

GENDER EQUALITY PLAN (GEP) for the years 2022-2026

VSB – Technical University of Ostrava



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1. Basic Information and Strategic Context

Equal opportunities are one of the priorities of a democratic society, a long-term priority of the EU and a declared priority of the Government of the Czech Republic.

VSB-TUO follows the goals of the European Union in terms of equality between women and men for the years 2020-2025 and the Plan for the Promotion of Equality between Women and Men of the Ministry of Education, Youth and Sports for the years 2021-2024.

VSB-TUO is aware that the employees are the most important element of an organization and that their help is crucial in order to succeed in the competitive environment. VSB-TUO therefore wants to continue to support the development of employees in the field of education, increase work efficiency and proactivity to strengthen internal harmony and improve the internal university culture.

With its Code of Ethics, VSB-TUO adheres to the moral values arising from the European cultural environment.

VSB-TUO has been the holder of the title "HR Excellence in Research Award" since June 2021. This prestigious award was presented to the university by the European Commission for excellence in the care of human resources in the scientific environment.

The university wants to be a model of responsible behaviour and thus positively influence society and the world around us. It is interested in supporting and developing an environment in which employees have equal opportunities in all areas.

The tasks and activities planned in this VSB-TUO Gender Equality Plan for the years 2022-2026 are also in line with the Strategic Plan of VSB-TUO 2021-2027 as VSB-TUO perceives the promotion of equal opportunities as part of its social responsibilities and declares support for team diversity, teamwork and belonging, based on mutual respect and openness.

2. Analysis of the current state and starting point of the Gender Equality Plan

VSB-TUO already approaches the field of equal opportunities responsibly and proactively. It has decided to adhere to the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. VSB-TUO follows the publicly available Code of Ethics of VSB-TUO, by which VSB-TUO adheres to moral values and strives for a high standard of ethical conduct beyond the mandatory standards.

In **September-December 2021**, VSB-TUO underwent a **gender audit** (equal opportunities audit) which included:

- Analysis of processes and documents related to the area of HR policy from the perspective of EO, evaluation, remuneration, benefits, the area of reconciling work and family, the area of organizational culture, communication, and work environment
- Individual and group interviews of employees (a total of 61 people)
- Questionnaire survey identifying key areas of HR policy and possible encounters with discrimination or sexual harassment (return of 830 pieces = 32%)

The following key areas were monitored within the Gender Audit:

- HR policy (focus on: personnel structure, recruitment system, selection procedure, hiring, education and career growth, age management, redundancy/departure system).
- Evaluation and remuneration, benefits (focus on: system of evaluation and motivation, remuneration and the structure and approach to benefits).
- Reconciliation of work and family/personal life (focus on: flexible forms of work, activities facilitating the reconciliation of work and family life, management of maternity/parental leave).
- Organizational culture (focus on: access to equal opportunities, communication, gender-correct language, work environment – including identifying encounters with discrimination and sexual harassment).

The findings of the gender audit confirmed that VSB-TUO adheres to the principles of equality, approaches the policy of equal opportunities responsibly and openly promotes equal treatment, non-discriminatory access and the area of reconciling work and family/personal life. It

provides its employees with suitable working conditions and a safe working environment. VSB-TUO carries out the VSB-TUO employee satisfaction survey on a regular annual basis.

In addition to the Final Report on Gender Audit, the HR Award Action Plan is another possible source for the Gender Equality Plan. In 2020, a questionnaire survey was conducted in preparation for the HR Award which resulted in similar findings as the gender audit, namely that VSB-TUO provides its employees with suitable working conditions, offers a number of benefits, supports gender balance and a non-discriminatory environment.

In general, it can be stated that VSB-TUO will focus on raising awareness of equal treatment, gender issues, improving the quality of care for employees, as well as removing barriers that could create obstacles to achieving equal opportunities for job seekers, students, researchers, and other employees.

3. System of planning measures and activities in GEP

The result of the summary of priorities in the field of equal opportunities and gender issues is the Gender Equality Plan (GEP) for 2022-2026 which aims to support the development of high-quality personnel policy and care for employees in the context of equal opportunities.

GEP VSB-TUO refers to these priority areas.

1. Organizational culture
2. Gender balance in management and decision making
3. Gender equality in recruitment and career advancement
4. Reconciling work and family/personal life
5. Integrating the gender dimension into the content of research and education
6. Measures against gender-based violence including sexual harassment

VSB-TUO is already proactive in a great number of its priority areas and supports the topic of equal opportunities.

