

CTU EQUAL OPPORTUNITIES PLAN

2025–2029

PREAMBLE

Equal opportunities are an important value in national, European, and international contexts. It is an area that is supported at the level of the European Commission (e.g.: through the Horizon Europe programme), at the state level (e.g.: through the Grant Agency of the Czech Republic), and within individual educational and research organisations.

The Czech Technical University in Prague (CTU), with its gender equality plan presented under the title "CTU Equal Opportunities Plan" (hereinafter also referred to as "the Plan"), actively advocates for the implementation of measures to promote equal opportunities, diversity, social security and overall cultivation of the working and learning environment at various levels. The aim of the CTU Equal Opportunities Plan is to create a working and learning environment that enables everyone to develop their full potential.

The CTU Equal Opportunities Plan reflects the objectives of the EU Gender Equality Strategy 2020-2025, the Gender Equality Strategy for 2021-2030 in the Czech Republic and the CTU Sustainable Development Strategy. The design of the Plan is based on the results of a gender audit at CTU conducted in 2022, which addressed similar issues as the presented Equal Opportunities Plan: recruitment of employees, career development, work-life balance, negative phenomena in the workplace, and gender in education and research, etc. In addition, several measures in the Equal Opportunities Plan are aligned with the CTU Sustainable Development Strategy and elaborate on selected objectives related to equal opportunities, wellbeing and cultivation of the CTU environment through individual actions.

The plan includes five areas (of strategic goals): 1) work-life balance and the organizational culture of the institution, 2) gender balance in leadership and decision-making, 3) gender equality in recruitment and career development, 4) integration of gender and diversity in research and teaching content, 5) prevention of gender-based violence, social security.

VISION AND OBJECTIVES

The CTU Equal Opportunities Plan outlines both long-term and short-term objectives. Currently, the plan is set for 5 years, until 31 December 2029, taking into account the feasibility of the measures proposed. The measures are designed to foster a welcoming, fair, safe, supportive, and respectful working and learning environment.

1) WORK-LIFE BALANCE AND THE ORGANIZATIONAL CULTURE OF THE INSTITUTION

One of CTU's main priorities in the field of equal opportunities is to enhance work and study environments and to establish CTU as a responsible employer that respects the principles of transparency, equality, and non-discrimination. An employer whose organisational culture supports diversity, and gender equality. An employer that promotes work-life balance for its employees by strengthening the availability of flexible working arrangements and developing support services for parents with young children.

2) GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

The long-term goals of the CTU include increasing the representation of underrepresented groups in the decision-making and advisory bodies of the CTU.

3) GENDER EQUALITY IN RECRUITMENT AND CAREER DEVELOPMENT

CTU aims to ensure equal opportunities in the recruitment of new employees as well as in their further career development. Specific objectives in this area include, in particular, ensuring a more gender-balanced selection committees, introducing a stable standardised form of the onboarding process, creating an age management concept and providing support for further education for both academic and non-academic staff. To further strengthen equal opportunities in science, a mentoring programme for early career academics will also be introduced, a system for taking sabbatical will be set up and quality monitoring of regular assessments of staff by supervisors will be introduced.

4) INTEGRATING GENDER AND DIVERSITY INTO RESEARCH AND TEACHING CONTENT

CTU also wants to focus its attention on inequalities related to the formation of research projects, results and innovations. It will therefore focus on supporting the inclusion of the aspect of gender in the content of research and teaching.

5) PREVENTION OF GENDER-BASED VIOLENCE, SOCIAL SECURITY

The aim of CTU in this area is to strengthen the institutional provision of social security and to introduce preventive measures to avoid undesirable behaviour in the workplace. In this way, CTU wants to contribute to creating a safe working and studying environment.

FOCUSED RESOURCES

For the successful implementation of the objectives of the CTU Equal Opportunities Plan, adequate human and financial resources must be dedicated to ensure the agenda will be realized. In order to implement the Plan, internal resources will be used, primarily in terms of responsibility for the strategic objectives and the creation of an equal opportunities working group, while external resources will be considered for funding, e.g. through project and grant opportunities.

