
Gender Equality Plan

Cardiology and Angiology Prague, Ltd - Comprehensive Center for Research, Prevention, and Treatment of Cardiovascular Diseases

Adopted by: Director / Governing Board

Date of Adoption: 1/January/2026

Validity Period: 2026–2031

1. Introduction

Cardiology and Angiology Prague, LLC - Comprehensive Center for Research, Prevention, and Treatment of Cardiovascular Diseases is committed to promoting gender equality and ensuring equal opportunities for all employees and researchers. The institution recognizes that gender balance, diversity, and inclusive organizational culture strengthen scientific excellence and innovation.

This Gender Equality Plan (GEP) establishes a framework to:

- Promote gender equality in recruitment and career progression
- Ensure equal participation in leadership and decision-making
- Support work–life balance
- Integrate the gender dimension into research activities
- Prevent discrimination, harassment, and gender-based violence

This plan is adopted in line with the requirements of **Horizon Europe** and is publicly available on the institutional website.

2. Governance and Responsibilities

Responsibility for the implementation of the Gender Equality Plan lies with the institutional leadership.

A **Gender Equality Officer** will be designated to coordinate the implementation of the plan and monitor progress.

Responsibilities include:

- Monitoring gender balance in recruitment and leadership
- Coordinating gender equality training activities
- Preparing annual monitoring reports
- Ensuring integration of gender considerations in research activities

The Gender Equality Officer reports directly to the institutional management.

3. Data Collection and Monitoring

The institution will collect and monitor sex-disaggregated data on:

- Staff composition (researchers, clinicians, administrative staff)
- Recruitment and promotion processes
- Participation in leadership positions
- Participation in research projects and decision-making bodies

This information will be reviewed annually to identify potential inequalities and guide corrective actions.

4. Key Action Areas

4.1 Work–Life Balance and Organizational Culture

The institution will promote a supportive working environment through:

- Flexible working arrangements where possible
 - Support for parental leave and return-to-work policies
 - Respectful workplace culture
-

4.2 Gender Balance in Leadership and Decision-Making

The institution aims to increase gender balance in leadership roles by:

- Encouraging qualified women to apply for leadership positions
 - Ensuring balanced representation in committees and boards where possible
 - Promoting transparent recruitment procedures
-

4.3 Gender Equality in Recruitment and Career Development

Recruitment and promotion procedures will follow principles of fairness and transparency.

Measures include:

- Gender-neutral job descriptions
 - Balanced evaluation panels when possible
 - Equal opportunities for training and career development
-

4.4 Integration of Gender Dimension in Research

Where scientifically relevant, research activities will consider sex and gender differences in study design, data analysis, and interpretation.

Researchers will be encouraged to incorporate gender-sensitive perspectives where appropriate.

4.5 Prevention of Harassment and Gender-Based Violence

The institution maintains a zero-tolerance policy for harassment and discrimination.

Procedures will be established to:

- Report incidents confidentially
 - Ensure fair investigation
 - Protect complainants from retaliation
-

5. Training and Awareness

The institution will promote awareness of gender equality through:

- Information sessions for staff and researchers
 - Guidance materials on inclusive research practices
 - Training on preventing discrimination and bias
-

6. Implementation and Review

The Gender Equality Plan will be implemented over the period **2026–2031**.

Progress will be monitored annually by the Gender Equality Officer, and adjustments will be made where necessary.

The plan will be reviewed and updated at the end of the implementation period.

7. Public Availability

This Gender Equality Plan is publicly available on the website of Cardiology and Angiology Prague, LLC - Comprehensive Center for Research, Prevention, and Treatment of Cardiovascular Diseases and applies to all staff and research activities conducted within the institution.

Signature

Zuzana Motovska

Cardiology and Angiology Prague, LLC - Comprehensive Center for Research, Prevention, and Treatment of Cardiovascular Diseases