

AegeanCollege

OMIROS EDUCATIONAL GROUP

2023 SUSTAINABLE DEVELOPMENT GOALS REPORT



DEC. 23

Aegean College was founded in 1997 and is part of the Omiros Educational Group, founded in 1946. The college acquired its founding and operating licence in 2009 and 2010 respectively.

Currently the college offers more than 87 programmes in nine Schools while it is home to over 4500 students in Athens, Piraeus, Larissa and Thessaloniki.

Guiding values

- Quality assurance in all areas of operations.
- Development of training and educational programmes that meet the needs of a global marketplace.
- Leverage students personal and professional capabilities thereby expanding their ability to compete in a global economy.
- Systematic human resource development of the entire spectrum of Aegean college staff.
- Continuous improvement of resources to maximise students learning experience.
- Excellent student experience

Mission

- To provide students with the most pertinent, relevant, affordable, and up to date education, in fields that will offer them a competitive advantage in today's global marketplace.
- To educate and prepare the next generation of change makers in all aspects of society.

This is to be achieved through a blend of high quality competent faculty, relevant degrees, strong international collaborations, individual attention to the needs of students, strong bonds with alumni associations and the industry itself.

3 GOOD HEALTH AND WELL-BEING





Ensure healthy lives and promote well-being for all at all ages

Aegean College through its allied health, biosciences, human and social sciences education, seeks to contribute to health and well-being of the region it serves. The college works closely with national, regional and international institutions to **enhance health and well-being outcomes**. These collaborations are instrumental in informing Aegean College's curriculum, learning and teaching strategies, with a view to contributing impactful development within the respective fields and professions

In further detail, this is achieved via the following:

1. Informing Educational Curriculum:

Clinical Placements & Practice

Aegean College collaborates with national health and well-being institutions, including research-led Greek public and private hospitals, to provide students with an integrated, simulated experience within clinical settings.

Students studying on: the BSc (Hons) Dietetics (Applied), the BSc (Hons) Physiotherapy (Applied), the BSc (Hons) Clinical Speech and Language Pathology, the BSc (Hons) Occupational Therapy (Applied), the BSc (Hons) Biomedical Science, as well as the MSc Clinical Psychology, the MSc Perinatal Mental Health, have the opportunity to enhance their knowledge, understanding, and clinical skills base, mentored by clinical professionals.

Regulatory Accreditation Bodies

Collaborations with regulatory bodies and accreditation organizations ensure that our health-related programmes align with industry standards and best practices.

Regular consultations with these entities contribute to curriculum development, ensuring that programmes meet the evolving needs of the healthcare sector.

Ministry of Education & NGOs

Regular updates of curriculum from developments in the public sector in support of programmes such as Early Childhood Education with Special Needs, Pre Primary Education, Primary Education and School Psychology.

These updates contribute to the integration of inclusive education practices and the development of specialized skills required to address diverse educational and mental health needs.

2. Adding to the Quality of Teaching:

Professional Development Opportunities

Collaborations with health institutions provide faculty members with opportunities for professional development and exposure to the latest advancements in their respective fields.

Faculty members bring this updated knowledge back to the classroom, enriching the learning experience for students.

Guest Lectures and Workshops

Health professionals from collaborating institutions are invited as guest lecturers to share their practical insights and experiences with students.

Workshops conducted in collaboration with these institutions enhance the practical skills of students, contributing to a well-rounded education.



3. Impacting the Respective Fields and Professions:

Research Collaborations

Aegean College collaborates with health institutions on research projects, contributing to the advancement of knowledge in areas such as perinatal mental health, systemic psychotherapy, and dietetics.

Research outcomes have a direct impact on the respective fields, shaping best practices and influencing policies.

Internship & Employment Opportunities

Collaborations with health institutions facilitate internship opportunities and potential employment for graduates.

The practical experience gained during placements prepares students for successful integration into the workforce, positively impacting the next generation of professionals.

Networking & Alumni Engagement

Aegean College actively engages with alumni who have graduated from health-related programmes, maintaining a network of professionals in various fields.

Alumni contribute to the mentorship of current students, creating a strong sense of community and fostering connections that benefit the next generation of graduates.



Aegean College collaborations with local, national, and global health institutions are multifaceted, positively influencing curriculum development, the quality of teaching, and the broader impact on health-related professions and the well-being of individuals and communities.

Psychoemotional Health of Parents During the Perinatal Period,

Speaker Dr Aristotelis Koinis, Academic Director of the MSc Perinatal Mental Health

At the Leading Minds Festival in 2022, Dr Aristotelis Koinis presented the “Psychoemotional Health of Parents During the Perinatal Period.” He explored critical aspects of perinatal mental health, shedding light on the psychological and emotional well-being of parents during the period surrounding childbirth.

Dr Koinis emphasized the importance of recognizing and addressing the psychoemotional challenges that parents face, underscoring the transformative nature of the perinatal period. He discussed the impact of factors such as hormonal changes, societal expectations, and the transition to parenthood on the mental health of both mothers and fathers.

The academic explored the prevalence of perinatal mental health issues, including postpartum depression and anxiety, among parents. Through research findings and case studies, Dr Koinis highlighted the significance of early detection, intervention, and ongoing support systems in mitigating the adverse effects on parental mental health.

Example

Furthermore, the research showed the societal dynamics and cultural factors that contribute to the psychoemotional well-being of parents. Dr Koinis proposed strategies and initiatives aimed at destigmatizing perinatal mental health challenges, fostering open dialogue, and creating supportive environments for individuals navigating the complexities of parenthood.

Drawing on the latest research and evidence-based interventions, Dr Koinis concluded with a call to action.

He advocated for increased awareness, research funding, and policy initiatives to prioritize and enhance the psychoemotional health of parents during the perinatal period.

Overall, he provided a comprehensive exploration of perinatal mental health, offering insights that are crucial for healthcare professionals, policymakers, and society at large to create a more empathetic and supportive environment for parents during this transformative phase of their lives.

Leading Minds Festival is the largest Festival in Greece with more than 300 renowned speakers, academics and professionals from a wide range of health related sectors and disciplines, and reaches thousands of people.



Aegean College students at an international Psychology Conference

Panagiotis Christopoulos presented his research entitled "A Correlation Study Between The Dark Triad, Sociosexual Orientation and The Triangle of Love". the study explored a possible correlation between the characteristics of the dark triad (psychopathy, Machiavellianism narcissism), Sternberg's triangle of love (intimacy, passion, commitment), and sociosexual orientation.

The second participant, George Kolovadis researched about military and space psychology, a cutting-edge area, and investigated post-traumatic stress in people who have taken part in military operations.



Example

Eric Maisel: 6 webinars with the renowned psychotherapist and coach!

A renowned American coach and Psychiatrist collaborates with Aegean College

Dr Eric Maisel, a leading expert in life coaching and psychotherapy in the USA, presented a series of online lectures aimed at good health and well-being of different type of professionals.

Covering topics ranging from the treatment of mental disorders and alternative psychiatric therapy to the manifestations of multiple personalities, grief and anxiety, the renowned American psychotherapist shared his wisdom opening new horizons to a large audience.

Dr Eric Maisel is an active creativity coach, family therapist and author of more than 50 books. Dr. Maisel writes the "Rethinking Mental Health" blog for Psychology Today and is a regular contributor to Mad in America, where he founded and edited its parent resources section.

Among his favorite activities are leading deep writing workshops around the world (in places like Paris, London, Rome, Dublin, Prague, New York and San Francisco), working with individual creativity coaching clients, and producing interesting and useful programmes such as his Life Purpose Boot Camp Self-Paced Instructor Training.

The webinars delivered between January and April 2022, included topics aimed at educating different groups of people towards maintaining good mental health & well-being in everyday life.

- Busting the Mental Disorder Paradigm: What Everyone Should Know
- Humane Alternatives to the Psychiatric Model: The Healing Universe Beyond Pills
- Redesign Your Mind: Quickly and Easily Change How You Think
- Your Three Personalities: What They Are and How to Use Them
- Sad Clients—and What to Do to Help Them
- Anxious Clients—and What to Do to Help Them



Example

Example



wfotcongress2022.org

[#wfot2022](https://twitter.com/wfot2022)

WFTO 2022: Participation in the World Occupational Therapy Congress

In August 2022, the Occupational Therapy Department of Aegean College participated in the WFOT World Congress with two research papers. The WFOT congress is held every 4 years.

More specifically, Dr. Speis and Mr. Mavropoulos presented their quality research entitled: "Life experiences of individuals living with physical disabilities, during the lock down measures".

The second research paper presented, involved the quantitative research conducted by Dr. Spei and Mr. Savvopoulos on the Roles and activities during the SARS-CoV-2 pandemic in Greece.

This WFOT International Congress aims to encourage professional fellowship, exchange of both scientific and technical information, to promote the maintenance of high standards in practice, on a global scale. It brings the opportunity for occupational therapists, researchers and students to come together to share their professional experiences, best practices, research and clinical expertise.

The WFOT 2022 World Congress was an excellent opportunity for all participants to bond via unique social events, local tours, an extensive exhibition between or after presentations.





Shared sports facilities

Strategic partnership with PAOK mateco BC

PAOK mateco Basketball Club (BC) announced its collaboration with Aegean College as its Official Education Supporter from 2022 onwards.

The cooperation aims to promote and improve the professional training and experience of the BSc(Hons) Sport Science and Physical Education programme of Aegean College. The agreement includes the development of jointly professional workshops, specialised lectures and seminars.





Shared sports facilities

A strategic partnership with Iraklis F.C.

Aegean College in the framework of its strategy of establishing partnerships with distinguished professional scientific and research institutions has also established a very important collaboration with the Iraklis 1908 Gymnastics Club.

This collaboration also aims to promote and enhance the professional training of students and alumni of the BSc(Hons) Sport Science and Physical education programme of Aegean College, jointly developed professional workshops, specialised lectures and seminars.





Aegean College is committed to providing its students with access to **information and education about sexual and reproductive health-care services.**

More specifically this is achieved :

1. Through the Curriculum

The BSc (Hons) Midwifery (Applied) and BSc (Hons) Dietetics (Applied) programmes incorporate comprehensive modules related to sexual and reproductive health. These modules cover topics such as midwifery care, diseases related to reproductive health, and nutritional aspects impacting sexual and reproductive well-being.

The curriculum ensures that students gain a strong theoretical foundation and practical skills necessary for addressing sexual and reproductive health issues.

2. Through Guest Speakers and Clinical Placements

The BSc (Hons) Midwifery programme, which includes clinical placements in Greek Maternity Hospitals, provides students with hands-on experience in sexual and reproductive healthcare.

Guest speakers from Maternity Hospitals and collaborative Public Hospitals are invited to share their expertise, providing students with insights into the latest developments and best practices in the field.



3. Through Symposia, Congresses, and Seminars

Students from a range of departments, including Midwifery and Dietetics, have the opportunity to participate in symposia, congresses, and seminars.

These events serve as platforms for students to engage with professionals, academics, and experts in the field of sexual and reproductive health. They provide valuable networking opportunities and exposure to the latest research and advancements.

4. Via Academic and Professional Expertise

The college leverages the expertise of academics and professionals from the Midwifery and Dietetics departments to provide students with access to sexual and reproductive health information.

Faculty members with specialized knowledge in these areas contribute to the education and awareness of students, ensuring they receive accurate and up-to-date information.

5. Collaboration with Healthcare Providers

Collaborations with Maternity Hospitals and Public Hospitals facilitate direct access to healthcare services and information for students.