MONITORING AND EVALUATION

CTU commits to annually monitor the horizontal and vertical structure of employees by gender in the individual bodies/departments and to keep statistics on the representation of women and men in CTU decision-making and advisory bodies (e.g.: the CTU Scientific board, the Scientific boards of individual elements of CTU, habilitation committees, the CTU Ethics Committee, the CTU Disciplinary Committee, etc.). CTU will thus have a robust dataset available on the development of gender representation in individual decision-making positions and career stages, which can be used for further evaluations of equal opportunities.

The CTU Equal Opportunities Plan was developed within the HR Award working group.

1. WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

Specific objective	Measures	Description of measures	Target group	Indicator	Person responsible	Completion deadline	Progress
1.1 To establish CTU as a responsible employer that upholds the principles of transparency, equality and non-discrimination.	Update the CTU Code of Ethics.	The CTU Code of Ethics will be updated and will include clearly defined forms of undesirable behaviour (such as bullying, harassment, etc.) and specify rules for dealing with them. It will also establish rules for the employer's conduct towards employees.	All employees of CTU. All students of CTU.	Updated Code of Ethics of CTU.	Rector of CTU in cooperation with the HR Award working group.	12/2027	
	Annual publication of a report on the implementation of the CTU Plan according to the specified indicators.	A report on the implementation of the CTU Plan will be prepared, which will reflect the progress of the implementation of specific objectives in individual priority areas.	All employees of CTU. All students of CTU.	Report on the implementation of CTU Plan.	The Plan Review Team (within the HR Award working group).	Every year.	
	Establishment of a coordinator and an equal	Establishment of the positions of coordinator and	All employees of CTU. All students of CTU.	Established position of coordinator and	Rector of CTU.	12/2027	

	opportunities working group at CTU.	members of the working group - together with a total full-time equivalent of 1.0. Ideally funded from project resources.		equal opportunities working group at CTU.			
	Establishment of the equal opportunities working group as an advisory body to the Rector of CTU.	Establishment of the equal opportunities working group as an advisory body to the Rector of CTU and its anchoring in the organisational structure of CTU.	All employees of CTU. All students of CTU.	Establishment of the working group and its incorporation into the organisational structure of CTU.	Rector of CTU.	12/2027	
	Ensure financial resources for the implementation of the CTU Plan.	Ensure financial resources for the implementation of the CTU Plan and personnel support for the equal opportunities agenda at CTU.	All employees of CTU. All students of CTU.	Available financial resources for the implementation of the CTU Plan and personnel support for the equal opportunities agenda at CTU.	Rector of CTU.	On an ongoing basis, according to the performance deadlines set by the Plan.	
	Realisation of the equal opportunities audit of CTU.	An equal opportunities audit of CTU will be conducted, including document analysis, questionnaire surveys and focus groups with	All employees of CTU. All students of CTU.	Final report of the equal opportunities audit of CTU.	Rector of CTU in cooperation with the coordinator and the CTU equal opportunities working group.	12/2028	

		employees and students at CTU.					
Application of the principles of inclusive language in PR communication, documents and internal regulations of CTU.		Training of the CTU PR department in the use of inclusive language.	PR department of CTU and its components.	Number of workshops on using inclusive language.	HR Award working group.	12/2025	
		Inclusive language training for interested employees and students.	All employees of CTU. All students of CTU.	Number of workshops on using inclusive language.	HR Award working group.	12/2025	
		To approve the methodology of gender inclusive language at CTU.	All employees of CTU. All students of CTU.	Approved methodology of gender inclusive language in Czech at CTU. The methodology is intended to be a guide for those who want to use inclusive language in their communication.	Rector of CTU in cooperation with the coordinator and the CTU equal opportunities working Group.	06/2027	
		Apply the principles of inclusive language in PR communication and on the occasion of the revision of internal regulations and	All employees of CTU. All students of CTU.	Number of published PR texts, documents and internal regulations of CTU, which use inclusive language.	PR department of CTU and its components. The management of CTU and its components, the Academic Senate of CTU in cooperation with the coordinator and the CTU equal	Ongoing.	

