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**GENDER EQUALITY PLAN
FOR THE PERIOD 2026–2030**

Gender Equality Plan

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Gender Equality Plan

VSB – Technical University of Ostrava
Ostrava 2026

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01

1. BASIC INFORMATION AND STRATEGIC CONTEXT

Equal opportunities, equal treatment, and respect for diversity are among the fundamental principles of a democratic society and have long been a priority of public policy at both national and European levels. Gender equality and diversity are also enshrined among the key values of the European Union and constitute a cross-cutting priority of the European Research Area (ERA), where they are seen as important prerequisite for a high-quality, responsible, and open academic and research environment.

In today's university environment, the principles of equality, gender, and diversity are not understood merely as matters of ethics or the formal fulfilment of legislative requirements, but increasingly as integral parts of the quality of institutional governance, human resources development, talent support, innovation, and excellence in education and research. The academic environment should create conditions in which abilities, professional potential, and career development can flourish regardless of gender, age, family situation, health status, or other individual characteristics.

The VSB-TUO Gender Equality Plan for the period 2026–2030 (hereinafter referred to as the VSB-TUO GEP 2026–2030) is a long-term strategic document designed to systematically promote equal opportunities, gender equality and diversity across the main areas of the university's operations. The document is based on the principles of equal treatment, institutional responsibility, and respect for diversity, while reflecting current European and national priorities in the areas of gender equality, education, science, research and modern human resources management.

The VSB-TUO GEP 2026–2030 builds on the first implementation period of the GEP, carried out between 2022 and 2026, during which the university gradually established the fundamental processes, tools, and institutional measures in the field of gender equality.

By adopting the follow-up GEP, VSB-TUO reaffirms its commitment to the continued systematic development of equal opportunities as a natural part of modern university management and as part of a responsible approach to human resources, education, research and the overall institutional culture.

VSB-TUO hereby commits itself, in particular, to the following principles

- » systematic promotion of equal opportunities for women and men and a non-discriminatory approach,
- » creation of a safe, respectful, and open working and learning environment,
- » support for transparent HR processes and equal treatment in the area of career development,
- » development of conditions for balancing work, family and personal life,
- » support for social safety and prevention of inappropriate behaviour,
- » gradual strengthening of the gender dimension in education, science, and research,
- » continuous evaluation of implemented measures and their alignment with the university's further strategic development.

The VSB-TUO GEP also reflects European strategic priorities in the field of gender equality, in particular the requirements of the European Commission and the Horizon Europe programme, under which the existence of a GEP is one of the prerequisites for the institutional readiness of research organisations.

The university also adheres to the principles of the European Strategy for Gender Equality, the national framework for promoting gender equality, and the principles of modern institutional governance based on openness, transparency, and accountability.

Another significant framework for development in this area is the fact that VSB-TUO holds the HR Excellence in Research Award and has long been implementing measures arising from the Human Resources Strategy for Researchers (hereinafter referred to as „HRS4R”), which

supports high-quality human resources policy, transparent recruitment, an open working environment, and the development of human resources in research.

The principles of gender equality are also linked to other key strategic documents of the university, in particular *the VSB-TUO Strategic Plan 2021–2027*, the human resources development strategy, *the principles of the OTM-R policy*, the newly created *VSB-TUO Staff Development and Training Strategy for the period 2026–2028*, *the Work-life Balance Concept*, and *the area of social safety*.

Another significant institutional step is the adoption of the document ‘*Commitment to Social Responsibility and Sustainability*’, through which VSB-TUO declares its commitment to ethical conduct, transparency, a safe and respectful environment, non-discrimination, equal treatment and a responsible approach towards all staff and students.

The subsequent VSB-TUO Gender Equality Plan for the period 2026–2030 naturally builds on the experience gained during the initial implementation period and takes into account the findings arising from the ongoing evaluation of the measures implemented, as well as the university's overall institutional development in the area of equal opportunities.

