



## GENDER EQUALITY POLICY

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Name:	Gender equality policy		
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Compiled by:	Iva Troupová	Approved by:	

## **INTRODUCTION AND COMMITMENT**

The Center for an Informed Society (CIS) is committed to promoting gender equality in all aspects of its work. We respect and support the right of every individual to equal treatment regardless of gender, gender identity or sexual orientation. Our policy is consistent with the principles of equity, inclusion and non-discrimination that underpin all our activities.

## **EQUAL OPPORTUNITY**

CIS is committed to ensuring equal opportunity for all employees, members and associates regardless of gender. We ensure fair conditions and opportunities for all in our recruitment processes, professional development, training and career advancement, with an emphasis on gender balance and non-discrimination.

## **WORK ENVIRONMENT**

At CIS, we believe in a safe and respectful work environment that promotes inclusion and equality. Employees have the right to work in an environment free from harassment, discrimination and violence. We do not tolerate any form of gender discrimination or abuse, including sexist behaviour, gender bias and stereotyping. Everyone has the right to be treated with dignity regardless of gender identity.

## **WORK-LIFE BALANCE**

We support initiatives that facilitate work-life balance, particularly with regard to the specific gender needs of employees. We offer flexible working arrangements that enable employees to effectively combine work responsibilities with caring for family or loved ones, and respect the individual needs associated with these responsibilities.

## **GENDER-NEUTRAL COMMUNICATION**

We use gender-neutral language in communications both inside and outside the organization and ensure that all of our materials, including marketing and educational materials, are inclusive and reflect the diversity of gender and gender identities. The objective is to ensure that everyone feels respected and included.

## **EMPLOYEE EDUCATION**

CIS is committed to regular training for its employees, members and associates in the area of gender equality. The aim of these trainings is to raise awareness of the importance of gender equality, identify

and eliminate unconscious bias, and promote a culture of respect and inclusion throughout the organization.

## **RESOLVING COMPLAINTS AND POLICY VIOLATIONS**

Any employee who experiences discrimination, harassment or other violations of this policy has the right to file a complaint. CIS will ensure that each complaint is thoroughly investigated and that appropriate action is taken to remedy the situation. The organization is committed to protecting whistleblowers and ensuring that no reprisals are taken against them.

## **REGULAR REVIEW OF POLICY**

This policy will be reviewed and updated periodically to ensure that it is current and effective in promoting gender equality. The CIS management is committed to monitoring the implementation of this policy and to continuously evaluating its impact.

This document is mandatory for all employees, members and collaborators of the Center for an Informed Society, z.s.