These partnerships create a bridge between academic learning and real-world healthcare practices, allowing students to witness and contribute to the provision of sexual and reproductive healthcare.

6. Ongoing Education and Training

Aegean College supports ongoing education and training for students in sexual and reproductive health, ensuring that they stay informed about emerging issues, technologies, and best practices in the field.



Support Services

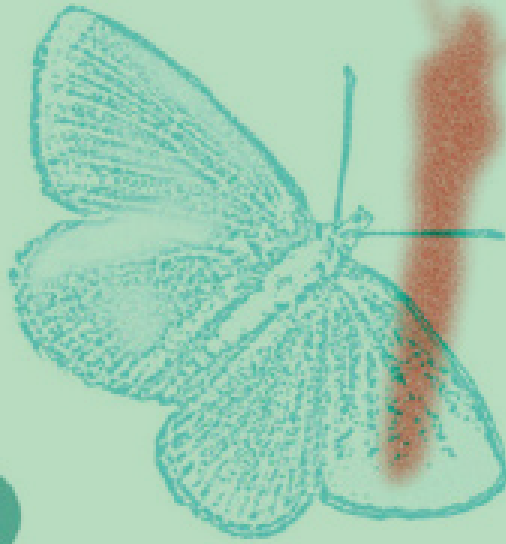
Support Services for students and staff: We provide support services and resources to address the unique needs and challenges faced by students and staff, including counseling services, mentorship programmes.

The college maintains Counselling Services offered on a permanent basis.



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ΠΑΝΕΛΛΗΝΙΟ ΣΥΝΕΔΡΙΟ

Participation in the 18th Panhellenic Conference of Psychological Research

Aegean College participated in the 18th Panhellenic Conference of Psychological Research, organised by the Hellenic Psychological Society, which took place from the 5th until the 9th of October 2022 at the Panteion University in Athens.

The college participated in the conference with the following presentations:

“The effect of the cognitive- behavioral model on anxiety and depression levels in individuals with gender dysphoria”. Speakers included Ms. Vaia Triantafyllou, a graduate of the MSc CBT with Counselling Skills programme offered at Aegean College and the Academic Head of the Programme, Dr. Markella Fiste.

“Effectiveness of CBT in patients of the General Hospital’s Psychiatric Department”. Speakers included Ms. Melina Giannakopoulou, a graduate of the MSc CBT with Counselling Skills programme offered at Aegean College and the Academic Head of the Programme, Dr. Markella Fiste.



Workshop: How to Be Healthy and Build High Performing Organizations

The School of Human Sciences of Aegean College organised an educational workshop entitled: "The Gestalt of Presence: How to Be Healthy and Build High Performing Organizations", delivered by the Director of the Gestalt Institute of San Francisco, Mr. Morgan Goodlander.

The aim of the workshop was to focus on the fundamental principles of the presence of a successful organisation. Participants had the opportunity to learn mechanisms for operating within a modern working environment.

The workshop was attended by students and alumni of undergraduate and postgraduate programmes from all Schools of Aegean College, including the School of Human Sciences, the School of Business and Tourism as well as students from public and private educational institutions.

The event was also open to the general public.



5 GENDER EQUALITY





Achieve gender equality and empower all women and girls

Aegean College is committed to **promoting gender equality and ensuring a fair and transparent admission process**. We systematically measure and track women's application rates as well as acceptance or entry rates to monitor and address any gender disparities that may arise during the admissions process. This commitment aligns with our dedication to supporting Sustainable Development Goal (SDG) 5, which focuses on achieving gender equality and empowering all women and girls.

Data Collection and Analysis: We collect detailed data on the gender

Data Collection and Analysis: We collect detailed data on the gender distribution of applicants and admitted students across various academic programmes. This data is regularly analyzed internally to identify patterns, trends, and potential areas where gender imbalances may exist. It is also used to inform Governmental Bodies, such as the Greek Ministry of Education.

Annual Institutional Reports on Gender Diversity

Aegean College generates and publishes annual Institutional reports that include comprehensive information on gender diversity in admissions. These reports highlight the percentage of women applicants, acceptance rates, and the representation of women in different academic disciplines.

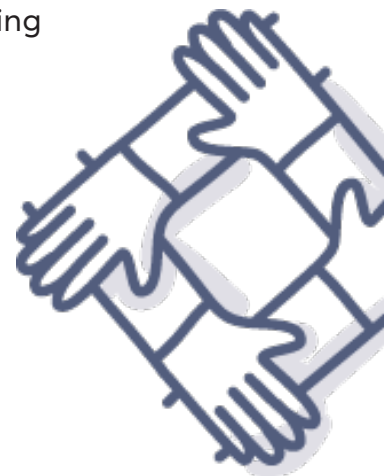


Continuous Monitoring and Evaluation: Aegean College Admissions

Continuous Monitoring and Evaluation: Aegean College Admissions department continuously monitors and evaluates the gender-specific data throughout the admissions cycle, for all levels of education, Undergraduate and/or Postgraduate offered. This allows for real-time adjustments to address any observed imbalances and ensures a proactive approach to promoting gender equality.

Admission Policies and Outreach Programmes

Based on the insights gained from the tracking process, Aegean College develops targeted admission policies and outreach programmes to encourage more women to apply to underrepresented academic programmes. These initiatives aim to eliminate barriers and biases that may deter women from pursuing specific fields of study.





Collaboration with Women's Support Organizations: Aegean College

Aegean College collaborates with external organizations and networks that focus on women's education and empowerment.

This collaboration enhances outreach efforts and provides additional support mechanisms for women applicants. By systematically measuring and tracking women's application and acceptance rates, Aegean College is dedicated to fostering a gender-inclusive environment and contributing to the global efforts outlined in SDG 5.

Through ongoing assessment and strategic initiatives, we strive to create equal opportunities for women in higher education.



BSc (Hons) Pre Primary Education - Larissa



Women's support activities

Stand-up event

A one day event was organised at our Athens campus in December 2022, by the Non-Governmental Organization W.I.N. HELLAS (Women in Need Hellas).

W.I.N. HELLAS (Women in Need Hellas) is a non-governmental organization dedicated to empowering women and fostering gender equality. Through community engagement, education, and advocacy, W.I.N. HELLAS strives to create a world where women can reach their full potential.

At Aegean College we believe everyone is entitled to education, which can contribute to enhancing respect for human rights and fundamental freedoms.

W.I.N. HELLAS believes in creating a world where women can thrive, breaking barriers and achieving their full potential. The organization focuses on fostering a supportive community, providing resources, and organizing events that promote gender equality, education, and empowerment. Aegean College students but also women from the wider community found the event useful, informative, and educating.

The aim was to inform and empower a wider group of people with different living conditions, to stand up and feel safe in the event that they are harassed in a public place or witness a similar incident.



Aegean College is firmly committed to **promoting gender equality and inclusivity in all aspects of college life**. We have implemented a comprehensive Gender Equality Policy that addresses women's applications, acceptance/entry, and active participation at the college.

This policy reflects our dedication to the principles outlined in Sustainable Development Goal 5 (SDG 5), which focuses on achieving gender equality and empowering all women and girls.

Key components of our gender equality policy include:

Equal Opportunities in Admissions

Aegean College actively encourages and supports women's applications to academic programmes.

Admission processes are designed to be fair, transparent, and free from gender bias, ensuring equal opportunities for women to enter and pursue higher education.

Promoting Gender Diversity Across Disciplines

We recognize the importance of gender balance in various academic disciplines. Efforts are made to encourage women to pursue studies in fields traditionally underrepresented by females.

Initiatives such as mentorship programmes and outreach activities are in place to inspire and support women in choosing diverse academic paths.

Addressing Barriers to Participation

We actively identify and address barriers that may hinder women's full and active participation in academic and extracurricular activities.

This includes addressing challenges related to work-life balance, and any other factors that may disproportionately affect women.



Participation and Engagement

We are committed to fostering a campus culture that values diversity and inclusivity, actively encouraging the participation of women in various academic and extracurricular activities.

Initiatives such as mentorship programmes, networking events, and leadership development opportunities are in place to empower and support women throughout their college experience.

Access and Support Services

Aegean College provides specific support services to address the unique needs and challenges faced by women, ensuring a conducive learning and working environment.

We have established resource centers, counseling services, and flexible accommodations to support women in balancing academic and personal responsibilities

Regular Review and Improvement

Aegean College regularly reviews and updates its Gender Equality Policy to adapt to the evolving needs and challenges faced by women in academia.

Feedback mechanisms are in place to gather input from the Aegean College community and stakeholders, ensuring continuous improvement.

By implementing and actively promoting our Gender Equality Policy, Aegean College is dedicated to contributing to the advancement of gender equality, both within our academic community and as part of the broader societal goals outlined in SDG 5.



The response below addresses the specific target 5.3.3 under Sustainable Development Goal (SDG) 5, which focuses on eliminating harmful practices and discrimination against women through various means, including providing access schemes.

Access schemes can include initiatives such as mentoring, scholarships, or other provisions to enhance women's access to education and opportunities.

Aegean College is committed to **promoting gender equality and empowering women through various access schemes**. These initiatives are designed to eliminate barriers and provide additional support to ensure women have equal opportunities to access and succeed in education and other aspects of college life, aligning with the specific target 5.3.3 of SDG 5.

Aegean College's women's access schemes include:

Mentoring Programmes

We have established mentoring programmes that pair female students with experienced mentors, providing guidance, support, and networking opportunities.

These mentoring relationships aim to empower women by fostering personal and professional development, and by helping them navigate the academic and career landscape.

Scholarships for Women: Aegean College offers scholarships specifically for women to encourage and support their pursuit of higher education.

These scholarships may be merit-based, need-based, or targeted towards specific fields where women are underrepresented.

Career Development Workshops

We organize workshops and seminars focused on enhancing the career development and leadership skills of women.

These workshops cover topics such as negotiation skills, effective communication, and strategies for overcoming gender-specific challenges in the workplace.





Support for Work-Life Balance

Recognizing the importance of work-life balance, Aegean College provides support services and policies that accommodate the needs of women, including flexible work hours, parental leave, and childcare facilities.

Advocacy and Awareness Campaigns

Aegean College actively engages in advocacy and awareness campaigns to promote gender equality and challenge stereotypes.

These campaigns aim to create a supportive and inclusive culture that encourages women to pursue academic and professional aspirations without facing discrimination.

Community Engagement Programmes

Aegean College encourages women's participation in community engagement programmes, fostering a sense of social responsibility and empowering them to make positive contributions to society.

By implementing these women's access schemes, **Aegean College is actively contributing to the achievement of SDG 5.3.3**, working towards a more inclusive and equitable environment where women can access education, thrive academically, and achieve their full potential.



Aegean College is committed to **promoting diversity and gender equality, and we actively encourage applications from women in subjects where they are traditionally underrepresented.** Recognizing the importance of addressing gender imbalances in various academic disciplines, Aegean College has implemented specific initiatives to create a more inclusive environment.