VSB-TUO undertakes to actively implement this plan, to evaluate it on an ongoing basis, and to communicate it publicly as part of its long-term strategy of quality, openness and social responsibility.

In Ostrava, on April 13, 2026

prof. Ing. Igor Ivan, Ph.D., signed
Rector of the VSB-TUO



HR EXCELLENCE IN RESEARCH

ANALYSIS OF THE CURRENT SITUATION AND THE BASIS FOR THE GENDER EQUALITY PLAN

VSB – Technical University of Ostrava recognizes equal opportunities, equal treatment, and gender equality as a key component of its institutional development and responsible university management. The university has long actively supported the issue of equal opportunities, both internally – towards staff and students – and externally – towards applicants for study or employment, the university's partners, and the wider public.

Support for equal treatment and the rejection of discrimination is enshrined at VSB-TUO both in the university's internal rules and key documents, and in its publicly communicated principles. The active support of the university's management also plays a significant role here, as it is gradually integrating the area of equal opportunities into broader personnel, development, and strategic processes.

Receiving the HR Excellence in Research Award demonstrates that VSB-TUO meets the standards of the European Charter for Researchers and represents a commitment to continue developing a high-quality working environment, a transparent recruitment process, support for professional growth, and a modern approach to human resources management in the research environment. The university is currently implementing measures as part of the HRS4R and related human resources development action plans.

The principles of equality and non-discrimination are also enshrined in a number of the university's internal documents, particularly in labour law and personnel regulations, in the university's code of ethics, in the area of staff appraisal, and in other internal management

mechanisms. The issue of equal treatment is also reflected in the areas of transparent recruitment, career development, and the setting of working conditions.

Support for work-life balance is also a significant part of the current institutional framework. VSB-TUO has long offered flexible working arrangements, supports part-time work, runs a university nursery, and develops support tools for careers. The university actively communicates this area not only internally but also to job applicants, for example through job vacancies published on the university's website.

A gender audit carried out at the end of 2021 has become an important analytical basis for further development; it comprehensively assessed key areas of the university's personnel policy, working environment, equal treatment, and institutional processes. The audit's conclusions confirmed that VSB-TUO applies the principles of equality and approaches the area of equal opportunities systematically and responsibly; at the same time, however, they identified areas suitable for further development and methodological consolidation.

Another key basis for the development of the subsequent Gender Equality Plan is the Evaluation Report on the Implementation of the VSB-TUO GEP for the period 2022–2026, which provided a comprehensive assessment of the first implementation period of this institutional framework. The evaluation report confirmed that, in recent years, the university has made significant progress in the systematic development of gender equality, equal opportunities, and the promotion of a high-quality work and study environment.

The evaluation showed that, in a number of thematic areas, the university has not only succeeded in implementing the originally planned measures but has also created a stable institutional framework that is now an integral part of the University's operations. A significant step forward can be seen in particular in the integration of the GEP with other university development frameworks, such as the HRS4R, the area of social safety, the promotion of wellbeing, transparent HR processes, support for work-life balance, and the newly adopted *VSB-TUO Staff Development and Training Strategy for the period 2026–2028*.

At the same time, experience from the first implementation period shows that the university has already established functional and long-term sustainable processes in a number of areas, while in other areas there is scope for further development, deeper methodological anchoring, and greater awareness among staff and students.

The follow-up VSB-TUO GEP 2026–2030 is therefore based both on the institutional progress already achieved and on the need for further systematic development, which will reflect the university's current priorities, experience from the previous period, and new strategic challenges.



03

SYSTEM FOR PLANNING MEASURES AND ACTIVITIES IN THE GEP

The VSB-TUO GEP 2026–2030 is based on a summary of priorities in the areas of equal opportunities, gender equality, and the university's institutional development in this field. Its aim is to further systematically develop a high-quality human resources policy, promote equal treatment and a safe working and study environment, and create conditions for the long-term sustainable development of the university environment in accordance with the principles of modern human resources management.