		the creation of new documents.			opportunities working Group.		
	Provide freely available menstrual products.	Provide freely available menstrual supplies at CTU or at selected CTU components.	Menstruating persons at CTU.	Number of menstrual products dispensers/ locations where menstrual supplies are available at CTU.	Vice-deans for development. Bursar of CTU.	12/2027	
	Inform about the topic of equal opportunities and social security at CTU.	Create a bookmark on the CTU website and link it to the existing https://www.cvut.cz/en/gender-equality-planwebsite . The tab will provide clear and comprehensive information about the support and assistance offered by CTU in the areas of equal opportunities and social security.	All employees of CTU. All students of CTU.	Creation of a bookmark on the CTU website.	The Chancellor of CTU in cooperation with the Coordinator and the CTU equal opportunities working group and CTU ombudspersons.	12/2028	
	Strengthen transparency in the remuneration of CTU employees.	Regularly carry out analyses of equal remuneration at individual CTU components and CTU as a whole	All employees of CTU.	Analysis of equal remuneration at individual components of CTU and CTU as a whole.	The Bursar and the secretaries of the individual CTU components in cooperation with the HR/staff and payroll	First analyses to be performed by 06/2027. Thereafter, perform analyses periodically as needed.	

		(e.g. equal remuneration audit).			departments of the individual components.		
		Develop and adopt a Pay Equity Plan (PEP) for CTU.	All employees of CTU.	Pay Equality Plan (PEP) for CTU.	Management of CTU and its components.	12/2027	
1.2 Promote equal opportunities at CTU regardless of gender, age, nationality, ethnicity, socio-economic status or any other individual characteristics of employees and in accordance with the internal regulations of CTU.	To implement awareness-raising and educational activities to promote and develop equal opportunities and diversity at CTU.	Awareness-raising and educational activities for teachers at the CTU and employees in the study departments of individual CTU components leading to the cultivation of communication, prevention of stereotypes and prejudices in terms of gender, ethnicity, specific needs, race, nationality, sexuality, socio-economic disadvantage and others.	Teachers at CTU, employees in the study departments of individual CTU components.	Number of awareness-raising and educational activities.	Vice-Chancellor for Undergraduate and Master's studies, Vice-Rector for Science, Creative Activity and Doctoral Studies, Vice-Rector for Development and Strategy in cooperation with the Coordinator and the equal opportunities working group at CTU.	Ongoing.	
		Introduce training courses/activities to strengthen the intercultural competences of	Teaching staff of CTU, PhD students at CTU.	Number of training courses/activities.	Vice-Rector for Bachelor and Master studies, Vice-Rector for Science, Creative	Ongoing.	

		teaching staff (how to teach in a mixed group of Czech and foreign students, how to support their mutual cooperation, etc.).			Activity and Doctoral Studies.		
		Introduce training courses/activities to strengthen the competence of CTU staff in communication and cooperation with colleagues and students with special needs.	CTU employees across all components.	Number of training courses/activities.	Vice-Chancellor for Development and Strategy and Unit Leadership in cooperation with ELSA and the coordinator and equal opportunities working group at CTU.	Ongoing	
	To make work and study at CTU accessible to people from abroad.	Ensure the translation of important texts and documents into English: information systems, selection procedures, internal communication, internal regulations, orientation systems, canteen menus, etc.	CTU employees and CTU students of foreign nationality and applicants for study and employment at CTU of foreign nationality.	Number and percentage of texts and documents translated.	Vice-Rector for Foreign Relations, Vice-Deans for Foreign Relations, authorized persons of other components.	1/2027	

		<p>A Welcome Office will be established: a contact point providing support and adaptation of people coming from abroad, including advice/consultation in the following areas:</p> <ul style="list-style-type: none"> employment law (e.g. assistance in setting up an account with a Czech bank); health care and social security; tax obligations; visas and residence permits; finding accommodation and educational institutions for children; dual career advice etc. 	<p>CTU employees and CTU students of foreign nationality and applicants for study and employment at CTU of foreign nationality.</p>	<p>Establishment of the Welcome Office.</p>	<p>Vice-Rector for International Relations.</p>	<p>12/2026</p>	
		<p>A Welcome Office website with information available on the study and employment of international students and workers (see</p>	<p>CTU employees and CTU students of foreign nationality and applicants for study and employment at CTU of foreign nationality.</p>	<p>Setting up a Welcome Office website with manuals for each target group.</p>	<p>Vice-Rector for International Relations.</p>	<p>12/2026</p>	