Each priority area will always contain the following structure with the content of this information:

- WHY the given priority is important
- WHAT VSB-TUO has already implemented in this area
- Plan of activities which have already been implemented within the given priority area (support and development of existing measures)
- Plan of new measures and activities

4. GEP implementation, evaluation, and ongoing monitoring

The Gender Equality Plan (GEP) was prepared by an independent gender consultant in cooperation with the VSB-TUO working group for equal opportunities. This working group will be tasked with monitoring the steps described in this action plan. The implementation process will be monitored according to the time schedule and individual activities. The guarantor is the VSB-TUO bursar in cooperation with a team created for GEP. The individual priority areas will always describe: measures, activities, indicator/output, target group, responsibility, resources, and deadline for implementation.

GEP is conceptually planned for 2022-2026. Advances in the fulfilment of individual activities will be monitored and inspected by authorized persons responsible for the implementation of the GEP in cooperation with the persons responsible for the fulfilment of individual objectives

The evaluation system and continuous monitoring will be set up on a regular annual basis while monitoring of the ongoing implementation of the plan for the previous calendar year will always take place at the beginning of the new calendar year and will take the form of an annual GEP Implementation Report. If it is not possible to implement some activities or if there is a time lag, the reasons will have to be added and justified.

The general key identifiers needed to fulfil the GEP include:

- Issuance of new regulations/standards or their amendment and updating
- Implementation of specific educational activities for individual target groups
- Creation of an e-learning course
- Provision and implementation of specific events (or competitions)
- Implementation of monitoring (online questionnaire survey)

5. Action plan for 2022-2026

5.1 Organizational culture

Why is this priority area important?

Organizational culture means identifying social attitudes, values, ideas, and norms shared in the organization. Organizational culture is the basis for approach of employees to each other, to their superiors, and subordinates. Within this priority area, the quality of communication and relations, transparency and comprehensibility are important: The declaration of support for equal opportunities is also important, both in key internal documents and on the VSB-TUO website.

For a long time now has VSB-TUO been striving for a healthy university culture, promoting equal treatment, and distancing itself from discrimination. Its values also include respect and cooperation. Within this priority area, VSB-TUO will continue to support a healthy organizational culture and work/study environment. It will continue to promote equal opportunities policy responsibly and openly both in internal key documents and on the organization's website and in its public materials.

Plan of activities which are already implemented within the given priority area (support and development of existing measures)

Current measures	Activity/task description	Indicator/output	Target group	Responsibility	Resources	Deadline
Management of gender statistics for VSB-TUO employees	Continue in surveying and management of gender statistics.	Information in the VSB-TUO Annual Report/Internal Monitoring	Employees Public	HR department and Working Group for Equal Opportunities (hereinafter referred to as "EO")	Internal resources	Regular annual basis
Management of gender statistics for VSB-TUO students	Continue in surveying and management of gender statistics.	Information in the VSB-TUO Annual Report/Internal Monitoring	Students Employees Public	Study department, HR department and Working Group for EO	Internal resources	Regular annual basis
Monitoring of satisfaction and needs of employees and students	Restore and continue regular satisfaction and needs survey.	Online questionnaire Presentation of the questionnaire findings to employees.	Employees Students	Vice-Rector for Quality and Investment, HR department and Working Group for EO	Internal resources	Regular annual basis

Plan of new measures and activities

New measures/ objective	Activity/task description	Indicator/output	Target group	Responsibility	Resources	Deadline
Declaration of support for equal opportunities in key documents and on the VSB-TUO website with the aim to publicly subscribe to the topic of equal opportunities and to raise awareness of gender equality issues.	Implementation of support for equal opportunities and distancing from discrimination in key documents: Conditions of employment, Internal Wage Regulation, Code of Ethics, Collective Agreement.	Updated key documents, containing in the introduction the declared support for equal opportunities and a guarantee of gender correctness in terms / positions.	Employees Students	HR department and Working Group for EO	Internal resources	1/2023
	Declaration of support for equal opportunities on the VSB-TUO website by creating the Equal Opportunities section (within InNET).	The Equal Opportunities section will carry for example articles/awareness on the topic of equal opportunities, GEP, etc.	Employees Students Public	HR department and Working Group for EO	Internal resources	3/2022
Update the evaluation system in order to set all relevant factors transparently so that the system is understandable, clear, and motivating.	Launch of the employee evaluation system.	Employee evaluation system	Employees	HR department and Working Group for EO	Internal resources, project resources	03/2022
	Update of the Internal Wage Regulation (classification of employees into wage classes).	Updated internal wage regulation.	Employees	HR department, Salary committee	Internal resources, project resources	12/2022
	Employee evaluation training for managers.	Implemented training, manual for managers.	Managers	HR department and Working Group for EO	Internal resources, project resources	6/2022
Surveying gender (in)equality in pay in order to find out whether men	Carry out remuneration analysis (for internal needs) from the perspective of	Internally available report on gender pay analysis.	Employees	HR department and Working Group for EO	Internal resources	4/2022