The proposed system of measures builds on the experience gained during the first implementation period of the GEP, the conclusions of the evaluation report for the period 2022–2026, and other strategic documents of the university. At the same time, it complies with the requirements of the European institutional framework for gender equality and a high-quality research environment.

The VSB-TUO GEP is structured into six priority areas

- » Organisational culture
- » Gender balance in leadership and decision-making
- » Gender equality in recruitment and career progression
- » Work-life balance
- » Integration of the gender dimension into research and education
- » Measures against gender-based violence, including sexual harassment

VSB-TUO is already implementing specific measures in a number of priority areas, which are followed by further planned activities for the period 2026–2030. The individual areas are presented in the action section of the plan using a uniform structure that summarises the significance of the area in question, the university's current measures, and proposed development activities for the coming period.

04

IMPLEMENTATION OF THE GEP, EVALUATION AND ONGOING MONITORING

The VSB-TUO GEP 2026–2030 was prepared in collaboration with the working group for equal opportunities and an external independent gender consultant, who brought an expert and methodologically independent perspective to the process. The document also builds on the experience from the previous implementation period and the conclusions of the evaluation report on the implementation of the GEP for the period 2022–2026.

The working group for equal opportunities, in collaboration with the university management and the persons responsible in the individual thematic areas, **is responsible for the ongoing monitoring of the plan's implementation. The institutional guarantor of the GEP's implementation is the university management**, while the coordination of individual measures will take place in accordance with the competences of the relevant departments and responsible persons.

Within each priority area, the proposed measures always specify basic implementation parameters, in particular the measures and activities, indicators or outputs, target groups, responsibility, resources, and expected implementation dates.

The GEP is designed as a medium-term development document for the period 2026–2030. The implementation of individual activities will be continuously monitored and evaluated on a regular annual basis. This process will include an annual internal evaluation of the progress

made in implementing individual measures, which will enable the monitoring of progress achieved, the identification of any delays in implementation, and, where justified, a response to new institutional needs.

Ongoing monitoring will be based primarily on the implementation of specific activities, updates to internal documents, training and information initiatives, monitoring surveys, and other tools that will enable the development of individual areas of the GEP to be tracked in practice.

The interim monitoring outputs will also be used as a basis for the further development of measures in the area of equal opportunities.

05

ACTION PLAN FOR THE PERIOD 2026–2030

5.1. Organisational culture

Why is this priority area important?

Organisational culture represents a set of values, principles, rules, and ways of behaving that significantly influence the day-to-day functioning of the university, working relationships, and the quality of the working and study environment. In a higher education setting, an open, respectful, and safe institutional environment that fosters trust, transparency, clear communication, and equal treatment is an important prerequisite for effective institutional functioning.

Support for a healthy organisational culture is also closely linked to the principles of equal opportunities, social safety, responsible human resources management, and institutional openness. Organisational culture therefore provides the fundamental framework for fulfilling the other priorities of the Gender Equality Plan.

Current situation

VSB-TUO has long declared its support for equal opportunities, equal treatment, and a non-discriminatory approach as part of its institutional values. These principles are gradually being

incorporated into the university's key internal documents, HR processes, communication tools, and strategic documents.

In the recent period, particular focus has been placed on further developing areas such as gender statistics, regular monitoring of employee satisfaction, support for social safety, the activities of ombudspersons, and the gradual integration of equality principles into other strategic frameworks of the university, particularly the HRS4R principles and the associated HR Award, corporate social responsibility, and the employee development strategy. At the same time, the university views equal opportunities within the broader context of diversity, which encompasses not only gender but also age, life circumstances and professional experience. Promoting diversity across age groups contributes to intergenerational cooperation, the sharing of experiences, and the overall quality of the working environment.

