

1. Principle

All members of the ProxIMed consortium are strongly encouraged to contribute to the creation of a working and studying environment that allows for personal and academic development. Our act and behavior is characterized by mutual respect, tolerance, and humanity. A zero tolerance policy applies to discrimination of age, disability, race, gender, religion or sexual orientation. Within this consortium, there is no place for abuse of power, sexual harassment, or sexual violence. It is the duty of every member of this consortium to raising awareness among leadership, staff and stakeholders.

2. Aims

Our consortium of universities, research institutes and companies is committed to promote and ensure gender equality in all aspects of our activities. We aim to create an inclusive and supportive environment that values and recognizes the contributions of all individuals, irrespective of age, disability, race, gender, religion and sexual orientation. Our policy addresses and rectifies any existing gender disparities, foster equal opportunities, strengthen resilience, distinguish vulnerable groups and empower individuals to reach their full potential.

All partners are obliged to comply with this policy. This comprehensive equal opportunities policy sets the baseline for all activities for gender balance in leadership and decision-making, gender equality in recruitment and career progression, integration of the gender dimension into research and dissemination content, work-life balance and organizational culture, within the consortium. This policy will outline the commitment to gender equality and will be applicable to all partners and organizational activities, including dissemination.

2.1. Measures against Gender-Based Violence Including Sexual Harassment

Efforts to prevent gender-based violence, including sexual harassment, aim to create safer environments by addressing the root causes and promoting cultural and systemic changes. These measures include comprehensive education and awareness campaigns within workshops and information material to challenge harmful gender bias and promote mutual respect, tolerance and humanity. Additionally, implementing robust policies and legal frameworks, along with providing contact points, support services and resources, helps victims of gender based-violence or sexual harassment to come forward.

2.2. Gender Balance in Leadership and Decision-Making

We are committed to enhancing gender balance at all levels within our consortium. We will establish fair and transparent recruitment processes, ensuring that gender diversity is considered during the selection and promotion of personnel. Efforts are taken to attract and retain talented individuals from underrepresented genders.

2.3. Gender Equality in Recruitment and Career Progression

To manage the hiring processes throughout such a large consortium the effort of all partners is required to create equal opportunities and to ensure improvement of underrepresented groups. In addition to the effort each partner applies, a Gender and Diversity Representative (GDR) is going to be appointed, who monitors the personnel developments. The GDR will be a member of the Advisory Board and will oversee the hiring processes to ensure fairness and equal opportunities. We implement mentorship programs that provide guidance and support for career development, particularly for individuals from underrepresented genders. Mentoring opportunities will be available to both junior and senior researchers, fostering a culture of learning and advancement.

2.4. Integration of the Gender Dimension into Research and Teaching Content

We develop and implement educational programs such as workshops and training by internal and external professionals to raise awareness about gender bias, stereotypes, and the importance of gender equity. These programs will be made available to all consortium members and will include topics such as unconscious bias, inclusive language, and gender-sensitive practices.

2.5. Work-Life Balance and Organizational Culture

We recognize the importance of work-life balance for all individuals. We will strive to create flexible work arrangements, such as remote work options, parental leave policies, and support services to assist employees in managing their personal and professional responsibilities within achieving the project related goals.

3. Tasks:

The following paragraph outlines specific tasks that can be undertaken to promote gender equality. These tasks encompass various aspects of society and aim to address the underlying issues contributing to gender disparities.

3.1. Inclusion

This equal opportunities policy will be integrated into all dissemination and training activities of the consortium. This will include workshops, capacity development initiatives, and knowledge management activities. The consortium ensures that gender equity is promoted throughout these activities.

3.2. Provide Resources

Resources and funding are allocated to personnel in form of the GDR and to support initiatives that promote gender equality and inclusion, such as organizing workshops, conferences, and seminars on relevant topics. The GDR was appointed at the kick-off meeting at the 5th of May 2023. The GDR will actively participate in managing the hiring processes, ensuring that they align with the equal opportunities policy and promote gender equality. The GDR will conduct regular gender audits and a workshop to assess the representation of genders across different levels within the consortium and identify areas for improvement. GDR will actively monitor all decisions made throughout the projects' lifecycle to ensure it aligns with the equal opportunities policy. Any potential biases will be identified and addressed promptly to ensure fairness and gender equality.

3.3. Inclusive Language

Implement gender-neutral language in all consortium communications, documents, and official materials.

3.4. Reporting Mechanism

Clear reporting mechanisms are applied to address incidents of gender discrimination, harassment in any form, especially sexual harassment and abuse of power, or gender related bias, ensuring confidentiality and protection for those who come forward. In detail, GDR and Project Coordinator (PC) get informed about a conflict. GDR will contact the Work Package (WP) leader, discusses and resolves the issue. If a conflict cannot be solved at WP level, it will be transferred to the Steering Committee (SC). In case of serious disputes, PC will call an extraordinary SC meeting to resolve the conflict. This meeting will attempt to achieve full consensus on the resolution of the issue but in case of failure, a majority vote will be taken, giving the PC casting vote, if necessary.

3.5. Education on Gender Diversity

Collaborate with internal and external organizations and experts to access best practices and guidance on gender equality. A half-day Gender Equality Workshop is going to be organized specifically for the



researchers involved in the project. This workshop will provide a platform to discuss and raise awareness about gender-related issues, promote inclusive practices, and foster a culture of gender equality within the consortium.

4. Measurements

By incorporating these evaluation mechanisms on gender and diversity equality, the consortium will strengthen its commitment to gender equality and ensure that hiring processes, organizational activities, and research endeavors align with the principles outlined in the equal opportunities policy.

4.1 Monitoring and Evaluation

The consortium will conduct regular monitoring and evaluation activities to assess the effectiveness of the equal opportunities policy and its implementation. This includes collecting and analyze data on the representation of genders within the consortium, including recruitment and promotions, conduct surveys and interviews to gather feedback from consortium members on their experiences and perceptions related to gender equality and to identify any potential biases analyzing feedback from consortium members review and evaluate the effectiveness of our policies and initiatives on a periodic basis and making adjustments as needed.

4.2 Reporting

Reports on our progress towards achieving gender equality goals, are going to be published internally and externally, to foster transparency and accountability. The GDR will provide regular updates to the consortium regarding the progress made in managing hiring processes, implementing the equal opportunities policy, and monitoring decisions to ensure gender equity. The consortium will produce periodic reports on the progress made in promoting gender equality as part of dissemination. These reports will include information on the implementation of the equal opportunities policy, actions taken to address biases, and achievements in creating an inclusive research environment.

By adopting this Gender Equal Policy, our consortium reaffirms its commitment to promoting a diverse and inclusive research environment that values and respects all individuals, regardless of their age, disability, race, gender, religion or sexual orientation. We will continuously strive to eliminate gender disparities and provide equal opportunities for all members of our consortium.

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Signature:



Projectcoordinator:

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