and women in comparable positions have the same pay.	gender equality by use of a suitable analytical tool.	In case of finding possible inequality in comparable positions, set a conceptual solution.	VSB-TUO management will be acquainted with the report.			Subsequently always on regular annual basis
Support of the HR department and working group for EO in the field of equal opportunities, gender, and diversity.	Implementation of a training workshop on "Equal opportunities and gender in a nutshell - how to effectively implement EO in the organization's practice?"	Implemented workshop, containing examples of good practice, and providing a presentation.	HR department and Working Group for EO.	HR department and Working Group for EO	Project resources	3/2022
Support for the dissemination of knowledge in the areas of equal opportunities, gender, and diversity, measuring satisfaction	Implementation of a training workshop on "Equal opportunities, Gender, GEP, examples of good practice, employee satisfaction measurement (socio-rating)"	Implemented workshop, containing examples of good practice, and providing a presentation, video recording.	Employees PhD Students	HR department and Working Group for EO Vice-rector for science and research (S&R) and PR	Project resources, internal resources	5/2022
Support in the field of social security at VSB-TUO with the aim to implement education in this area.	Implementation of internal audit in the field of social security at VSB-TUO.	Report on the university's approach to social security, including an action plan.	Employees Students	HR department and Working Group for EO	Internal resources, project resources	12/2022
	Sharing information in this area with other universities in the form of online meetings.	Sharing examples of good practice with representatives of partner universities.	Employees Students	HR department and Working Group for EO	Internal resources, project resources	12/2022
	Social security education.	An article on that issue in the university journal Akademik	Employees Students Public	HR department and Working Group for EO	Internal resources	1/2023

5.2 Gender balance in management and decision making

Why is this priority area important?

The trend of modern personnel work is diversity in terms of work mixes, especially regarding gender/age representation. People from different groups with different experiences and different points of view enrich and complement each other. Organizations that promote diversity in practice make much better use of the human potential of all groups of employees. Gender balance in management and decision-making is important because then decision-making processes are balanced and include the views and experiences of not only men but also women. If the management of the organization is diverse, it works in a modern way, without prejudices and looks for team members based on real qualities and expertise. Gender diversity in management has repeatedly been shown to benefit the overall internal culture of an organization, increase diversity in decision-making, contribute to efficiency, and stimulate innovation and creativity.

VSB-TUO will want to maintain a balanced leadership with the university headed by a rector (male) who, with the support of four vice-rectors (2 male and 2 female), determines its direction. VSB-TUO will continue to follow valid internal documents which clearly and transparently anchor the process which the employees can follow in their professional development if they meet the defined criteria.

VSB-TUO will further support the improvement of opportunities for gender balance in management and decision-making at all levels of management and will thus further develop and strengthen the principles of a balanced approach to the representation of women and men in management or decision-making positions.

Plan of activities which are already implemented within the given priority area (support and development of existing measures)

Current measures	Activity/task description	Indicator/output	Target group	Responsibility	Resources	Date
Management of gender statistics for employees in senior positions at VSB-TUO	Continuation of surveying and management of gender statistics in leading positions.	Information in the VSB-TUO Annual Report/ Internal monitoring	Employees Public	HR department and Working Group for EO	Internal resources	Regular annual basis