		above for area guides).					
		IT support system for recruiting foreign workers.	CTU employees of foreign nationality and CTU job applicants of foreign nationality.	Introduce a support system for the employment of foreign workers.	The Bursar in cooperation with the Welcome Centre and the relevant components.	6/2026	
		Introduce free annual Czech language courses for foreign employees at CTU, ideally two-semester courses (beginners/advanced).	CTU employees of foreign nationality.	2 semester courses per year.	The Vice-Chancellor for Development in collaboration with the MIAS (Masaryk Institute of Advanced Studies).	12/2025	
	To make work and study at CTU accessible to disadvantaged persons.	Ensure that buildings are accessible to people with special needs and implement other accessibility measures (e.g.: adapt wayfinding systems in buildings).	Employees and students of the CTU with special needs and applicants for employment/study at the CTU with special needs.	Number of barrier-free, accessible, and otherwise suitably adapted CTU buildings.	The management of the SÚZ CTU, the Bursar of CTU in cooperation with ELSA and the secretaries and secretaries of the individual CTU components. Vice-Chancellor for Construction.	Ongoing.	
1.3 To build relationships at CTU based on mutual respect, to	Strengthen mutual cooperation between employees and the sense of belonging to CTU.	Activities and events aimed at mutual cooperation and events that make the environment	Employees of the CTU, including persons on maternity/paternity leave and parental leave,	Number of activities and events organised.	Coordinator and equal opportunities working group at CTU.	Ongoing.	

be mindful of internal culture, solidarity and partnership.		at CTU more accessible to persons on maternity/paternity leave and to family members of employees (e.g.: open day for family members).	family members of persons employed at the CTU.				
	Strengthen mutual cooperation between teachers and students.	Activities and events aimed at mutual cooperation between lecturers and students to strengthen the academic community (e.g.: by promoting sports, cultural and recreational activities).	Teachers and students at CTU.	Number of activities and events organised.	Vice-Chancellor for Development and Strategy in collaboration with the Coordinator or Coordinator and the equal opportunities working group at CTU.	Ongoing.	
1.4 Develop support services for employees and students at CTU with young children.	Establishment of a children's group at CTU.	A children's group will be established within the CTU for regular and occasional babysitting (with a minimum of 12 children for children from 1 year upwards).	Employees and students of CTU caring for young children.	1 children's group with a minimum of 12 children.	Bursar of CTU	12/2026	
	Establish a fund to support carers with young children to pay for	Establishment of a financial support fund for academic staff and students	Employees and students of CTU caring for young children.	Number of financially supported employees and	Bursar of CTU	12/2027	

	occasional babysitting.	with children - to pay for occasional babysitting.		students at CTU caring for young children.			
	Establishment of space(s) for breastfeeding and warming of baby food at CTU.	Establish and operate breastfeeding and baby food warming area(s) at CTU.	Employees and students of CTU caring for young children.	Number of spaces for breastfeeding and warming baby food.	Bursar of CTU, Vice-Rector for Construction, Vice-Rector for Development and Strategy.	12/2027	
	Establishment of baby-changing counters at individual CTU components.	Install baby-changing counters in appropriate locations at individual CTU components.	Employees and students of CTU caring for young children.	Number of changing tables.	Vice-Deans for Development in cooperation with the secretaries and secretaries of the individual components.	12/2026	
	Establishment of "workplaces for caring persons with children" at individual CTU components.	Set up workplaces equipped to enable carers to work in the presence of children (e.g. install a play area etc.).	Employees and students of CTU caring for young children.	Number of "workplaces for carers with children".	Vice-Deans for Development.	12/2027	
	Expansion of the capacity of the university nursery of CTU.	To expand the capacity of the CTU university kindergarten by at least 20 spots.	Employees and students of CTU caring for young children.	20 new spots in the university nursery of CTU.	The Bursar of the CTU in cooperation with the management of the CTU kindergarten.	12/2029	
	Introduction of maternity/paternity/parental leave management.	Systematize work with people leaving for maternity/paternity	Employees and students of CTU caring for young children.	Maternity/paternity/parental leave management methodology.	The Chancellor, in collaboration with the Coordinator(s) and the equal	12/2027	

		ty/parental leave, set up the departure process, progression and opportunities for collaboration and training during the leave and facilitate the return process for academic and non-academic positions at CTU.			opportunities working group and the HR/staffing departments of the components.		
1.5 Strengthen the availability of flexible forms of work/study at CTU.	Introduction of flexible forms of work in places where they are not yet available and the nature of the job allows it, including adjustments to relevant internal rules.	Introducing the possibility of flexible working hours, working from home, part-time work with the possibility of subsequent increases, etc., including the adaptation of relevant internal rules.	All employees of CTU.	Modification of relevant internal rules.	Management of individual CTU components.	12/2025	
	Increasing the awareness of employees about the possibilities of using flexible forms of work.	Managers inform employees about the possibility of flexible working hours, working from home, part-time work with the possibility of subsequent	All employees of CTU.	To inform about the possibilities of using flexible forms of work within the framework of the CTU departmental meetings.	Management of individual CTU components.	Every year.	