Our efforts to encourage applications by women in underrepresented subjects include:

Outreach Programmes

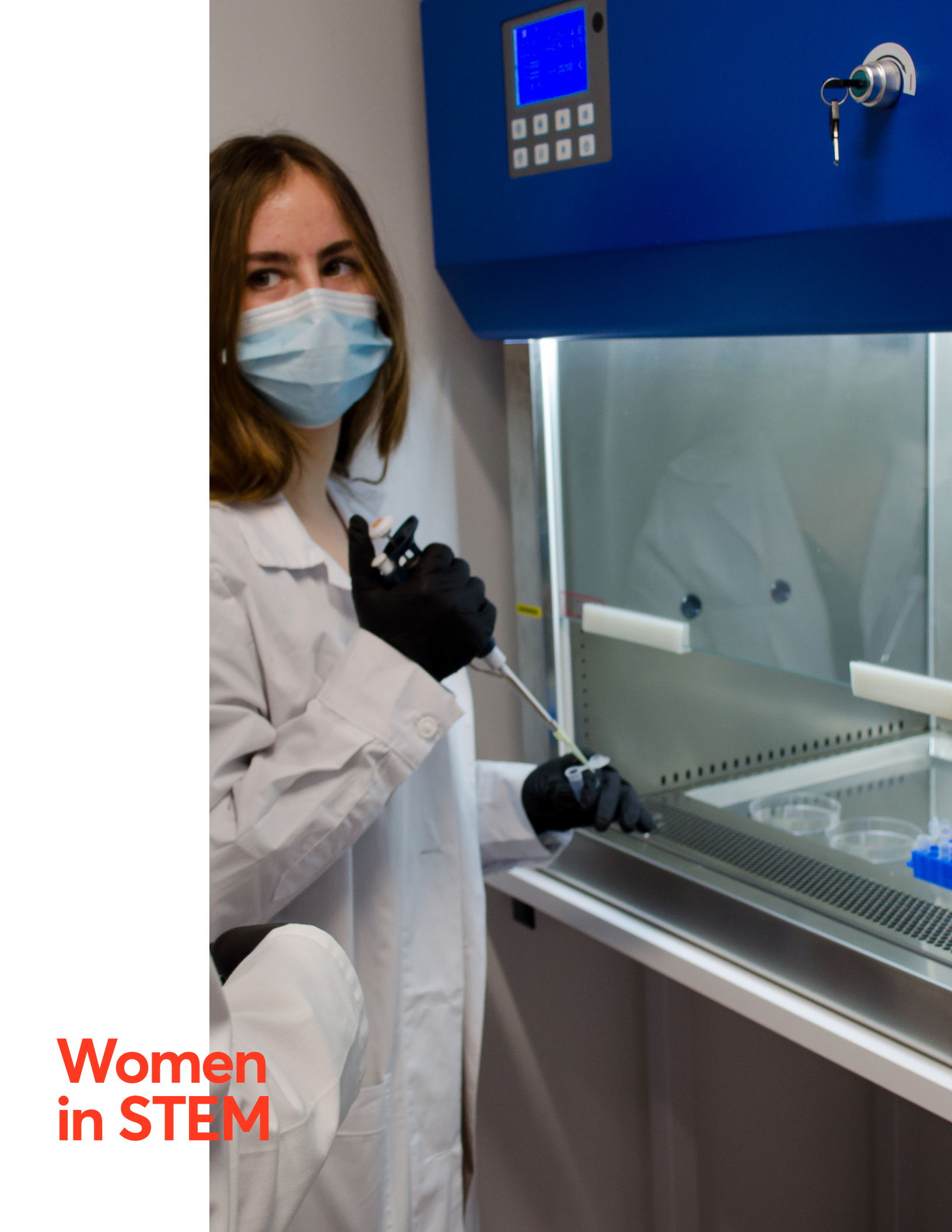
We engage in targeted outreach programmes to high schools and communities to raise awareness among young women about the opportunities available in subjects where they are traditionally underrepresented.

These programmes highlight the importance of diversity in academic disciplines and provide information about the supportive environment and resources available at Aegean College.

Collaboration with Schools and Organization

We collaborate with schools, educational organizations, and industry partners to create pathways for women to explore and pursue subjects in which they are underrepresented.

Partnerships involve mentorship programmes, workshops, and events that showcase successful women in these fields.



**Women
in STEM**

Women in STEM (science, technology, engineering and mathematics) initiatives:

Diversity and Inclusion Policies

Aegean College has adopted and actively promotes diversity and inclusion policies that underscore the importance of a balanced representation of genders in all academic disciplines. These policies aim to create an environment where women feel welcomed, supported, and valued throughout their academic journey.

Transparent Admission Processes

Our admission processes are designed to be transparent, fair, and free from gender bias.

We provide information and resources to potential applicants, emphasizing our commitment to diversity and encouraging women to pursue their academic interests.

Celebrating Success Stories

We celebrate the achievements of women who have excelled in traditionally male-dominated subjects. Highlighting success stories serves as inspiration for prospective female applicants and reinforces our commitment to supporting women in all academic disciplines.

Aegean College is working towards creating a more **inclusive and diverse academic community, contributing to the broader goal of gender equality.**



Aegean College counselling services

The Scheme on “Counselling Services in Support of Women from underrepresented groups” is designed to provide assistance and support to women (affiliated with non-governmental organizations), who have experienced harassment or violence. Organized by Aegean College, the all year around initiative aims to educate and empower young women, encouraging them to consider pursuing college studies.

The scheme focuses on providing counseling services to address the psychological and emotional impact of harassment or violence while simultaneously fostering a positive environment that promotes education and personal development. Through this comprehensive approach, the scheme aims to contribute to the overall well-being and academic aspirations of the participating women.

Mrs **Kyriaki Theodosi Polymeri**, the renowned psychotherapist academic of the School of Psychology of Aegean College and long-term collaborator of the college, is leading the project with a handful of other psychologists of Aegean College.



Aegean College is committed to **fostering an environment that upholds the principles of equality and non-discrimination, and we have a comprehensive policy in place to explicitly address and prevent discrimination against women.** This commitment aligns with the specific target 5.6.1 under Sustainable Development Goal (SDG) 5, which focuses on ensuring universal access to sexual and reproductive health and reproductive rights.

Aegean College's policy of non-discrimination against women includes the following key components:

Equal Treatment

We affirm our commitment to providing equal treatment and opportunities to all individuals, irrespective of gender.

Discrimination on the basis of gender is strictly prohibited in all aspects of college life, including admissions, employment, academic programmes, and extracurricular activities.

Prevention of Gender-Based Harassment and Violence

Aegean College has policies and procedures in place to prevent and address gender-based harassment, violence, and misconduct.

We promote a culture of respect and ensure that appropriate mechanisms are in place to investigate complaints and take corrective action when necessary.

Equal Pay and Benefits

Aegean College adheres to principles of equal pay for equal work, ensuring that women receive fair compensation and benefits commensurate with their qualifications and responsibilities.

We regularly review and adjust salary structures to address any gender-based pay gaps.





Support services for women

We provide support services and resources to address the unique needs and challenges faced by women, including counseling services, mentorship programmes, and initiatives to promote work-life balance. The college maintains Counselling Services offered on an annual basis while different programmes in collaboration with NGOs run periodically to support specific groups.

Awareness and Training Programmes

Aegean College conducts awareness and training programmes to educate the community about gender equality, non-discrimination, and the importance of fostering an inclusive environment.

Training is provided to staff, faculty, and students to recognize and address biases and stereotypes that may contribute to discriminatory practices.

Reporting Mechanisms

Clear reporting mechanisms are established to allow individuals to report instances of discrimination confidently and without fear of retaliation.

Aegean College ensures that complaints are thoroughly investigated, and appropriate measures are taken to address and rectify any discriminatory behavior.

Safe spaces: LGBTBQ+ identities & inclusion

The School of Human Sciences of Aegean College organised the Open Educational Conference entitled "Safe Spaces: LGBTQ+ Identities & Inclusion" in September 2022 in the Lecture Hall of Aegean College, at Panepistimiou 17 Str.



Aegean College is dedicated to **supporting the participation of women in all aspects of college life, including during pregnancy and parenthood**. We have established comprehensive maternity and paternity policies to ensure that individuals, irrespective of gender, can balance their academic and professional responsibilities with family life. This commitment aligns with the specific target 5.6.3 under Sustainable Development Goal (SDG) 5, which focuses on ensuring universal access to sexual and reproductive health and reproductive rights.

Our maternity and paternity policies include the following key features:

Maternity Leave

We provide maternity leave as per the Greek legislation, ensuring that pregnant employees can take the necessary time off before and after childbirth without fear of job loss. The duration of maternity leave is designed to support the health and well-being of the mother and the newborn.

Flexible Work Arrangements

Aegean College encourages flexible work arrangements to accommodate the diverse needs of individuals during and after pregnancy. This may include options such as telecommuting, flexible working hours, or part-time schedules to help individuals maintain a balance between work and family responsibilities.

Supportive Work Environment

We foster a supportive work environment that values and respects the rights of employees to parenthood. Managers and colleagues are encouraged to create an understanding and supportive atmosphere for individuals going through pregnancy and parenthood.

Paternity Leave

In addition to maternity leave, we offer paternity leave according to the Greek legislation, to support fathers in actively participating in the early stages of their child's life.

Parental Support Programmes

Aegean College provides programmes and resources to support parents, including access to parenting workshops, counseling services, and informational materials on balancing work and family life.



Lactation Support

We maintain collaborations with Maternity Hospitals which offer lactation support facilities for nursing mothers, including designated lactation rooms and flexible break times to accommodate breastfeeding needs. This is due to the collaborations of the BSc (Hons) Midwifery (Applied) programme we maintain for Clinical placements.

Inclusive Language and Culture

We promote an inclusive language and culture that recognizes and celebrates the diverse experiences of individuals during pregnancy and parenthood. This includes avoiding discriminatory language and practices that may create barriers for individuals with family responsibilities.

These policies contribute to creating a supportive and inclusive environment that enables women and men to fully participate in academic and professional activities while managing their family responsibilities. By implementing these measures, Aegean College actively supports the achievement of SDG 5.6.3, working towards gender equality and promoting a work-life balance for all members of Aegean College community.

Aegean College is committed to **fostering the academic and professional development of female students, and we have implemented women's mentoring schemes to support their growth.** The mentoring programmes are designed to provide guidance, support, and networking opportunities, contributing to the empowerment and success of female students. This commitment aligns with the specific target 5.6.6 under Sustainable Development Goal (SDG) 5, which emphasizes ensuring universal access to sexual and reproductive health and reproductive rights.

Characteristics of our women's mentoring schemes include:

Participation Threshold

We actively encourage female students to participate in mentoring programmes, aiming for a good representation of female student population.

Efforts are made to ensure inclusivity and accessibility, considering the diverse needs and interests of female students across various academic disciplines

Experienced Mentors

The mentoring schemes involve experienced mentors, including faculty members, industry professionals, and alumni who can provide valuable insights and guidance.

Mentors are carefully selected based on their expertise and ability to support the personal and professional development of female students

Personalized Guidance

The mentoring relationships are designed to be personalized, with mentors providing guidance on academic and career-related matters.

Discussions may cover topics such as goal-setting, career planning, overcoming challenges, and navigating the academic and professional landscape.



Networking Opportunities

The mentoring programmes facilitate networking opportunities for female students, connecting them with mentors who can offer advice, share experiences, and provide introductions to relevant professional networks.

Promotion and Awareness

Aegean College actively promotes the mentoring schemes to ensure awareness among female students. Information about the benefits of participation and success stories of previous mentees is shared to encourage more female students to engage in the programmes.

By implementing women's mentoring schemes with the goal of at least 10% participation among female students, Aegean College is actively contributing to the achievement of SDG 5.6.6. These programmes provide essential support for the personal and professional development of female students, fostering a culture of empowerment, mentorship, and gender equality within the academic community.