Plan of new measures and activities

New measures/ objective	Activity/task description	Indicator/output	Target group	Responsibility	Resources	Date
<p>Motivate women to hold senior positions in all workplaces</p>	<p>Awareness of the benefits of diversity and the support of women in senior positions with a presentation of possible support from VSB-TUO.</p>	<p>An article in the university journal Akademik in which the GEP would be presented, would also contain the tools with which VSB-TUO tries to support women in leading positions.</p>	<p>Employees Students</p>	<p>HR department and Working Group for EO</p>	<p>Internal resources</p>	<p>6/2022</p>
	<p>Mentoring by senior female employees.</p>	<p>Workshops and discussions with women in senior positions (sharing good practice, achievements, experience).</p>	<p>Employees PhD Students Academia.</p>	<p>HR department and Working Group for EO, Vice-rector for S&R</p>	<p>Internal resources</p>	<p>1/2023</p>
<p>Support for managers in the field of equal opportunities in order to streamline managerial skills in leading people in the context of equal opportunities.</p>	<p>Implementation of a training workshop on the topic: "Leadership in the context of equal treatment and team management from A to Z."</p>	<p>Implemented workshop or created and internally published e-learning version of this workshop.</p>	<p>All managers</p>	<p>HR department and Working Group for EO</p>	<p>Internal resources</p>	<p>3/2023</p>

5.3 Gender equality in recruitment and career advancement

Why is this priority area important?

Selection and recruitment of employees should be transparent and gender-sensitive in the context of equal opportunities. As such, these processes should be properly documented and archived. The process of reaching out to the potential new employees is the "starting point" in the recruitment process adhering to the principles of equal opportunities where a gender-sensitive approach to potential new employees is important. From the point of view of addressing potential candidates, the key is the way in which the vacancy is announced (language, requirements). The selection criteria should be formulated in a gender-correct language. Published job advertising should be led in the spirit of gender-sensitive language, so that it is clear at the first glance that both men and women are welcome in the position. The people responsible for recruitment should be trained in equal opportunities and then use this knowledge in practice in contact with the candidates. The system of the Adaptation Process and Training is also important, as it is an important and useful activity for the smooth integration of a new colleague into the team and work environment. This priority area also encompasses an important career advancement system.

In the area of recruitment, VSB-TUO will continue in a transparent and non-discriminatory approach for all applicants as it publicly subscribes to the principles of *the European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*. In the area of career advancement, VSB-TUO will continue to follow the *Career System*, which anchors employees' way to advance in their professional development when meeting the defined criteria, where the conditions and goals of career growth are elaborated in the employee's career plan.

Plan of activities which are already implemented within the given priority area (support and development of existing measures)

Current measures	Activity/task description	Indicator/output	Target group	Responsibility	Resources	Date
Promoting a transparent selection and recruitment process and declaring equal and non-discriminatory approach.	VSB-TUO will continue to adhere to the principles of the European Charter for Researchers and the Code of Conduct for	Publicly declared support in internal form and on the VSB-TUO website.	Employees Students Public	HR department and Working Group for EO	Internal resources	2022+

	<p>the Recruitment of Researchers.</p> <p>VSB-TUO will continue to follow internal documents that transparently anchor the process of selection and recruitment of new employees namely the document Rules of the selection procedure for filling the positions of academic staff and designated other employees of VSB-TUO, as well as documents Z2.1 Selection of a new employee and Z2.2 Employment of a new employee.</p>	All mentioned documents will continue to be valid.	Employees Students	HR department and Working Group for EO	Internal resources	2022+
Supporting students in their career advancement.	Implementation of workshops within the PhD. Academy also on the topics of communication, (self) presentations, etc.	Implemented workshops that are focused on these topics.	PhD Students Academia	Vice-rector for S&R and Working Group for EO	Internal resources	2022+

Plan of new measures and activities

New measures/objective	Activity/task description	Indicator/output	Target group	Responsibility	Resources	Date
<p>Implementation of the promotion of equal treatment and gender sensitivity in the field of recruitment in order to promote gender diversity.</p>	<p>Unify the advertising of all advertised vacancies in all workplaces. (visual style and content)</p> <p>Adjust the templates. Use gender-sensitive language in all advertised positions.</p>	<p>Template changes.</p> <p>Published vacancies will be advertised in a gender-sensitive language.</p>	<p>Students Prospective employees</p>	<p>HR department and Working Group for EO, employees responsible for advertising on faculties/RC</p>	<p>Internal resources</p>	<p>2/2022</p>
<p>Promoting balanced career growth for both men and women with the aim to provide specific support for students.</p>	<p>Career counselling for VSB-TUO students</p> <p>Update of the Career Centre website in accordance with the requirements of gender equality</p>	<p>Individual career counselling within the activities of the Career Centre</p> <p>Presentation of the Career Centre within the PhD. Academy as a part of the student fair and InNET.</p>	<p>Students</p> <p>Students</p>	<p>Career centre</p> <p>Career centre</p>	<p>Internal resources</p> <p>Internal resources</p>	<p>1/2023</p> <p>12/2023</p>

5.4 Reconciling work and family/personal life

Why is this priority area important?