5.1. Action Plan

Measures	Activity / Description of Action	Indicator/Output			Target Group	Responsibility	Resources	Deadline
1. Development of gender statistics in the field of human resources.	Continue to monitor gender statistics among staff on a regular basis and expand the analysis to include year-on-year comparisons and monitoring of trends at individual departments.	Regularly compiled overviews of gender statistics and information in <i>the Annual Report on the activities of VSB-TUO</i> .	»	»	Staff Public	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	On an annual basis
2. Development of gender statistics in the field of study.	Continue to regularly monitor gender statistics among students and further develop their analysis by faculty, study programmes and trends over time.	Regularly compiled overviews of gender statistics and information in <i>the Annual Report on the activities of VSB-TUO</i> .			Students Staff Public	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	On an annual basis
3. Monitoring of the working environment.	Continue to regularly assess employee satisfaction and needs, including monitoring issues relating to equal opportunities, the working atmosphere, and social safety.	Questionnaire surveys conducted, results evaluated and presented to employees.			Staff	Vice-Rector for Strategy and Legislation Human Resources Department and the Equal Opportunities Working Group	Internal Resources	On an annual basis
4. Monitoring of the study environment.	Continue to regularly assess student satisfaction and needs, including monitoring issues related to equal treatment, the study climate, and a safe environment.	Questionnaire surveys conducted, results evaluated and presented to students.			Students	Vice-Rector for Strategy and Legislation Human Resources Department and the Working Group for Student Relations	Internal Resources	On an annual basis

5.1. Action Plan

Measures	Activity / Description of Action	Indicator/Output			Target Group	Responsibility	Resources	Deadline
5. Monitoring gender aspects in the area of remuneration.	Continuously monitor gender-related issues in the area of employee remuneration and carry out a remuneration analysis.	Internally available report summarising the internal evaluation of remuneration by gender.	»	»	Staff The Management of VSB-TUO will be informed of the Report.	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	On an annual basis
6. Ongoing updating of the institutional framework.	Ongoing assessment of the need to update internal documents in the areas of equal treatment, diversity, and related HR processes.	Documents updated as required by VSB-TUO.			Staff	Human Resources Department and the Working Groupfor Gender Equality	Internal Resources	Ongoing
7. Development of managerial competencies among senior staff.	Support the development and training of senior staff in the areas of equal treatment, leadership, staff appraisal, motivation, and providing feedback.	Training activities carried out as part of the planned Management Academy.			Senior Staff	Human Resources Department and the Equal Opportunities Working Group	Internal and External Resources	3.Q 2026
8. Strengthening and promoting institutional awareness and culture in the area of equal opportunities and social responsibility.	Organise an information or training initiative focusing on the principles of GEP, equal opportunities, HRS4R, corporate social responsibility, and related strategic documents.	Workshop/seminar Internal informational and marketing material linking these topics.			Staff Students	University Management	Internal Resources	3.Q 2026
	Continuously develop internal communication and awareness-raising activities on the topic of equal opportunities, a respectful working/learning environment and values.	Ongoing updates to the <i>Equal Opportunities</i> section of the university website.			Staff Students Public	University Management	Internal Resources	Ongoing

5.2. Gender Balance in Leadership and Decision-Making

Why is this priority area important?

Gender balance in leadership and decision-making processes is an important component of modern institutional management and a high-quality human resources policy. Diversity in leadership brings a wider range of experiences, perspectives, and decision-making approaches, which can positively influence the quality of management, the openness of institutional culture, and the ability to respond to the diverse needs of the university environment. At the same time, diversity in terms of age is also significant, as it contributes to intergenerational cooperation, the sharing of experiences, and balanced decision-making at various stages of the professional and life cycle.

A balanced representation of women and men in leadership and decision-making positions also promotes transparency, equal access to career opportunities, and strengthens trust in institutional processes. An academic environment that creates conditions for the development of talent regardless of gender makes better use of the professional potential of all staff groups.