Aegean College is dedicated to ensuring gender equality in education, and we actively measure and track the likelihood of women graduating compared to men. To address any identified gaps, we have implemented targeted schemes and interventions aimed at closing these gaps. This commitment aligns with the specific target 5.6.7 under Sustainable Development Goal (SDG) 5.

Aegean College’s measurement and intervention strategies include the following:

Gender-Disaggregated Data

We collect and analyze gender-disaggregated data on academic performance, retention rates, and graduation outcomes to identify any disparities between women and men.

Regular Monitoring and Reporting

Aegean College conducts regular monitoring and reporting on the progress of women and men in various academic programmes.

Reports include detailed analyses of graduation rates, highlighting any trends or disparities that require attention.

Identification of Barriers

Through consultations, we identify potential barriers that may contribute to differences in graduation rates between women and men. Barriers may include academic, social, or institutional factors, and efforts are made to address these comprehensively.



Targeted Support Programmes

Based on the identified barriers, we implement targeted support programmes to address the specific needs of female students.

Support programmes may include academic tutoring, mentorship initiatives, career counseling, and interventions to enhance the overall college experience for women.

Gender-Inclusive Policies

Aegean College reviews and revises its policies to ensure they are gender-inclusive and do not inadvertently contribute to gender-based disparities in graduation rates.

Policies related to admissions, assessments, and academic support are assessed for their impact on gender equality.

Peer Mentorship and Support Networks

We establish peer mentorship programmes and support networks to foster a sense of community among female students.

Peer mentorship provides an additional layer of support for academic and personal challenges, contributing to increased retention and graduation rates.

Communication and Awareness Campaigns

Aegean College engages in communication and awareness campaigns to highlight the importance of gender equality and to encourage an inclusive and supportive culture.

These campaigns aim to address stereotypes, biases, and other factors that may contribute to gender-based disparities in academic outcomes.

Continuous Evaluation and Improvement

The effectiveness of interventions is continuously evaluated, and adjustments are made based on feedback, emerging trends, and new research findings. This iterative process ensures that our strategies remain responsive to the evolving needs of our diverse student population.

By actively measuring, tracking, and implementing schemes to close any gender gaps in graduation rates, Aegean College is actively contributing to the achievement of SDG 5.6.7, working towards a more inclusive educational environment for all students, regardless of gender.

Aegean College is committed to **creating a safe and inclusive environment for all members of the academic community**. We have a comprehensive policy in place to protect individuals who report discrimination from educational or employment disadvantage. This commitment aligns with the specific target 5.6.8 under Sustainable Development Goal (SDG) 5.

Aegean College's policy to protect individuals reporting discrimination include:

Confidential Reporting Mechanisms

Aegean College provides confidential reporting mechanisms for individuals who have experienced or witnessed discrimination. These mechanisms allow individuals to report incidents without fear of retaliation, ensuring their privacy and well-being.

Non-Retaliation Policy

Our policy explicitly prohibits any form of retaliation against individuals who report discrimination, harassment, or any violation of the college's nondiscrimination policies. Retaliation is considered a serious offense and is subject to disciplinary action.

Awareness and Training

Aegean College conducts awareness and training programmes to educate the academic community about the importance of reporting discrimination and the protections in place. Training emphasizes the non-retaliation policy and encourages a culture of mutual respect and support.



Support Services for Reporting Individuals

We provide support services, including counseling and guidance, to individuals who report discrimination.

These services aim to address the emotional and practical needs of individuals involved in the reporting process.

Anonymous Reporting Options

In addition to confidential reporting, Aegean College may offer anonymous reporting options to further protect the identity of individuals reporting discrimination. Anonymous reporting helps create an environment where individuals feel empowered to come forward without fear of exposure.

Investigation Procedures

Aegean College has established clear and fair investigation procedures to address reported incidents of discrimination.

Investigations conducted promptly, thoroughly, and impartially, with a commitment to providing a safe and supportive resolution for all parties involved.





Disciplinary Actions

Disciplinary actions are taken against individuals found responsible for discriminatory behavior. These actions may include warnings, educational interventions, suspension, or termination, depending on the severity of the violation.

Communication of Policies

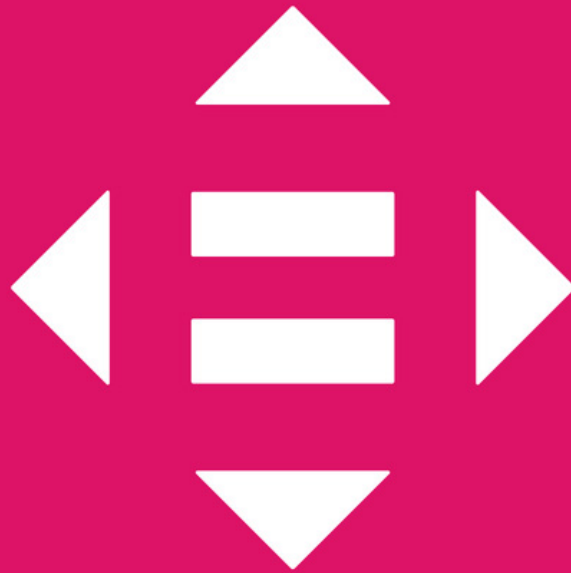
Aegean College ensures that its nondiscrimination policies, including protections against retaliation, are communicated clearly to all members of the academic community.

This information is available through various channels, including official publications, websites, and orientation programmes.

By implementing a policy that protects individuals reporting discrimination from educational or employment disadvantage, Aegean College actively contributes to the achievement of SDG 5.6.8. This policy reinforces our commitment to fostering a culture of inclusivity, accountability, and respect within the academic community.



10 REDUCED INEQUALITIES





Reduce inequality within and among countries

Aegean College is committed to **fostering a non-discriminatory and inclusive admissions process, aligning with the principles of SDG 10**. Our admissions policy is designed to provide equal opportunities for all individuals, irrespective of their background, and we are dedicated to transparency in our approach.

Aegean College's admissions policy includes the following:

Non-Discrimination Principle

Aegean College's admissions policy explicitly states a commitment to non-discrimination on the basis of race, color, gender, religion, national origin, disability, or any other protected status. Admissions decisions are based solely on merit, academic qualifications, and other relevant criteria.

Transparent Criteria

The criteria for admissions, including academic qualifications, and any additional requirements, are clearly outlined as set by the collaborative UK Universities. This transparency ensures that prospective students are informed about the factors considered in the admissions process.

Accessible Information

The admissions policy is made publicly available on the Aegean College's website and in relevant admissions criteria sections within the respective Programme landing pages. Furthermore this information is available for stakeholders such as the Greek Ministry of Education and the collaborative UK Universities. Prospective students, and other stakeholders can easily access this information to understand the principles and procedures guiding admissions process.





Appeal Mechanism

Aegean College has an established appeals mechanism for individuals who believe they have experienced discrimination in the admissions process. This ensures accountability and provides a fair means for addressing concerns.

Continuous Review

The admissions policy undergoes regular review to ensure its effectiveness, relevance, and alignment with Aegean College's commitment to diversity, equality, and inclusion.

By adhering to these principles and practices, Aegean College contributes to the goals of SDG 10 through the creation of an admissions process that is transparent, non-discriminatory, and promotes equal access to quality education for all individuals.

Aegean College is committed to **promoting diversity, equality, and inclusion in alignment with the principles of SDG 10**. We actively measure and track applications and admissions of underrepresented and potentially underrepresented groups, including but not limited to ethnic minorities, low-income students, non-traditional students, women, LGBT students, disabled students, and newly settled refugee students





Example

#weareaegeancollege

Safe spaces: LGBTQ+ identities & inclusion

The School of Human Sciences of Aegean College organised the Open Educational Conference with the topic "Safe Spaces: LGBTQ+ Identities & Inclusion" in September 2022 with renowned speaker Ms. Chrysoula Iliopoulou.

The goal of this Conference was the detailing of basic terminology around gender and sexual orientation and to set good practices in both personal and systemic level.

The conference gathered a variety of different groups:

- Students and graduates of undergraduate and postgraduate programmes of the School of Human Sciences of Aegean College
- Students and graduates of psychology programmes of both public and private educational institutions
- Psychologists, social workers and other health professionals General public

About the speaker

Ms. Chrysoula Iliopoulou, a graduate of the department of Psychology of Panteion University, with a postgraduate in Social Work (MSW) and Clinical Sexology (MEd) at Widener University, USA.

She has worked in Greece and the USA, and specialises on the subjects of sexual orientation, gender identity and alternative sexualities.

She is a research associate of Orlando LGBT and the Friendly Structures for Adolescents of the Medical School of the National and Kapodistrian University of Athens. She is also a member of the Hellenic Society for Sexuality and Intersexual Relations, the American Association of Sexuality Educators, Counselors & Therapists, and the Society for the Scientific Study of Sexuality.

She returned to Greece to become what she needed when growing up, not only a source of accurate and scientifically sound information surrounding sexuality, but also to promote reasoned and enthusiastic inclusivity.





Aegean College's approach to **diversity, equality and inclusivity** includes the following :

Demographic Data Collection

We collect comprehensive demographic data during the application process to understand the diversity of our applicant pool. This includes information on ethnicity, socioeconomic status, gender, sexual orientation, disability status, and refugee status.

Transparent Admissions Criteria

Aegean College maintains transparent admissions criteria that consider the unique strengths and challenges of applicants from underrepresented groups. We prioritize a holistic evaluation process that goes beyond academic achievements to consider diverse experiences and backgrounds.

Targeted Outreach Programmes

We implement targeted outreach programmes to actively encourage applications from underrepresented groups. This includes collaboration with community organizations, high schools, and outreach events to provide information and support to potential applicants.



Affirmative Action Policies

We have affirmative action policies in place to actively address historical disparities and systemic barriers that may affect underrepresented groups. These policies are designed to promote equal opportunities in education.

Support Services for Underrepresented Students

Aegean College offers specialized support services for underrepresented students, including mentorship programmes, counseling services, and academic support.

These services aim to enhance retention and success rates for students from diverse backgrounds.

Regular Monitoring and Reporting

We regularly monitor and report on the demographic composition of our student body to assess the effectiveness of our diversity initiatives. This ongoing evaluation informs future strategies and ensures accountability in promoting inclusivity.

Collaboration with External Organizations

We collaborate with external organizations and advocacy groups focused on the rights and well-being of underrepresented groups. This partnership helps us stay informed about best practices and societal challenges affecting these communities.

By measuring and tracking applications and admissions of underrepresented groups, Aegean College is actively contributing to the principles of SDG 10, fostering an inclusive educational environment that reflects the diversity of our global society.



Enes Kanter: NBA star at Aegean College

The Turkish Enes Kanter Freedom is an NBA player and activist for Human Rights. The renowned basketball player spoke to Aegean College students over the course of a two hour workshop. The human rights activist discussed the importance of diversity, empathy and solidarity in making the world a better place and openly answered relevant questions posed by the student body.

Aegean College is committed to promoting **diversity and inclusion, and we actively take planned actions to recruit students, staff, and faculty from under-represented groups**. Our efforts align with the principles of SDG 10, aiming to reduce inequalities within our institution and contribute to a more inclusive and equitable society.

Aegean College's actions to recruit individuals from under-represented groups include:

Diversity Recruitment Initiatives

We have established specific recruitment initiatives designed to attract individuals from under-represented backgrounds, including but not limited to ethnic minorities, individuals with disabilities, and those from economically disadvantaged communities.