Activities that support the reconciliation of work and family/personal life are often perceived by employees as a key benefit and a strong motivating factor. For employers who are already actively involved in reconciling work and family, this topic can be considered a part of the organizational culture. These organizations try to develop their employees and at the same time try to ensure that they do not leave the organization. For this type of employers, caring for employees is an emphasized perspective and a certain benefit. A wide range of activities ideal for combining work and family life can be imagined under the concept of reconciling work and family. These include flexible forms of work, work-life balance benefits, as well as the way the organization responds to maternity or parental leave processes, how it maintains communication with employees on maternity or parental leave, and how a subsequent return to the work process takes place.

VSB-TUO is very proactive in supporting the reconciliation of work and family/personal life. In this context we can certainly mention the officially anchored flexible working hours and the possibility of part-time work, work outside the office (in agreement with the manager in specific cases). Other activities supporting the reconciliation area include 6 weeks holiday (8 weeks by law for academics), own recreation centre with discounted prices, the possibility to use the sports field, family events for employees and their families, relaxation areas, university kindergarten etc.

Plan of activities which are already implemented within the given priority area (support and development of existing measures)

Current measures	Activity/task description	Indicator/output	Target group	Responsibility	Resources	Date
Promoting flexible forms of work in order to continue to support the balanced life style of its employees.	VSB-TUO will continue to follow internally set rules for flexible working hours and will continue to offer the possibility of part-time work.	Currently set internal document Flexible working hours and rules for recording hours worked at VŠB-TUO workplaces.	Employees	HR department and Working Group for EO	Internal resources	Over the whole period 2022+
Providing care for preschool children.	University kindergarten which educates mainly the children of employees and students of VSB-TUO.	Ensuring the operation of the University Kindergarten.	Employees Students	VSB-TUO management	Internal resources, ESF resources	Over the whole period 2022+

Plan of new measures and activities

New measures/objective	Activity/task description	Indicator/output	Target group	Responsibility	Resources	Date
Supporting the area of reconciling work and family/personal life with the aim to provide education and awareness to all target VSB-TUO groups.	Implement training for employees on the topic of Reconciling work and family/personal life. The workshop will also include the topic of time/stress management, burnout syndrome prevention, practical exercises in psycho-hygiene.	Implemented workshop on "Reconciliation and effective time management" and provided a presentation on this topic.	Employees Students	HR department and Working Group for EO	Internal resources	12/2023
Support for employees who need to care (for small children or a close person)	Create a Life Scenario that includes an offer of possible support and assistance by the employer to employee-carer.	Create a chapter on this topic in the Equal Opportunities section	Employees	HR department and Working Group for EO	Internal resources	1/2023
Active use of Maternity and Parental Leave Management in order to support parents on and returning from M/P leave, to maintain contact with them during M/P leave and to facilitate their return to work.	Summarize all information concerning communication with employees on M/P leave: possibilities of involvement in the work process during M/P leave.	Creation of the Maternity/Parental Leave Management Chapter in the Equal Opportunities section Information of senior employees within the introductory training.	Employees on maternity or parental leave Managers	HR department and Working Group for EO	Internal resources	3/2023

5.5 Integrating the gender dimension into the content of research and education

Why is this priority area important?

Promoting incorporating the gender issue in research is part of the European Commission's strategy for gender equality in research and innovation and is one of the six priorities of the European Research Area. Assessing the relevance of the sex- and gender-related dimensions is a standard part of Horizon Europe project proposals. The gender dimension should be considered in the research content whenever the subject of the research is a human being, when human data or biological material is being processed, or when the result of the research is to be used by humans or have any impact on them. Reflections on possible physical differences (sex) or possible differences in the experiences, perspectives, and needs of women and men (gender) make sense whenever people are objects of research or users of research or innovations or if the results have an impact on their lives. Taking the gender dimension into account is both a question of the quality of research and of maximizing the use of its results and their social benefits.

VSB-TUO will integrate the gender dimension into the content of research and innovation. It will seek to promote and integrate the gender dimension through gender-balanced research teams. VSB-TUO will support and develop awareness of the gender dimension in research and teaching and will popularize research results achieved by both women and men and will support research that considers gender issues.