Current situation

VSB-TUO has long monitored the representation of women and men in the university's leadership structures and supports the principles of transparent career development in accordance with applicable internal rules and HR processes. The gender composition of the university's leadership already demonstrates that there is scope within the institutional environment for both women and men to hold decision-making positions. At the same time, the university recognises the importance of diversity in terms of age and fosters an environment that enables staff to thrive across various professional and life stages.

At the same time, the university is continuously developing HR tools that support open access to career progression, transparent conditions for professional advancement, and equal opportunities in leadership and decision-making. In the coming period, VSB-TUO will continue to promote a balanced representation of women and men at various levels of management and further strengthen an environment that enables professional development based on expertise, experience, and individual potential.

5.3. Gender Equality in Recruitment and Career Progression

Why is this priority area important?

The area of recruitment, selection, and career progression represents one of the key components of equal treatment and high-quality human resources management within the university's institutional environment. Transparent and predictable HR processes contribute to trust in the organisation, promote equal access to professional opportunities, and, at the same time, facilitate the effective utilisation of employees' professional potential.

In the context of gender equality, it is important that recruitment and selection processes are conducted transparently, without discriminatory barriers, and with an emphasis on clear communication, openness, and a level playing field for all candidates. The wording of job advertisements, the setting of selection criteria, the work of selection panels, and the overall culture of HR processes also play a significant role in this regard. An equally important aspect of this area is staff career development, which should be based on predefined rules, professional criteria, and transparent opportunities for career progression. A clearly defined career progression system contributes to the predictability of the working environment, staff motivation, and the long-term stability of the academic and research environment.

Current situation

VSB-TUO has long been developing transparent and non-discriminatory HR processes in this area and publicly adheres to the principles of the European Charter for Researchers. These principles are also reflected in the institutional framework of the HRS4R and related measures in the field of human resources management.

The university uses standardised HR procedures when filling vacancies and promotes an open approach to recruitment. The institutional framework also includes the Career Regulations, which set out rules for professional development and career progression based on predefined criteria and individual career planning. In the coming period, VSB-TUO will continue to develop transparent HR processes, promote equal access in recruitment, and further strengthen a predictable career environment for university staff.

5.2. Action Plan

Measures	Activity / Description of Action	Indicator/Output			Target Group	Responsibility	Resources	Deadline
9. Monitoring gender representation in senior management and decision-making positions and analysing data on the representation of women and men in management.	Continue to regularly monitor the gender representation of women and men in management and decision-making positions.	Regularly compiled overviews of gender statistics in management and decision-making positions and information in <i>the VSB-TUO Annual Report</i> .	»	»	Staff Public	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	On an annual basis
	Use the data obtained as a basis for monitoring trends in the representation of women and men at individual organisational levels within VSB-TUO.	Internal summary reports.			VSB-TUO management Senior Staff	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	On an annual basis
10. Promoting the visibility of women in academic and management environments.	Continue activities that promote the sharing of experiences, mentoring support, and the presentation of female role models.	Awareness-raising initiative “ <i>Women for Science, Science for Women</i> ” implemented. Mentoring programme for women (potentially as part of the Management Academy).			Staff Students Public Female Managers Female Employees	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	On an annual basis 1.Q 2027+
11. Supporting women’s professional motivation to take on leadership roles.	Create opportunities for inspirational meetings and discussions on the professional growth of women in leadership roles.	“ <i>Round Table for Women</i> ” held as part of European Sustainable Development Week.			Female Managers Female Employees Students	University Management Human Resources Department and the Equal Opportunities Working Group	Internal Resources	On an annual basis