These initiatives may involve targeted outreach, partnerships with community organizations, and participation in diversity-focused events.

Affirmative Action Policies

Aegean College has implemented affirmative action policies to actively address historical and systemic barriers faced by underrepresented groups. These policies may include targeted recruitment efforts, preferential admission considerations, and additional support for career development.

Collaboration with Diversity Networks

We actively collaborate with diversity networks, professional organizations, and community groups that focus on under-represented populations.

These partnerships help facilitate networking opportunities, mentorship programmes, and outreach activities to attract a diverse range of candidates.



Inclusive Hiring Practices

Aegean College's HR department emphasizes inclusive hiring practices that aim to eliminate bias and promote equal opportunities during the recruitment and selection process. We provide training for hiring committees on diversity and inclusion, and we incorporate diverse perspectives in decision-making processes.

Financial Support and Scholarships

We offer financial support and scholarships to students from under-represented groups to reduce barriers to entry and support their academic pursuits. These initiatives may include need-based scholarships, merit-based awards, and financial aid programmes.

Monitoring and Reporting

The college regularly monitors and reports on the progress of our recruitment efforts to ensure transparency and accountability.

This includes tracking the representation of individuals from under-represented groups across various roles within the college.

By taking these planned actions, Aegean College is actively contributing to SDG 10.6.3, fostering a diverse and inclusive academic community that reflects the richness of perspectives and experiences found within society. These efforts not only enhance the representation of under-represented groups but also contribute to a more vibrant and equitable educational environment.

Aegean College is committed to **fostering a safe, inclusive, and respectful environment for all members of the college community**. We have robust anti-discrimination and anti-harassment policies in place, aligned with the principles of Sustainable Development Goals (SDG) 5 and 10.

Aegean College's commitment to these goals is reflected in the following policies and initiatives:

Anti-Discrimination Policy

Aegean College has a comprehensive anti-discrimination policy that prohibits discrimination on the basis of gender, race, ethnicity, disability, sexual orientation, religion, or any other protected characteristic. This policy applies to all aspects of college life, including admissions, academic programmes, employment, and extracurricular activities.

Anti-Harassment Policy

We have implemented a clear and comprehensive anti-harassment policy that defines unacceptable behaviors and outlines procedures for reporting and addressing incidents of harassment. This policy covers all forms of harassment, including but not limited to sexual harassment, bullying, and discrimination, fostering a culture of mutual respect and dignity.

Prevention and Education Programmes

The college actively engages in awareness and education programmes to prevent discrimination and harassment. These programmes include training sessions, workshops, and campaigns to promote a better understanding of respectful and inclusive behavior.



Reporting Mechanisms

We have established confidential and accessible reporting mechanisms for individuals who experience or witness discrimination or harassment. These mechanisms ensure that individuals can come forward with confidence, and appropriate actions are taken to address reported incidents.

Investigation and Accountability

Aegean College is committed to conducting thorough and impartial investigations into reported incidents of discrimination or harassment. Disciplinary actions are taken when necessary, emphasizing accountability and reinforcing a zero-tolerance approach towards discrimination and harassment.

Regular Review and Improvement

Aegean College regularly reviews and updates its anti-discrimination and anti-harassment policies to align with evolving best practices and legal standards. This ongoing commitment to improvement ensures that our institution maintains a safe and inclusive environment for all members of the college community.

Aegean College is committed to **fostering a diverse, equitable, and inclusive campus environment**. To ensure the effective implementation of policies, programmes, and training related to diversity, equality, inclusion, and human rights, our institution has established a dedicated Diversity and Equality Committee.

The Diversity and Equality Committee serves as an advisory body tasked by the administration and governing body to:

Develop and Review Policies

Collaborate in the development and review of college policies that promote diversity, equality, and inclusion. This includes policies related to recruitment, admissions, employee relations, and campus culture.

Implement Inclusive Programmes

Actively work on the implementation of inclusive programmes and initiatives that celebrate diversity and address the unique needs of various groups within the Aegean College community.

Training and Education

Develop and oversee training and educational programmes on diversity, equality, and inclusion for faculty, staff, and students. These programmes aim to enhance awareness, sensitivity, and cultural competence.

Monitor Progress and Impact

Regularly assess and monitor the college's progress in achieving diversity, equality and inclusion goals. This includes collecting and analyzing data on demographic representation, campus climate, and the effectiveness of inclusion initiatives.

Addressing Discrimination and Harassment

Provide guidance and support in addressing incidents of discrimination, harassment, or bias on campus. The committee works to create a safe and supportive environment for all members of the college community.

Partnerships and Outreach

Collaboration with external organizations, community groups, and stakeholders to strengthen the college's commitment to diversity and inclusion. This may involve participating in community outreach events, partnerships, and initiatives.

Gender Equality Focus

The committee also pays specific attention to gender equality and works towards ensuring equal opportunities and representation for all genders across the college.

Our commitment to the principles of SDG 10 and SDG 5 is reflected in the ongoing work of the Diversity and Equality Committee. By fostering a culture of inclusivity and equality, Aegean College aims to create an environment where all individuals, regardless of their background or identity, can thrive and contribute to our community.



Alexandra Stamatopoulou in the occupational therapy programme

The Paralympic bronze medalist in Tokyo 2020, Alexandra Stamatopoulou became an undergraduate Occupational Therapy student at Aegean College.



Athens Alzheimer Association for people with dementia

Aegean College in collaboration with the non-profit organization Athens Alzheimer Association organized free training and learning seminars for caregivers of people with dementia in 2022.

For the first time since the pandemic, the institution of "Caregivers School" was organized via a three day event at Aegean College.



Paraskevi Sakka, president of Alzheimer Association and president of the Greek National Observatory for Dementia – Alzheimer, opened the three day event on Wednesday, 18th of May with the topic of “Dementia, forms of dementia, clinical picture, diagnosis, treatment”. The same day, neurologist Kynthia Kondyli examined the topic of “Alzheimer’s disease, prevention, risk factors, protective factors”. On Monday, 25th of May, Costis Prouskas, Psychologist, Doctor of Gerontology and director of Aktios Elderly Care Units, gave his speech on “Practical issues of care, behaviour and communication with people with dementia” followed by Kostas Nikolaou, psychologist of the Neurodegenerative Brain Diseases Department at Hygeia Hospital, who spoke about “Understanding and addressing problematic behaviours in people with dementia”.

The seminars were completed on Wednesday, 1st of June with three more interesting speeches.

Nikoletta Geronikola, MSc, neuropsychologist, moderator of the Day Care Center Marousi, analysed the “Psychosocial Interventions on people with dementia and their carers”. Social worker, Irini Vamvakari, MSc, gave a speech on the topic of “Services for people with dementia and their carers”. Finally, lawyer Giannis Bilianis talked about “Dementia: Rights, Ethical & Legal Issues”





Students of the occupational therapy VS amputee football Hellas

The students of the Occupational Therapy Department of Aegean College participated in a friendly football match with the National Amputee Football Hellas Team, on Wednesday 1st December 2021, on the occasion of the International Day of People with Disabilities, on December 3rd.

It was a unique experience that provided Aegean College students with the opportunity to play football with one of the Country's national Teams!

The match was held in the presence of Dr. Spei, Academic Head of the Occupational Therapy Programme.

Aegean College is deeply committed to **fostering a diverse and inclusive community, recognizing the importance of providing targeted support to students, staff, and faculty from underrepresented groups.** We have implemented a range of mentoring, counseling, and peer support programmes to ensure that individuals from diverse backgrounds feel supported and have equal opportunities for success.

Aegean College's initiatives include:

Mentoring Programmes

We have established mentoring programmes that pair students, staff, and faculty from underrepresented groups with experienced mentors. These mentorship relationships aim to provide guidance, support, and valuable insights to help mentees navigate academic and professional challenges.

Counseling Services

The college offers counseling services that are sensitive to the unique experiences and challenges faced by individuals from underrepresented groups.

Qualified counselors are available to provide emotional support, career guidance, and assistance in overcoming barriers to success.

Peer Support Networks

Peer support networks have been created to facilitate connections among individuals from underrepresented groups.

These networks provide a platform for sharing experiences, fostering a sense of community, and offering practical advice for academic and personal development.

Professional Development Opportunities

Specialized professional development programmes are offered to support the career growth and advancement of individuals from underrepresented groups. Workshops, seminars, and networking events are organized to enhance skills, build networks, and promote inclusivity in various academic and professional fields.

Diversity and Inclusion Training

The college conducts diversity and inclusion training programmes for faculty, staff, and students to raise awareness about the importance of inclusivity. These programmes aim to create a supportive and respectful environment for everyone on campus.

Continuous Evaluation and Enhancement

We regularly evaluate the effectiveness of our mentoring, counseling, and peer support initiatives through feedback mechanisms and assessments. This ongoing evaluation allows us to adapt and enhance our programmes to better meet the evolving needs of individuals from underrepresented groups.

By implementing these mentoring, counseling, and peer support programmes, Aegean College is actively contributing to the goals of SDG 5, fostering an inclusive and supportive educational environment that promotes the success and well-being of all members of our community.

Aegean College is committed to **providing accessible facilities for people with disabilities in alignment with SDG 10.6.7**. We recognize the importance of creating an inclusive environment that allows individuals with disabilities to fully participate in all aspects of college life. Our commitment to accessible facilities encompasses various areas across branches.

Physical Accessibility: Aegean College has invested in infrastructure to ensure physical accessibility for individuals with disabilities. This includes ramps, elevators, and accessible pathways to facilitate easy movement across Aegean College sites facilities.

All buildings, classrooms, and common areas are designed to meet accessibility standards, allowing individuals with mobility challenges to navigate facilities in Aegean College buildings.

Accessible Restrooms and Facilities

We have designated accessible restrooms equipped with features to accommodate individuals with different mobility needs. Facilities, such as libraries, eating areas, and recreational spaces, are designed to be inclusive and accessible to all members of the college community.

Adaptive Technology Centers

Aegean College has established adaptive technology centers equipped with tools and resources to support students and staff with disabilities. These centers provide a conducive environment for learning and working.



Communication Access

We ensure that communication is accessible to individuals with various disabilities. This includes providing scribes, captioning for audiovisual materials, and other communication aids as needed.

Emergency Evacuation Plans

Aegean College has developed and communicated clear emergency evacuation plans that consider the specific needs of individuals with disabilities. Evacuation routes, assembly points, and communication methods during emergencies are designed to be inclusive and accessible.

Regular Audits and Improvements

We conduct regular accessibility audits of our facilities to identify areas for improvement. Feedback from the disability community is actively sought to ensure that our facilities remain responsive to evolving needs.

Training for Staff and Students

Faculty, staff, and students receive training on disability awareness and accessibility. This fosters a culture of inclusion and ensures that everyone plays a role in maintaining accessible facilities

By providing accessible facilities, Aegean College is actively contributing to SDG 10.6.7, striving to create a barrier-free environment that promotes equal opportunities for individuals with disabilities in all aspects of college life.

Aegean College is committed to **providing comprehensive support services for individuals with disabilities to facilitate their full and equal participation in all aspects of college life.** This commitment aligns with the specific target 10.6.8 of SDG 10. We recognize the importance of offering personalized support to address the unique needs of individuals with disabilities.

Aegean College’s support services for people with disabilities include:

Communication Support

Communication support services, such as real-time captioning or note-taking assistance, are also provided to ensure that information is accessible to all.

