy 2020–2025⁴
Relevance: The first focused EU-level strategy on LGBTIQ equality, with concrete objectives in tackling discrimination, ensuring safety, building inclusive societies, and embedding equality across EU policy areas.
- European Pillar of Social Rights⁵
Relevance: Principle 3 explicitly underlines equal opportunities regardless of orientation or gender; supports inclusive institutional policy-making
- Council of Europe recommendations on combating discrimination based on sexual orientation or gender identity⁶
Relevance: Provides guidance for education, employment, legal recognition, and protection from violence—seen as a blueprint for institutional inclusion policies.
- United Nations Sustainable Development Goals (SDGs)⁷
Relevance: Universities can align internal inclusion goals with global standards and showcase social responsibility in line with Agenda 2030, especially under:
 - Goal 4: Inclusive, equitable quality education
 - Goal 10: Reducing inequality.
 - UNESCO Guidelines on Education Policy for LGBTI Students⁸

¹European Commission. (2022). Guidelines for strategies and action plans to enhance LGBTIQ equality. Directorate-General for Justice and Consumers.

²<https://ec.europa.eu/newsroom/just/items/682425/en>

³chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.europarl.europa.eu/charter/pdf/text_en.pdf

⁴https://commission.europa.eu/publications/implementation-lgbtiq-equality-strategy-2020-2025_en

⁵chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://commission.europa.eu/system/files/2017-11/social-summit-european-pillar-social-rights-booklet_en.pdf

⁶https://commission.europa.eu/topics/justice-and-fundamental-rights/equality-and-inclusion/actions-lgbtiq-equality_en

⁷<https://www.undp.org/sustainable-development-goals>

⁸<https://unesdoc.unesco.org/ark:/48223/pf0000244756>

Relevance: Guidelines offer comprehensive recommendations on how educational systems—including universities—can foster inclusion for students regardless of sexual orientation, gender identity, or gender expression. This encompasses policy development, reporting mechanisms, training needs for staff, and strategies to reduce bullying and discrimination

8. Sources of funding

Funding Sources:

- University core budget allocation
- EU Erasmus+ Programme grants
- External research grants
- External foundations and NGO partnerships
- Corporate diversity partnerships

Sustainability Plan:

- Years 2-3: Gradual integration into core university budget
- Years 4-5: Full institutionalization with dedicated budget line
- Ongoing: External grant applications for innovation projects and expansion initiatives

9. Conclusion

This Action Plan represents Jagiellonian University's commitment to building upon its pioneering work in LGBTQIA+ inclusion. By expanding successful initiatives like the Safe JU Office and Tęczuj partnership while implementing evidence-based practices from the PrEclIOUS project, JU will continue to lead Polish higher education in creating truly inclusive academic communities.

Our comprehensive approach—spanning governance, services, education, research, community engagement, and physical spaces—ensures that LGBTQIA+ inclusion becomes deeply embedded in university culture rather than remaining a peripheral concern. Through sustained commitment, adequate resources, and continuous stakeholder engagement, this plan will transform JU into a model of inclusive excellence for universities across Europe.

The success of this plan depends on the continued collaboration between institutional leadership, dedicated staff, engaged students, and community partners. Together, we will create an academic environment where diversity is celebrated, discrimination is actively challenged, and all members of our community can contribute their full potential to the pursuit of knowledge and social progress.



Promoting pluralistic education in European universities to
combat invisible discrimination related to LGBTQ+

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