5.3. Action Plan

Measures	Activity / Description of Action	Indicator/Output			Target Group	Responsibility	Resources	Deadline
12. Development of a transparent staff recruitment system.	Continue to implement a transparent and open recruitment system in accordance with the OTM-R principles, including the use of standardised procedures, digitalisation, and gender-sensitive communication when advertising job vacancies.	Uniform recruitment procedures used on an ongoing basis. Functional electronic recruitment system using gender-neutral language.	»	»	Job Applicants Employees	Senior Staff Human Resources Department and the Equal Opportunities Working Group	Internal Resources	Ongoing
13. Promoting transparent career development and equal opportunities in staff professional development.	Promote transparent communication regarding opportunities for professional development and career progression in line with the university's internal development tools. Enhance the development of professional competencies among both academic and non-academic staff.	Information and development activities implemented, including a new web platform presenting the current portfolio of educational programmes, the Management Academy, the PhD Academy, etc. Management Academy PhD Academy Training programmes			Staff Students Public Senior staff Students Staff	University Management	Internal Resources OP JAK Project: <i>Staff Development and Student Support at VSB-TUO</i>	3.Q 2027+ 2.Q 2026 + ongoing
14. Support for students' career development.	Continue to develop the activities of the VSB-TUO Counselling and Career Centre and the PhD Academy, focusing on recruitment, career guidance, skills development, and career opportunities.	Strengthening recruitment and interest in studying among prospective students during <i>Career Days</i> . Maintaining and continuously improving the quality of student counselling.			Students	Vice-Rector for Cooperation and International Relations Vice-Rector for Science, Research and Doctoral Studies Vice-Rector for Studies Human Resources Department and the Equal Opportunities Working Group	Internal Resources OP JAK Project: <i>Staff Development and Student Support at VSB-TUO</i>	3.Q 2026 + On an annual basis 3.Q 2026 + ongoing

5.4. Work-life balance

Why is this priority area important?

Achieving a healthy work-life balance is one of the key conditions for a high-quality working environment and a modern HR policy. Supporting flexibility and respecting employees' diverse life situations contribute to stable employment relationships, higher motivation, loyalty and the long-term sustainability of work performance. At the same time, it is important to take into account the age structure of the workforce and the varying needs arising from different life and career stages. In the academic environment, this area is of particular importance, as employees' professional careers often run parallel to caring responsibilities for children, family members, or other personal commitments. An institution's ability to create conditions for balancing these areas therefore significantly influences not only job satisfaction but also opportunities for professional development and career continuity.

This area also includes support for those returning after a career break, particularly following maternity and parental leave, as well as other interruptions to professional activity. Creating the conditions for a smooth return and reintegration into the workplace is an important element of equal treatment and responsible human resources management

Current situation

VSB-TUO has long supported the principles of work-life balance and continues to develop measures that enable more flexible work organisation, taking into account the nature of individual roles and the university's operational capabilities. The current institutional framework includes, in particular, flexible forms of work, support for communication with employees in various life situations, and the gradual strengthening of measures aimed at facilitating returns to work following a career break. This area is also linked to other university development documents, in particular the VSB-TUO Staff Development and Training Strategy and the principles of responsible human resources management within the HRS4R framework.

In the coming period, the university will continue to develop measures supporting the continuity of employees' career paths, improving access to information, enhancing flexibility in the working environment, and facilitating returns to work after maternity, parental or other career breaks.

5.5. Integrating the gender dimension into research and education content

Why is this priority area important?

In the current European context, integrating the gender dimension into research and education content is an important part of a high-quality research and educational environment. The gender dimension in research is seen as one of the factors that can contribute to a more accurate understanding of research topics, a broader interpretation of results, and better consideration of the diverse needs of the target groups to whom the research results relate.

Taking the gender perspective into account is particularly important in cases where research involves data on people, biological material, or human behaviour, or where the results of research and innovation may have a direct impact on various user groups. In these situations, appropriate consideration of gender aspects can contribute to the quality of research design, the usability of results, and their societal benefits.

This area also aligns with the priorities of the European Research Area and the requirements of European research programmes, particularly the Horizon Europe programme, where the gender dimension in relevant fields is considered an integral part of a well-prepared research proposal.