Accessible Transportation

The college offers accessible transportation services for students and staff with mobility challenges. This includes wheelchair-accessible vehicles and transportation options that cater to the diverse needs of individuals with disabilities.

Assistive Technology Training

We offer training programmes to familiarize individuals with disabilities with assistive technologies that can enhance their academic and workplace experiences. This includes training on the use of screen readers, voice recognition software, and other adaptive technologies.

Accessible Information and Communication Materials

All college materials, including course materials, event announcements, and official communications, are provided in accessible formats.

This ensures that individuals with disabilities can independently access and engage with information relevant to their academic and extracurricular activities.

Collaboration with Disability Services Office

Our Disability Services Office works closely with individuals with disabilities to assess their unique needs and coordinate the provision of appropriate support services.

This collaborative approach ensures that support services are tailored to individual requirements.

Aegean College is dedicated to **fostering an inclusive and accessible environment for all individuals, including those with disabilities**. We have implemented comprehensive access schemes to ensure that people with disabilities have equal opportunities to access and participate in all aspects of college life. Our commitment to inclusivity aligns with the principles of SDG 10.

Aegean College's access schemes for people with disabilities include:

Accessible Infrastructure

We have invested in creating physically accessible facilities, ensuring that buildings, classrooms, laboratories, and common areas are designed to accommodate individuals with various types of disabilities.

Facilities such as ramps, elevators, accessible restrooms, are available to enhance the mobility of individuals with physical disabilities.

Assistive Technologies and Resources

Aegean College provides a range of assistive technologies and resources to support students and staff with disabilities in their academic and work-related activities.

This includes screen readers, speech-to-text software, adaptive keyboards, and other assistive devices tailored to individual needs.

Alternative Learning Formats

We offer alternative learning formats for individuals with disabilities, such as providing lecture materials in accessible electronic formats, offering sign language interpreters, and facilitating note-taking services.

Flexible Academic Accommodations

The college has established a disability services office that collaborates with students and staff to develop personalized accommodation plans based on their unique needs. Accommodations may include extended exam times, flexible assignment deadlines, and other adjustments to ensure a level playing field for individuals with disabilities.

Awareness and Training Programmes

We conduct awareness and training programmes for faculty, staff, and students to promote understanding and inclusivity for individuals with disabilities. These programmes aim to reduce stigma, foster a supportive community, and ensure that everyone is aware of the available resources and accommodations.

Regular Review and Improvement

Aegean College regularly reviews its accessibility policies and practices, seeking feedback from the disability community to identify areas for improvement.

This ongoing commitment to improvement ensures that our institution remains responsive to the evolving needs of individuals with disabilities.



Workshop for people with disabilities

The International Day of People with Disabilities was established in 1992 by the UN General Assembly and is celebrated every year on 3 December.

On the occasion of this day, a disability awareness workshop was successfully held for the Physiotherapy and Occupational Therapy students. The workshop included a series of experiential activities such as simulation of motor disabilities, visual impairment, sensory impairment, and communication in sign language and Braille.



Aegean College is committed to promoting **social inclusion and equal opportunities for all, including persons with disabilities**. We have implemented a comprehensive reasonable accommodation policy/strategy that ensures the provision of necessary support and adjustments to create an inclusive and accessible environment. This policy is underpinned by a well-funded mechanism dedicated to meeting the diverse needs of individuals with disabilities.

Key components of our reasonable accommodation policy/strategy include:

Individualized Accommodation Plans

Aegean College has established a formal process for developing individualized accommodation plans in consultation with persons with disabilities. These plans take into account the specific needs and requirements of each individual, ensuring that appropriate accommodation is provided.

Centralized Disability Services Office

We have a dedicated Disability Services Office that serves as a central hub for coordinating accommodation and support services.

Assistive Technologies and Resources

The policy includes provisions for the procurement and maintenance of a range of assistive technologies and resources to enhance accessibility.





Training and Sensitization Programmes

The college conducts regular training programmes to sensitize faculty, staff, and students to the importance of reasonable accommodations and inclusive practices. These programmes aim to create a supportive and understanding campus community that actively contributes to the success of individuals with disabilities.

Periodic Review and Improvement

Aegean College conducts periodic reviews of its reasonable accommodation policy/strategy to assess effectiveness and identify areas for improvement. Feedback from the disability community is actively sought to ensure continuous enhancement of the policy in response to evolving needs.

Our commitment to a well-funded reasonable accommodation policy/strategy aligns with the objectives of SDG 10.6.10, contributing to the broader goal of fostering inclusive societies that leave no one behind.

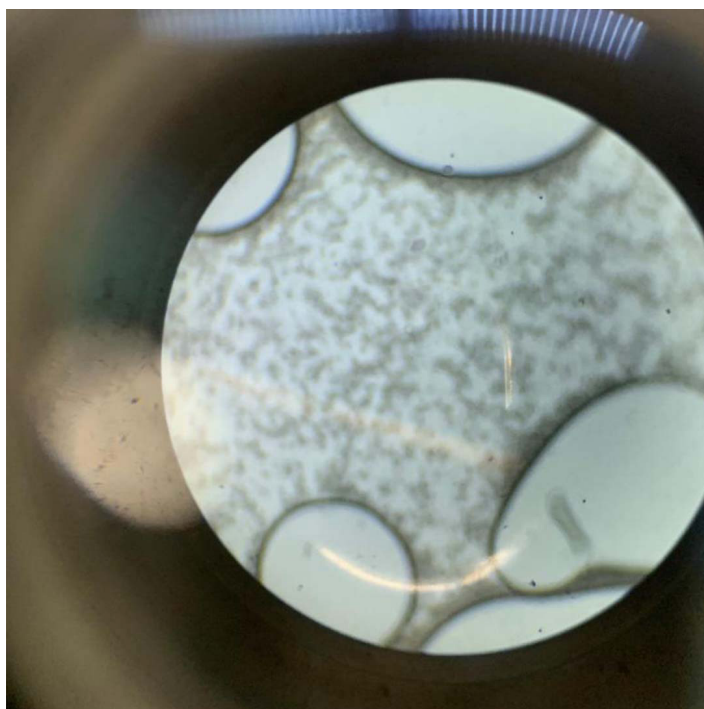
17 PARTNERSHIPS FOR THE GOALS





Strengthen the means of implementation and revitalise the global partnership for sustainable development

Αιέν Αριστεύειν Ever to excel





Aegean College Collaboration with Genotypos Laboratory

The collaboration between Genotypos Science Labs and Aegean College, in reference to the BSc Biomedical Science and the BSc Biology programmes, plays a pivotal role in contributing to Sustainable Development Goal (SDG) policy development.

This collaboration directly involves and influences various aspects of SDG policy development of Aegean College:

Identifying Problems and Challenges (SDG 2, SDG 3, SDG 4, SDG 6, SDG 9, SDG 13, SDG 15)

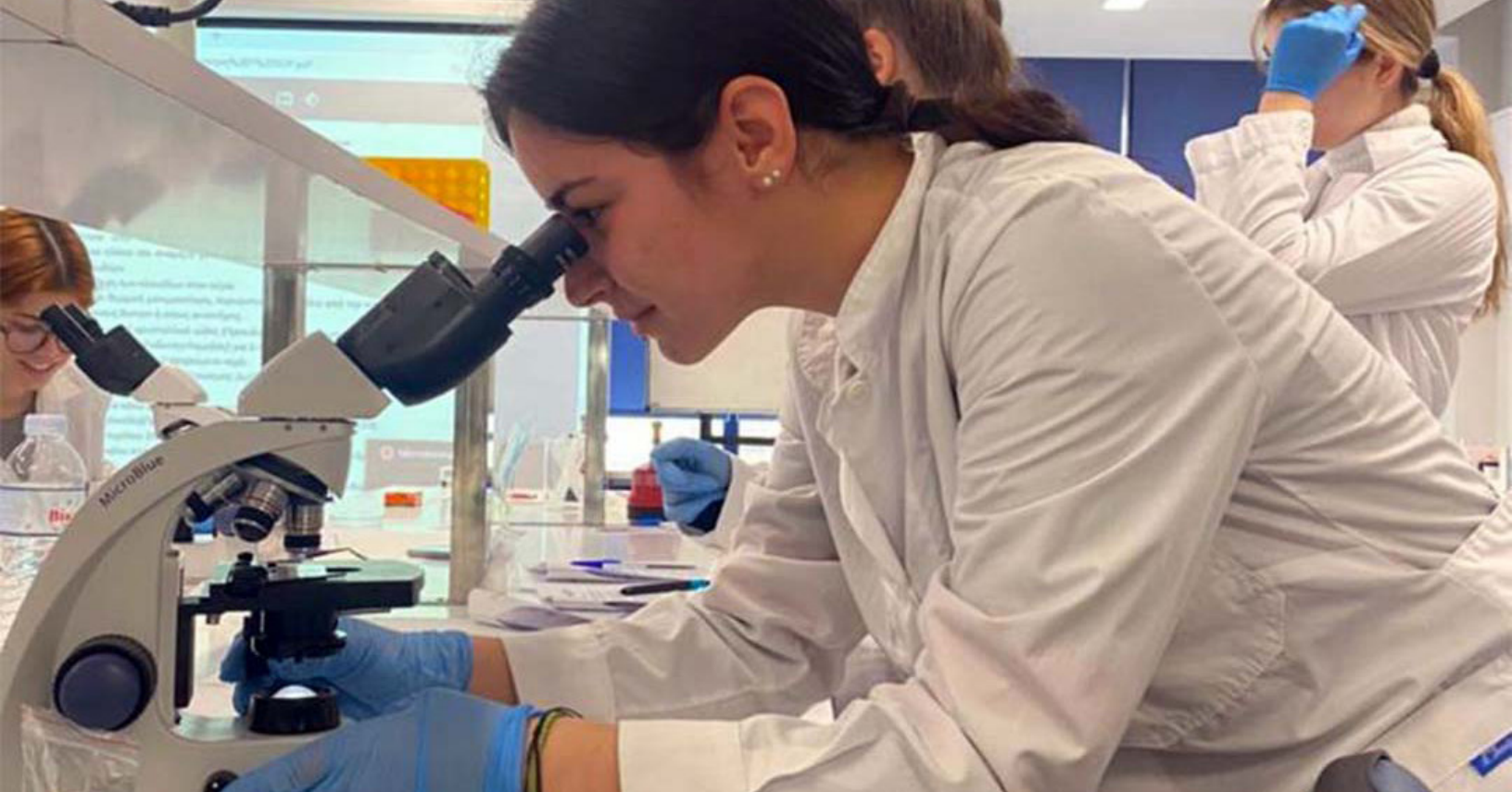
The collaboration involves a close partnership between the academic programmes and Genotypos Science Labs, allowing for the identification of challenges related to health (SDG 3 - Good Health and Well-being), food security (SDG 2 - Zero Hunger), quality education (SDG 4 - Quality Education), clean water (SDG 6 - Clean Water and Sanitation), industry innovation (SDG 9 - Industry, Innovation, and Infrastructure), climate action (SDG 13 - Climate Action), and life on land (SDG 15 - Life on Land).

Developing Policies and Strategies (SDG 17)

The collaboration contributes to the development of policies and strategies through shared expertise and knowledge exchange, aligning with SDG 17 (Partnerships for the Goals). Joint efforts in curriculum development, research initiatives, and practical applications provide a foundation for creating policies that integrate the goals of sustainability and address specific challenges identified in the collaboration.