		increases, etc., in places where the nature of the job allows it.					
1.6 Promote the mobility of employees and PhD students with children and/or dependants.	Increase the availability of work trips abroad for employees and PhD students with children and/or dependants.	Establishment of a financial support fund for academic staff and postgraduate students with children and/or dependants - for living and travel expenses of family members and dependants. Set formal rules for providing this support uniformly for the entire CTU.	Employees of the CTU and PhD students caring for young children and/or dependants.	A financial support fund for academics and PhD students with children and/or dependants.	Bursar of CTU.	12/2027	
1.7 To support carers in academic work and career development opportunities.	Provide the option of taking paid creative leave (beyond the statutory 7 years) to prepare for and complete habilitation for academic staff who are also primary carers of children and/or dependants.	Provide the option of taking paid sabbatical (beyond the statutory 7 years) to prepare for and complete habilitation in order to eliminate potential disadvantages associated with caring for children and/or other dependants.	Employees at CTU caring for children and/or dependants.	Anchor the possibility of taking paid creative leave (beyond the statutory 7 years) in the CTU Career Regulations for the preparation and completion of habilitation for academic staff who are also primary carers of children and/or dependants.	Rector of CTU.	12/2028	

2. GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

Specific objective	Measures	Description of measures	Target group	Indicator	Person responsible	Completion deadline	Progress
2.1 Introduce systematic monitoring of and reporting on the representation of employees at CTU by gender and with regard to equal opportunities.	Introduction of systematic monitoring with regard to gender and equal opportunities at individual CTU components.	Introduce regular and methodically unified data collection, evaluation and publication of statistics of employees by gender across the horizontal and vertical structure of individual CTU components and statistics of women and men by academic rank.	All employees of CTU.	Annual publication of monitoring results in the annual reports of CTU components.	Management of CTU and its components.	Every year.	
2.2 Promote balanced representation in CTU decision-making positions.	To provide support for further education in managerial and HR competences for interested academic staff of CTU.	Financial support for further training in management and HR competences and communication skills, including feedback.	Academic staff of CTU.	Number of financially supported training and other educational activities.	Bursar of CTU.	Ongoing.	
	Increase the number of representatives of underrepresented groups in the	Increase the number of representatives of underrepresented groups in the	All employees of CTU.	Number of decision-making and advisory bodies with a	Management of CTU and its components.	Ongoing.	

	<p>decision-making and advisory bodies of the CTU - so that gender imbalance is reduced and diversity in terms of age and other relevant aspects is ensured.</p>	<p>decision-making and advisory bodies of CTU (e.g.: in the Scientific Council of CTU, Scientific Councils of individual components, Internal Evaluation Board, habilitation and appointment committees, Ethics Committee, Disciplinary Committee, etc.)</p>		<p>more balanced composition.</p>			
--	--	--	--	-----------------------------------	--	--	--

3. GENDER EQUALITY IN RECRUITMENT AND CAREER DEVELOPMENT

Specific objective	Measures	Description of measures	Target group	Indicator	Person responsible	Completion deadline	Progress
<p>3.1 Ensure the development and expansion of the agenda of the HR departments of CTU to include the area of equal opportunities.</p>	<p>Training of current employees in the HR departments of individual CTU components in the field of equal opportunities.</p>	<p>Training of current employees in the HR departments of individual CTU components in equal opportunities in recruitment, career and professional development.</p>	<p>Employees of HR departments of CTU.</p>	<p>Number of training sessions.</p>	<p>Coordinator and equal opportunities working group at CTU.</p>	<p>06/2027</p>	