Current status

VSB-TUO is gradually developing awareness-raising initiatives and providing basic institutional support for the gender dimension in research and education. The current approach focuses in particular on making information materials and links to external methodological resources available, and on providing basic guidance to staff and students on when and how it is appropriate to take the gender perspective into account in research and educational activities. At the same time, the university supports the principle of equal access in the academic environment and is gradually developing activities that contribute to strengthening the position of women in science and research, including professional meetings, outreach activities, and support for professional motivation in research careers. In the coming period, VSB-TUO will further develop awareness-raising and educational activities in this area and strengthen methodological support.

5.4. Action Plan

Measures	Activity / Description of Action	Indicator/Output			Target Group	Responsibility	Resources	Deadline
15. Support for employees caring for children or relatives.	Continue to update and consolidate the available information, all support tools and internal communications for staff caring for children or close relatives.	Publication of <i>the Work-life Balance Policy at VSB-TUO</i> , which will be available on the university website and INnet.	»	»	Staff Job Applicants	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	2.Q 2026
		An informative article in the „Akademik“ magazine with the aim of presenting the Work-life Balance Policy.			Employees caring for Children or Relatives	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	3.–4.Q 2026
16. Support for returning to work after maternity, parental or other career breaks.	Develop a systematic framework to support individuals returning after a career break by implementing active M/P leave management (= ongoing communication, reintegration support, options for a phased return, and links to professional development).	A brochure on Maternity/ Parental Leave Management containing comprehensive information for the target group.			Staff Returning from Maternity/Parental Leave or other Career Breaks.	Vice-Rector for Science, Research and Doctoral Studies Human Resources Department and the Equal Opportunities Working Group	Internal Resources Resources from the 'Returns' Project	3.–4.Q 2026
17. Development of wellbeing activities and support for the working and study environment.	Continue to develop wellbeing activities, training and counselling services that support mental health, prevent burnout and ensure the long-term sustainability of the working environment.	Events organised: <i>“Health and Prevention Day”</i> , seminars on topics such as <i>stress and time management, and anti-stress techniques</i> .			Staff Students	Vice-Rector for Study Affairs Vice-Rector for Strategy and Legislation Institute of Physical Education and Sports	Internal Resources OP JAK Project <i>Staff Development and Student Support at VSB-TUO</i>	2.Q 2026 + repeated
		Online programme <i>“Mental Health in Academia”</i> .			Staff Students	Human Resources Department and the Equal Opportunities Working Group		3.Q 2026

5.5. Action Plan

Measures	Activity / Description of Action	Indicator/Output			Target Group	Responsibility	Resources	Deadline
18. Development of awareness-raising and educational activities in the field of the gender dimension in research and education, and support for relevant research activities.	Continue to implement awareness-raising and educational activities focused on the gender dimension in research and teaching, particularly in the form of seminars, workshops, or methodological support.	Workshops/webinars held on the topic: <i>The gender dimension in research content.</i>	»	»	Staff Students PhD Students	Vice-Rector for Science, Research and Doctoral Studies Vice-Rector for Studies Human Resources Department and the Equal Opportunities Working Group	Internal Resources	1.Q 2027
	Provide systematic training for staff from the Department of Science, Research and Methodological Support, who will then provide advice and consultation on the relevance of the gender dimension for proposed projects.	Training for staff from the Department of Science, Research and Methodological Support. Offer of internal advice and consultation from the Department of Science, Research and Methodological Support on the VSB-TUO website.			Staff from the Department of Science, Research and Methodological Support.	Vice-Rector for Science, Research and Doctoral Studies Human Resources Department and the Equal Opportunities Working Group	Internal Resources	1.Q 2027
19. Supporting the continuity of academic and research careers.	Promote equal opportunities in research work, including support for those returning after a career break and measures to support the continuity of academic and research careers.	Support for return grants (e.g. by featuring this initiative in the newsletter or, where appropriate, in the „Akademik“ magazine).			Academic and R&D Staff PhD Students	Vice-Rector for Science, Research and Doctoral Studies Human Resources Department and the Research Programme Working Group	Internal and External Sources	2.Q 2026 + repeated annually

5.6. Measures against gender-based violence, including sexual harassment

Why is this priority area important?