Modelling Likely Futures (SDG 9, SDG 13)

The collaboration involves modeling likely futures by incorporating advancements in biomedical sciences and biology into the academic programmes. By staying at the forefront of scientific and technological innovations (SDG 9), the collaboration addresses the need for sustainable practices and solutions to combat climate change (SDG 13).



Monitoring and Reporting on Interventions (SDG 17)

Monitoring and reporting on interventions are key components of the collaboration, ensuring that the impact of joint initiatives is assessed and communicated. This aligns with SDG 17, emphasizing the importance of data-driven decision-making, accountability, and transparency in achieving sustainable development goals.

Enabling Adaptive Management (SDG 17)

The collaboration enables adaptive management by fostering an environment of continuous learning and improvement. Through ongoing dialogue, shared research, and practical applications, the partnership allows for adjustments and refinements to strategies, aligning with the principles of SDG 17.

Integrating Sustainability Across Programmes (Multiple SDGs)


The collaboration directly integrates sustainability principles across BSc Biomedical Science and BSc Biology programmes, ensuring that students are equipped with the knowledge and skills necessary to contribute to various SDGs. The academic programmes become platforms for fostering a sustainable mindset among students, creating a ripple effect in the wider community.

Addressing Global Health Challenges (SDG 3, SDG 10, SDG 17)

Given the focus on biomedical sciences, the collaboration contributes to addressing global health challenges, supporting SDG 3 (Good Health and Well-being), promoting reduced inequalities (SDG 10), and fostering international partnerships (SDG 17).

The collaboration between Genotypos Science Labs and Aegean College, specifically related to the BSc Biomedical Science and

BSc Biology programmes, actively engages in the identification of challenges, development of policies, modeling likely futures, monitoring and reporting on interventions, and enabling adaptive management. This comprehensive approach aligns with various SDGs, creating a significant impact on sustainable development within the college and beyond.



17th International Conference on Environmental Science and Technology

The conference was held in Athens, Greece from 1 to 4 September 2021.

Dr. Michael Boviatsis Academic Head of Shipping School of Aegean College, participated in the 17th International Conference on Environmental Science and Technology, with four papers.

His research examined the relation between the environment and the shipping industry. More specifically, the topics of Dr. Boviatsis included:

- Practical impediments to the effective utilization of Ballast Water Management Plan from port facilities and shipping practice.
- Evaluation of environmental impact assessment factors in the maritime industry.
- The implementation of risk management processes as a contributing factor to the minimization of shipping disasters through the study of previous shipping accidents.
- A comparative analysis upon the utilization of exhaust gas cleaning systems, LNG fuels or conventional fuels as the most viable options to comply with the new IMO Low Sulfur Cap Regulations.

Aegean College not only offers dedicated courses in sustainability but also integrates sustainability principles across a broad spectrum of academic programmes. This approach reflects a commitment to preparing students to contribute meaningfully to global efforts to achieve the Sustainable Development Goals. It is our intention to fully address and map the curriculum of all our programmes towards the 17 criteria of SDGs criteria of United Nations, over the next 5 years.

Aegean College will continue to submit data to Times Higher Education and participates in the Impacts rankings which measure directly how Higher Education Institutions tackle SDGs.





Undergraduate Biology programmes of Aegean College received accreditation by the Royal Society of Biology



Royal Society of
Biology

Interim Accredited Degree

The accreditation from the Royal Society of Biology (RSB) for the BSc Biology programmes with streams in Molecular Biology, Ecology and Conservation, and Marine Biology at Aegean College signifies a recognition of the programmes' adherence to high standards of excellence in biological education. This accreditation has several benefits for the development of best practices in tackling the Sustainable Development Goals (SDGs):

Assurance of Quality Education

RSB accreditation provides assurance that the BSc Biology programmes maintain high standards of academic rigor and quality. This assurance is crucial for producing graduates with a strong foundation in biological sciences, ensuring that they are well-equipped to address the complexities of sustainable development.

Alignment with International Standards

The accreditation aligns the BSc Biology programmes with international standards set by a respected professional body like the RSB. This alignment ensures that the education provided meets or exceeds benchmarks recognized globally, contributing to the development of best practices in biological education and research.

Recognition of Specialized Streams

The accreditation specifically acknowledges the specialized streams in Molecular Biology, Ecology and Conservation, and Marine Biology. Recognition of these streams indicates that students are receiving the education and training in areas directly relevant to addressing specific aspects of the SDGs, such as life on land and below water.



Emphasis on Practical Skills and Application

RSB accreditation includes a focus on practical skills development and application of knowledge. Students in accredited programmes are likely to engage in hands-on experiences, projects, and fieldwork, enhancing their ability to apply biological principles to real-world challenges outlined in the SDGs.

Integration of Sustainability Principles

The accreditation process emphasizes the integration of sustainability principles within the BSc Biology programmes. This integration ensures that students are not only well-versed in biological concepts but also understand the importance of applying these concepts in ways that contribute to sustainable practices.





Enhancement of Research Opportunities

Accreditation by a prestigious body like the RSB enhances the credibility of research conducted within the BSc Biology programs. This credibility has attracted researchers and collaborators, fostering an environment conducive to impactful research that can contribute to addressing SDGs.



Professional Recognition for Graduates

Graduates from RSB-accredited programmes receive professional recognition from the society, which can positively impact their career prospects while recognized professionals are better positioned to contribute to best practices in tackling the SDGs through their work in research, conservation, and other relevant fields.

The accreditation from the Royal Society of Biology for the BSc Biology programmes at Aegean College is a testament to the quality and relevance of the education provided. This accreditation enhances the programmes' contribution to the development of best practices in addressing the SDGs by ensuring alignment with international standards, emphasizing practical skills, recognizing specialized streams, and promoting the integration of sustainability principles. Graduates from these programmes are well-prepared to make meaningful contributions to sustainable development challenges.



Aegean College collaborates with the NGO Athens Alzheimer Association in educating the community and creating awareness for dementia

Aegean College in collaboration with non-profit organization Athens Alzheimer Association organized free training seminars for caregivers of people with dementia.

The collaboration between Aegean College and the NGO Athens Alzheimer Association in educating the community and raising awareness for dementia contributes significantly to several Sustainable Development Goals (SDGs) as outlined below:

1. Good Health and Well-being (SDG 3)

The collaboration contributes to SDG 3 by promoting good health and well-being through community education on dementia. Increased awareness helps identify symptoms early, leading to better management of the condition and improved quality of life for individuals affected by dementia.



2. Quality Education (SDG 4)

The collaboration aligns with SDG 4 by providing educational initiatives on dementia to the community. Educational programmes contribute to building a knowledgeable and informed society, fostering understanding and empathy for those affected by dementia.



3. Reduced Inequalities (SDG 10)

The collaboration works towards reducing inequalities associated with dementia by offering education and awareness programmes accessible to diverse segments of the population. Ensuring that information reaches various demographics helps address disparities related to awareness and understanding of dementia.



4. Sustainable Cities and Communities (SDG 11)

Education and awareness efforts in communities align with SDG 11 by contributing to sustainable urban and community development. The collaboration supports creating inclusive, safe, and resilient communities where individuals with dementia are understood and supported.



5. Partnerships for the Goals (SDG 17)

The collaboration between Aegean College and the Athens Alzheimer Association exemplifies SDG 17 by fostering partnerships for the goals. Working together enhances the impact of initiatives related to dementia education and awareness, creating a collective effort towards achieving shared objectives.



6. Community Engagement (SDG 16)

The collaboration engages the community, aligning with SDG 16 by promoting peaceful and inclusive societies. Increased understanding of dementia reduces stigma and discrimination, contributing to a more compassionate and supportive community environment.



7. Empowerment of Individuals (SDG 5)

Educational initiatives empower individuals, caregivers, and the community at large to understand and respond effectively to dementia. This aligns with SDG 5 by promoting gender equality, as dementia often affects women disproportionately, and education helps empower women as caregivers and advocates.



8. Responsible Consumption and Production (SDG 12)

The collaboration contributes to SDG 12 by promoting responsible consumption and production of knowledge about dementia. Educating the community responsibly about dementia ensures that information is accurate, supportive, and aligned with ethical standards.



9. Increased Research and Awareness (SDG 3, SDG 9)

The collaboration supports increased research efforts related to dementia, aligning with SDG 3.

Additionally, it contributes to SDG 9 by promoting innovation in educational methods and approaches for raising awareness about dementia.

The collaboration between Aegean College and the Athens Alzheimer Association plays a crucial role in addressing multiple SDGs by promoting education, awareness, community engagement, and partnerships in the context of dementia.

This collaborative effort contributes to building a more compassionate, informed, and inclusive society.



Aegean College is deeply committed to addressing sustainability and the United Nations Sustainable Development Goals (SDGs) across a wide range of academic programmes. The college offers a diverse array of courses, including full degrees and elective modules, specifically designed to explore and contribute to sustainability and SDGs.

More specifically :

1. Postgraduate Education in Sustainable Tourism Management

The college offers an MSc in Sustainable Tourism Management, providing students with specialized knowledge and skills to contribute to sustainable practices in the tourism industry. This programme emphasizes the integration of environmental, social, and economic sustainability principles.



2. Optional Modules in Sustainable Business in both Undergraduate and Postgraduate Business programmes

Sustainable business is embedded into various academic programmes, with dedicated streams that focus on sustainable practices in business operations. These streams incorporate principles of corporate social responsibility, ethical decision-making, and sustainable business strategies.

3. Optional Modules in Shipping Programmes

Shipping programmes include optional modules such as "Sustainability in Supply and Logistics," addressing the environmental and social impact of shipping and logistics operations. These modules explore sustainable practices in the shipping industry, aligning with SDGs related to responsible consumption and climate action.

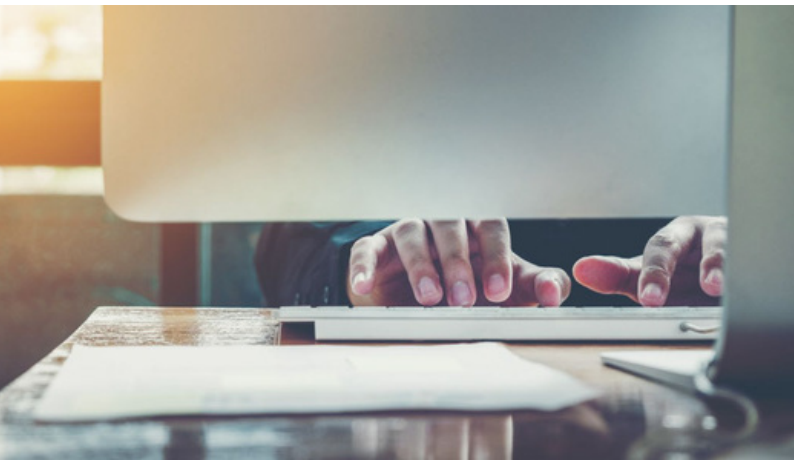


4. Streams in Biology Programmes

Biology programmes offer specialized streams, including Ecology and Conservation, Marine Biology, and Biodiversity. These streams explore the principles of conservation biology, sustainable management of ecosystems, and the preservation of biodiversity, aligning with SDGs related to life on land and below water.

5. Integration Across Programmes

More than half of the over 87 programmes of study and over 1500 modules address the majority of the 17 SDGs criteria, reflecting the college's commitment to mainstream sustainability across disciplines. Sustainability is not confined to specific programmes but rather it is integrated into a wide array of academic offerings, ensuring that students across diverse fields gain an understanding of and contribute to sustainable development.