Plan of new measures and activities

New measures/objective	Activity/task description	Indicator/output	Target group	Responsibility	Resources	Date
Support the integration of the gender dimension into educational activities with the aim of popularizing this topic.	Support the academic employees' awareness in the field of gender-sensitivity in teaching.	The Equal Opportunities section to include links to documents of the MEYS, EC, etc., which deal with this issue.	HR department employees Academics Students	Vice-rector for S&R and Working Group for EO	Internal resources	2023+
Ensuring equal conditions in research activities, in science and	Support the awareness of academics and researchers	Within the Equal Opportunities section, activate a page with a	S&R employees Students	Vice-rector for S&R and Working Group for EO	Internal resources	2023+

research projects and in their evaluation	of gender-sensitivity in research. Incorporation of gender dimension monitoring into the rules of internal grant competitions regarding the relevance of research topics.	link to educational workshops on Gender in Science and Research. Creating an internal methodology which would include rules for incorporating the gender dimension.	Employees	Office of the Vice-rector for S&R.		
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5.6 Measures against gender-based violence including sexual harassment

Why is this priority area important?

From the point of view of equal opportunities policy, it is important to maintain a level of dignity for the employer, which contributes to the creation of an inclusive environment in which there is no room for bullying or discriminatory behaviour. According to the Labour Code, employers are obliged to ensure equal treatment of all employees regarding their working conditions, and any discrimination in employment relations is prohibited. It is appropriate to create anti-discrimination measures i.e., the internal regulation explains the concept of discriminatory behaviour and contains rules for filing and handling complaints and sanctions for unacceptable behaviour. It is also appropriate to identify a person to whom employees can turn with complaints about discriminatory behaviour or sexual harassment, etc. It is important to educate and train managers and ordinary employees in this area. Managers should be trained in the area of harassment and discrimination so that the knowledge of the problems of harassment and bullying becomes a part of their managerial competencies and they become able to apply equal treatment in everyday practice and recognize even more subtle forms of discrimination (so-called micro-discrimination) and so they do not commit it themselves.

VSB-TUO already openly declares support for equal treatment and opposes discrimination. It publicly presents his values which also include respect and openness. It follows the Code of Ethics and strives for a high standard of ethical conduct. VSB-TUO has a directive on *Handling complaints, suggestions, notifications and petitions, other complaints* which all employees are acquainted with.

Plan of new measures and activities

New measures/ objective	Activity/task description	Indicator/output	Target group	Responsibility	Resources	Date
Education on discrimination and its elements in order to raise awareness in this area, to introduce and explain discriminatory practices, how different forms manifest themselves, how to recognize them and how to defend oneself against them.	Seminars and discussions on the topics: Discrimination and anti-discrimination, sexual harassment, mobbing and bossing.	Incorporate workshops/seminars on this topic into the course offer and implement them in practice as an e-learning course. Created an e-learning course on this topic.	Employees Students	HR department and Working Group for EO	Internal resources	2023+ 2023+
Awareness on discrimination and its elements with the aim of presenting this topic publicly, declaring equal treatment and distancing oneself from discrimination.	Raise awareness on this topic in the university journal Akademik. It will introduce the mechanisms of VSB-TUO on how to prevent possible discrimination and sexual harassment.	An article published in Akademik.	Employees Students	HR department and Working Group for EO	Internal resources	3/2023
Monitoring of the VSB-TUO environment with the aim to continuously survey the work environment and obtain feedback from employees and students.	Restore Monitoring/surveying of Employee Satisfaction and Needs and include questions about possible encounters with discrimination or sexual harassment.	Implemented monitoring which would be repeated regularly as an online questionnaire.	Employees Students	Vice-rector for quality and investment, HR department and Working Group for EO	Internal resources	2023+

<p>Incorporate the topic of equal treatment and anti-discrimination into one of the existing internal documents in order to provide information on this topic and to provide guidance on how to deal with discrimination or sex harassment.</p>	<p>The anti-discrimination topic will be included in Directive <i>Handling complaints, suggestions, notifications and petitions, other complaints.</i></p>	<p>Update the directive.</p>	<p>Employees Students</p>	<p>Document guarantor and Working Group for EO</p>	<p>Internal resources</p>	<p>6/2022</p>
<p>Appoint an ombudsman in order to deal with the areas of equal opportunities, discrimination, and inappropriate behaviour.</p>	<p>Appoint an ombudsman who will be an external, independent person and who will provide services in this area.</p>	<p>Appoint an ombudsman who would be active throughout the period under review.</p>	<p>Employees Students</p>	<p>VSB-TUO management in cooperation with trade unions</p>	<p>Internal resources</p>	<p>5/2022+</p>

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