Creating a safe, respectful and dignified working and study environment is one of the fundamental prerequisites for a high-quality institutional culture at the university. The prevention of gender-based violence, discrimination, sexual harassment and other forms of inappropriate behaviour is an integral part of a responsible approach to human resources management and the protection of the personal dignity of all members of the academic community.

In a university environment, it is important to create conditions in which the principles of equal treatment, accessible support mechanisms and transparent procedures for handling reports or complaints are clearly defined. A significant role is played not only by the existence of internal rules and points of contact, but also by ongoing awareness-raising, training and the ability to recognise risky situations in good time. This area also involves raising awareness among staff and students about the forms of inappropriate behaviour that may occur in the workplace or study environment, how such behaviour can be addressed, and who to contact if necessary, including situations involving discrimination on the grounds of gender, age, health status or other personal characteristics.

Current situation

VSB-TUO has long declared its support for equal treatment, respect and a non-discriminatory environment as part of its core institutional values. These principles are reflected in the university's internal rules, communication activities and specific tools for promoting social safety.

The current institutional framework includes an updated Code of Ethics, which defines the fundamental principles of ethical conduct, the protection of dignity and respectful communication within the university environment. The university also has an internal guideline governing the handling of complaints, suggestions, reports and other submissions.

Another key element of institutional support is the work of the Ethics Committee and two ombudspersons, who are available to staff and students as a trusted point of contact for resolving sensitive situations. The ombudspersons also contribute to prevention, counselling and the promotion of open communication in the area of social safety.

VSB-TUO is also developing educational and awareness-raising activities aimed at preventing inappropriate behaviour, discrimination and sexual harassment, including accessible e-learning focused on social safety.

5.6. Action Plan

Measures	Activity / Description of Action	Indicator/Output			Target Group	Responsibility	Resources	Deadline
20. Development of specialised prevention and awareness-raising in the field of social safety.	Develop specialised information and educational activities focused on the prevention of inappropriate behaviour, sexual harassment, and available protection mechanisms.	Internal awareness campaign implemented, including a reminder of the role of ombudspersons.	»	»	Staff Students	University Management	Internal Resources	Ongoing
		Targeted educational activities focusing on specific forms of inappropriate behaviour and discrimination, prevention, etc. (linked to Healthy Campus and mental health).			Staff Students	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	3.Q 2026
21. Raising awareness of available support mechanisms.	Strengthen communication on the options for submitting complaints and the roles of ombudspersons.	Article in the „Akademik“ magazine. Information included in the Staff Guide as part of induction support for new staff.			Staff Students	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	3.Q 2026
	Make use of events planned by VSB-TUO in this area.	Targeted lectures and counselling sessions at the <i>Mental Health Days</i> event.			Staff Students	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	3.Q 2026
22. Assessment of the institutional climate in the area of social safety.	Use monitoring outputs to identify areas requiring support.	Internal evaluation of the results and briefing the university management on the findings.			Staff Students	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	On an annual basis
23. Linking social safety with VSB-TUO's strategic documents.	Develop links to HRS4R, ethical management and social responsibility.	Integration of the theme of social safety into strategic documents (during updates) and into the implementation of activities supporting social responsibility and sustainability, etc.			Staff	Human Resources Department and the Equal Opportunities Working Group	Internal Resources	Ongoing

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GENDER EQUALITY PLAN FOR THE PERIOD 2026–2030

Gender Equality Plan

The Gender Equality Plan for the period 2026–2030 was approved by the management of VSB-TUO and electronically signed by the Rector of VSB-TUO, prof. Ing. Igor Ivan, Ph.D., on 13 April 2026.

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VSB – Technical University of Ostrava

17. listopadu 2172/15
708 00 Ostrava-Poruba
Czech Republic

+420 596 991 111

univerzita@vsb.cz
www.vsb.cz