6. Real-world Application

Aegean College programmes emphasize the practical application of sustainability concepts, preparing students to address real-world challenges. Case studies, projects, and internships are often structured to allow students to apply sustainability principles in various professional settings.

7. Research and Innovation

Aegean College invests in research and innovation aligned with sustainability goals. Faculty and students engage in research projects that contribute to the advancement of knowledge in areas such as sustainable development, environmental conservation, and social responsibility.



8. Holistic Approach

Aegean College takes a holistic approach to sustainability, acknowledging the interconnectedness of environmental, social, and economic factors. This approach ensures that students are equipped with a comprehensive understanding of sustainability issues and are prepared to address complex challenges.

Aegean College not only offers dedicated courses in sustainability but also integrates sustainability principles across a broad spectrum of academic programmes. This approach reflects a commitment to preparing students to contribute meaningfully to global efforts to achieve the Sustainable Development Goals. It is our intention to fully address and map the curriculum of all our programmes towards the 17 criteria of SDGs criteria of United Nations, over the next 5 years.

Example

MSc International Sustainable Tourism

Aegean College has included in its portfolio a dedicated programme, the MSc in Sustainable International Tourism, which serves as a focused initiative to address the United Nations Sustainable Development Goals (SDGs) according to the following:

1. Focus on Sustainable Tourism (SDG 8, SDG 12, SDG 14, SDG 15)

The MSc in Sustainable International Tourism is explicitly designed to address sustainability within the tourism sector, aligning with multiple SDGs. SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), SDG 14 (Life Below Water), and SDG 15 (Life on Land) are directly impacted by the programme's emphasis on sustainable tourism practices.



2. Integration of Environmental and Social Sustainability (SDG 13, SDG 10)

The programme incorporates principles of environmental sustainability (SDG 13 - Climate Action) and social sustainability (SDG 10 - Reduced Inequalities). Students are educated on minimizing the environmental footprint of tourism activities and promoting fair and inclusive practices within the industry.



3. Community Engagement and Responsible Tourism (SDG 1, SDG 11)

The MSc programme addresses SDG 1 (No Poverty) and SDG 11 (Sustainable Cities and Communities) through a focus on responsible tourism. Initiatives within the programme encourage community engagement, economic benefits for local populations, and the development of sustainable tourism destinations.

4. Ethical and Inclusive Tourism Practices (SDG 16, SDG 5)

The programme contributes to SDG 16 (Peace, Justice, and Strong Institutions) by promoting ethical tourism practices. Additionally, it aligns with SDG 5 (Gender Equality) by encouraging inclusive tourism initiatives that empower women and marginalized communities.



5. Research and Innovation (SDG 9)

The MSc programme supports SDG 9 (Industry, Innovation, and Infrastructure) by fostering research and innovation within the sustainable tourism sector. Students are encouraged to explore and propose innovative solutions that contribute to the advancement of sustainable tourism practices.

6. Cross-disciplinary Approach (SDG 17)

The programme adopts a cross-disciplinary approach, linking to SDG 17 (Partnerships for the Goals). Collaboration with various stakeholders, including industry partners, governmental bodies, and local communities, is emphasized to create a collective impact on sustainable development.



7. Education and Capacity Building (SDG 4)

The MSc programme contributes to SDG 4 (Quality Education) by providing students with a high-quality education that equips them with the knowledge and skills needed to address sustainability challenges in the tourism industry.



8. Monitoring and Evaluation (SDG 17)

The programme includes mechanisms for monitoring and evaluating the impact of sustainable tourism practices, aligning with SDG 17. This approach ensures continuous improvement and accountability in the pursuit of sustainable development goals.

The **MSc in Sustainable International Tourism at Aegean College** is a dedicated programme that addresses various SDGs directly and indirectly. Through its curriculum, research initiatives, and emphasis on responsible tourism practices, the programme contributes to the global efforts to achieve sustainable development within the tourism sector.



Blood donation campaign with the University Hospital of Larissa

Aegean College systematically collaborates with Hospitals and promotes Blood donation initiatives in all its campuses all over Greece.

Blood donation initiatives in collaboration with the University Hospital of Larissa represent a crucial step towards developing best practices in addressing the Sustainable Development Goals (SDGs).

More specifically donations from students, academic and administrative staff contribute towards SDGs as follows:

1. Human Health and Well-being (SDG 3)

Blood donation contributes directly to SDG 3, which focuses on ensuring healthy lives and promoting well-being for all at all ages. The collaboration with the University Hospital of Larissa emphasizes the importance of maintaining an adequate and safe blood supply to support medical treatments, surgeries, and emergency care.



2. Collaboration for Partnerships (SDG 17)

The partnership between the college and the hospital exemplifies SDG 17, emphasizing the importance of collaboration and partnerships to achieve the SDGs. Joint efforts in organizing blood donation drives strengthen the bond between academic institutions and healthcare facilities, fostering a collaborative approach to addressing global challenges.



3. Quality Healthcare Services (SDG 3)

Regular blood donations ensure the availability of quality healthcare services, aligning with SDG 3. By actively participating in blood donation campaigns, Aegean College contributes to a resilient healthcare system, addressing the need for safe and sufficient blood supplies.

4. Education and Awareness (SDG 4 and SDG 3)

Blood donation initiatives provide opportunities for education and awareness, linking to both SDG 4 (Quality Education) and SDG 3. Aegean College organizes awareness campaigns and educational programmes on the importance of blood donation, fostering a culture of health and well-being among students and the wider community.



5. Community Engagement and Responsible Citizenship (SDG 16 and SDG 3)

Blood donation campaigns engage the community in responsible citizenship, connecting with SDG 16 (Peace, Justice, and Strong Institutions) and SDG 3. Encouraging community members, including students, faculty, and staff, to participate in blood donation promotes a sense of social responsibility and contributes to the broader goal of building peaceful and inclusive societies.



6. Emergency Preparedness (SDG 1 and SDG 3)

Adequate blood supplies are crucial for emergency preparedness, aligning with SDG 1 (No Poverty) and SDG 3. The college's involvement in blood donation initiatives contributes to the preparedness of the healthcare system to respond effectively to emergencies, accidents, and natural disasters.

8. Social Inclusion and Equality (SDG 10)

Blood donation campaigns promote social inclusion and equality, aligning with SDG 10. By encouraging diverse community members to participate, the initiative reflects a commitment to inclusivity and equal access to healthcare services.



9. Data Collection and Monitoring (SDG 17)

The collaboration provides an opportunity for data collection and monitoring, supporting progress towards SDG 17. Monitoring blood donation rates, demographic information of donors, and the impact on healthcare services contributes to evidence-based decision-making and continuous improvement.

Blood donation initiatives in collaboration with the University Hospital of Larissa serve as a practical and impactful way for the college to contribute to several SDGs. Through these efforts, Aegean College actively participates in the global agenda for sustainable development, promoting health, well-being, and collaborative partnerships.

Example



Educational visit of BSc Shipping students to the Port of Elefsina

Students of the 3rd year of BSc (Hons) Shipping visited Elefsina Port Authority, in the framework of the module "Port Management".

During their visit, students and academics had the opportunity to tour the facilities of the commercial Port of Elefsina and the cargo unloading areas, where they were informed by the Agency's executives about the procedures followed in accordance with the relevant legislation for the safe loading/unloading of cargo from ships which is informed by sustainable practices of supply chain management in ports.





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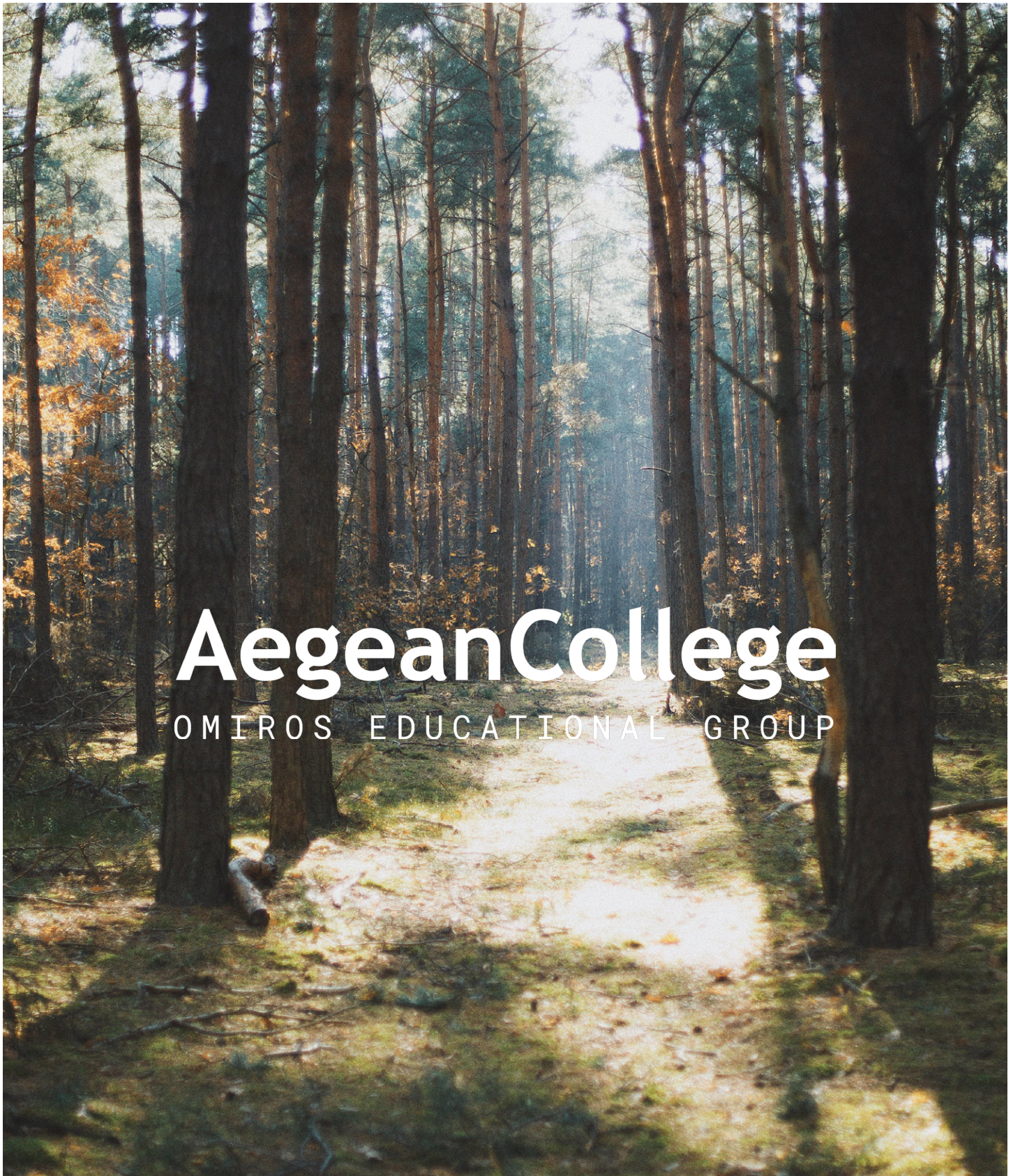
**SUSTAINABLE
DEVELOPMENT
GOALS**

**WHAT
NEXT?**

**Participate in the majority
of SDG 17 Criteria in 2024.**

**Map all programmes and
align all modules to SDG
requirements over the
next 5 years.**

**#EverToExcel
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