

QUALITY AND EQUALITY POLICY

ERASMUS+

Higher School of Humanities and Economics in Brzeg

The Higher School of Humanities and Economics in Brzeg (WSHE) implements the Erasmus+ Programme in accordance with the principles set out in the Erasmus Charter for Higher Education (ECHE). This document defines the quality and equality policy within the framework of activities related to the international mobility of academic and administrative staff.

1. Principles of Equality and Non-Discrimination

The institution ensures equal access to the mobility programme for all eligible employees, regardless of:

- gender, age, and marital status,
- disability and health condition,
- race, ethnic origin, and nationality,
- religion, beliefs, and sexual orientation,
- financial and social situation.

2. Transparency of Procedures

WSHE applies transparent and objective principles for qualifying mobility participants:

- publication of qualification criteria on the institution's website,
- clear and understandable application procedures,
- substantive evaluation of applications by a qualification committee,
- possibility to appeal against qualification decisions,
- publication of lists of qualified persons.

3. Quality of Mobility

The institution ensures the highest quality of preparation and implementation of mobility through:

- careful selection of partner institutions,
- preparation of participants for departure (organizational meetings, language support),
- monitoring of the course of mobility,
- evaluation and utilization of acquired experiences,
- dissemination of mobility results in the academic community.

4. Social Inclusion and Support

WSHE supports participation in mobility of people from disadvantaged backgrounds:

- additional financial support for persons with disabilities,
- assistance in organizing infrastructure accessibility,
- support for persons in difficult financial situations,
- individual approach to participants' needs.

5. Institutional Development

Staff mobility serves to improve the quality of education and institutional development:

- transfer of innovative teaching methods,
- building international cooperation networks,
- enhancing professional competencies of staff,
- exchange of good practices in university management,
- internationalization of educational offerings.

6. Monitoring and Evaluation

The institution regularly monitors and evaluates the implementation of the Quality and Equality Policy:

- evaluation surveys after completion of mobility,
- analysis of reports from participants and partner institutions,
- annual review of policy implementation,
- implementation of improvement actions based on collected data.

This Quality and Equality Policy is WSHE's commitment to implementing the Erasmus+ Programme in accordance with the highest standards of quality, ethics, and social responsibility.