

Gender Equality Plan (Period: 2026–2028)

Odpovědná společnost, z. s.

1. Introduction and Organisational Commitment

Odpovědná společnost, z. s. is committed to fostering gender equality, equal opportunities, non-discrimination, and a safe and respectful working environment for all individuals engaged in its activities.

This Gender Equality Plan (GEP) has been designed as a proportionate, practical, and implementable framework. It applies to the organisation's permanent staff as well as to external collaborators, in particular individuals engaged under temporary or contractual arrangements.

This document has been approved by the organisation's management, signed by its statutory representative, and will be made publicly available on the organisation's website.

2. Responsibility and Resources for Implementation

Responsibility for the implementation of this plan rests with the Director of the organisation and the Financial Manager, who also oversees human resources matters.

The organisation commits appropriate staff capacity, commensurate with its size, to the implementation of this GEP. Its practical implementation will form part of the organisation's routine management and governance processes, in particular in the areas of recruitment, working conditions, internal communication, and the handling of any relevant concerns or complaints.

Where specialised expertise is required in relation to gender equality, the prevention of sexual harassment, or the development of internal procedures, the organisation will draw on external consultation, training, or methodological support.

3. Data Collection, Monitoring, and Annual Review

On an annual basis, the organisation will monitor and internally review basic personnel-related data in a manner proportionate to its size and administrative capacity.

In particular, the following indicators will be monitored:

- the number of permanent employees, disaggregated by sex,
- the number of external collaborators, disaggregated by sex where relevant and administratively proportionate,
- the representation of women and men in decision-making roles,
- participation in gender equality-related training,
- any reports concerning inappropriate behaviour, discrimination, or sexual harassment, and the manner in which such reports have been addressed.

This review will be carried out at least once a year in the form of a concise internal assessment. On the basis of this review, the organisation may amend or further develop the plan as appropriate.

4. Training and Awareness-Raising

The organisation will ensure proportionate awareness-raising in the areas of gender equality, equal treatment, unconscious bias, and the prevention of inappropriate conduct.

At least once during the validity period of this plan, individuals involved in the management of the organisation and in human resources administration will participate in training, a workshop, or another suitable form of professional familiarisation with these topics. New employees and external collaborators will, to an appropriate extent, be informed of the fundamental principles of equal treatment and of the organisation's commitment to a safe working environment.

5. Priority Areas and Measures

5.1 Work-Life Balance and Organisational Culture

The organisation promotes a respectful, inclusive, and flexible working culture, in line with its operational capacities.

Measures:

- providing reasonable flexibility in the organisation of work where the nature of the activities allows,
- taking caregiving responsibilities and personal obligations into account when planning work and meetings,
- promoting respectful communication free from sexist or stereotypical language,
- supporting a safe, welcoming, and inclusive working environment.

5.2 Gender Balance in Leadership and Decision-Making

The organisation monitors gender representation in decision-making functions and seeks to support the fair participation of women and men in decision-making processes, to an extent proportionate to its size.

Measures:

- annual monitoring of the representation of women and men in leadership roles,
- due consideration of the principle of equality in the allocation of responsibilities and in the external representation of the organisation.

5.3 Gender Equality in Recruitment and Career Progression

The organisation is committed to ensuring equal treatment in recruitment, in the selection of collaborators, and in the establishment of working conditions.

Measures:

- using neutral and non-discriminatory language in job advertisements and calls for collaboration,
- making selection decisions on the basis of competencies, experience, and organisational needs,
- refraining from requesting information unrelated to the performance of the role,

- ensuring fair access to professional development and work opportunities within the capacities of a small organisation.

5.4 Integration of the Gender Dimension into Research and Teaching Content

Where relevant to the organisation's field of activity, the organisation will also take gender perspectives into account in the content of its activities, educational work, methodologies, and outputs.

Measures:

- giving appropriate consideration to gender aspects in the preparation of educational or expert content,
- avoiding gender stereotypes in materials and communications,
- using respectful and inclusive language in both public-facing and internal outputs.

5.5 Measures Against Gender-Based Violence, Including Sexual Harassment

The organisation maintains a zero-tolerance approach to gender-based violence, sexual harassment, discrimination, and any other form of inappropriate conduct.

Measures:

- ensuring that concerns or complaints may be raised with the Director or the Financial Manager/HR Officer,
- handling such concerns in a confidential, sensitive, and appropriate manner,
- prohibiting retaliatory action against any person reporting a concern in good faith,
- making use of external expert support where necessary.

6. Publication and Review of the Plan

This Gender Equality Plan constitutes a public document of the organisation. Following its approval, it will be published on the organisation's website.

The plan will be implemented throughout its period of validity and will be subject to a brief review at least once a year. No later than the end of the 2026–2028 period, it will be formally reviewed and, where necessary, updated.

7. Approval

This Gender Equality Plan was approved on 1st January 2026.

For Odpovědná společnost, z. s.



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