

Gender Equality Plan for Ľahanovská záhrada

1. Public GEP

Ľahanovská záhrada commits to promoting gender equality within our organization and community. This GEP is a formal document, approved by our top management, and is publicly accessible on our official website.

2. Dedicated resources

We allocate specific resources and appoint personnel responsible for implementing gender equality initiatives. This includes assigning a Gender Equality Officer to oversee the execution of this plan and ensuring the availability of necessary support and funding for related activities.

3. Data collection and monitoring

We regularly gather and assess gender-specific data concerning our staff, volunteers, and participants. For each reported concern or complaint, we respond swiftly, addressing the matter with full transparency and accountability. Additionally, we engage attendees in conversations about gender equality and ensure that our practices align with national legal frameworks, incorporating relevant gender equality policies at the national level.

4. Training

Regular training sessions and workshops will be conducted to raise awareness about gender equality and to address unconscious gender biases. These programs will be mandatory for all staff members and decision-makers to foster an inclusive organizational culture.

Thematic Areas Addressed

a. Work-life balance and organizational culture

We promote a flexible working environment that supports work-life balance for all employees and volunteers. Policies such as flexible working hours and remote work options are in place to accommodate diverse needs.

b. Gender balance in leadership and decision-making

We are committed to achieving gender parity in leadership roles and decision-making processes. Our goal is to ensure equal representation of all genders in our management team and committees.

c. Gender equality in recruitment and career progression

Our recruitment processes are designed to be free from gender bias, ensuring equal opportunities for all candidates. We have clear, merit-based criteria for career advancement to support the professional growth of all team members.

d. Integration of the gender dimension into research and/or teaching content

We incorporate gender perspectives into our educational programs and community activities. This includes developing content that addresses gender issues and promotes equality within our community outreach initiatives. In our research, we promote gender equality, ensuring that diverse perspectives are reflected for equality in society.

e. Measures against gender-based violence including sexual harassment

We have established a zero-tolerance policy towards gender-based violence and sexual harassment. Clear procedures are in place for reporting and addressing any incidents, ensuring a safe and respectful environment for everyone.