	Expansion of the Rector's HR Office of CTU by an expert on diversity and equal opportunities.	Expansion of the Rector's HR Office of the CTU by a part-time expert on diversity and equal opportunities.	All employees of CTU.	Establishment of the position of an Expert on Diversity and Equal Opportunities with a 0.5 FTE (Full-time equivalent). Optimally paid from project resources.	Bursar of CTU.	06/2027	
3.2 Ensure a more gender-balanced recruitment process for new employees.	Ensure a more gender-balanced representation on selection committees.	The gender balance in selection/hiring committees will be taken into account when preparing selection procedures at CTU components.	Candidates for employment at CTU.	Proportion of selection committees with a better gender balance.	Management of individual CTU components.	Ongoing	
3.3 Ensure an established form of the onboarding process.	Establish a standardised form of the onboarding process and provide support for role changes.	Introduce an established form of the onboarding process (i.e.: an adaptation process for new employees to facilitate their integration into the workplace) and support for role changes - for example, when a	New employees of CTU.	Guide to facilitate onboarding at individual CTU components.	Management of individual CTU components in cooperation with the HR Award working group.	12/2026	

		student becomes an employee.					
<p>3.4 To support the professional development of non-academic staff of CTU.</p>	<p>To provide support for further education in the field for non-academic staff of CTU.</p>	<p>Financial support for further training in the field for non-academic staff - e.g.: through internships abroad, training in strengthening managerial and HR skills, etc. Organise these forms of training so that they are also accessible to part-time workers, people with disabilities or those caring for children and/or dependants.</p>	<p>Non-academic staff of CTU.</p>	<p>Number of financially supported trainings and other educational activities.</p>	<p>Bursar of CTU / Vice-Rector for Development and Strategy.</p>	<p>Ongoing.</p>	
<p>3.5 To support the professional development of CTU academic staff.</p>	<p>To provide support for further education in pedagogical competences for interested academic staff of CTU.</p>	<p>Financial support for further education in pedagogical competencies and communication skills, including giving feedback, strengthening motivation, developing critical reflection and multidisciplinary</p>	<p>Academic staff of CTU.</p>	<p>Number of financially supported training and other educational activities.</p>	<p>Vice-rector for Bachelor and Master studies.</p>	<p>Ongoing.</p>	

		thinking in students.					
3.6 Strengthening equal opportunities in career development.	Include equal opportunities in discussions on adjusting assessment criteria for habilitation and appointment procedures.	Discussion of equal opportunities in relation to the recommended assessment criteria for habilitation and appointment procedures.	All employees of CTU.	Updated regulations for habilitation and appointment procedures.	Vice-Rector for Science, Creative Activity and Doctoral Studies in cooperation with the AS CTU.	12/2027	
	Introducing a mentoring programme for early career academic and scientific staff of CTU.	Creation of the mentoring programme concept and its implementation.	Beginning academic and scientific workers of CTU.	A mentoring programme and the number of people involved in the programme.	Management of individual CTU components in cooperation with the HR Award working group.	12/2027	
	Ensure the availability of sabbatical (within the legal framework of 7 years) at individual CTU departments.	The management of individual components will ensure that a system of substitution is set up for the purpose of taking sabbatical, which will be anchored in the internal directives of the individual components. They will also ensure the financial aspects of	All employees of CTU with a legal right to take sabbatical.	Systems set up at individual CTU components.	Management of individual CTU components.	12/2027	

		sabbatical, e.g.: in the form of the Future Fund.					
	Systematisation and monitoring of the quality of regular evaluations.	Component management shall ensure that annual evaluation interviews are established to provide feedback on job performance and on the cooperation between the supervisor and employee. The evaluation interview will include a career/professional development dimension.	All employees of CTU.	Systematic introduction of annual evaluation interviews at individual components.	Management of individual CTU components in cooperation with the HR Award working group.	12/2025	
3.7 Reduce the risk of age-related disadvantage and take into account the life stages of employees and their changing needs and capacities as they age.	Develop a framework of age management.	Developing a framework for age management, including a concept for a dignified exit from employment.	All employees of CTU.	Framework of age management, including a plan of a dignified exit from employment.	The Bursar of the CTU in cooperation with the coordinator and the CTU equal opportunities working group.	12/2028	

4. INTEGRATING GENDER AND DIVERSITY INTO RESEARCH AND TEACHING CONTENT

Specific objective	Measures	Description of measures	Target group	Indicator	Person responsible	Completion deadline	Progress
4.1 Strengthen awareness of the integration of gender into research and teaching content.	Raise awareness of the integration of the gender dimension into research and teaching content. Enhance awareness of integrating knowledge about the impact of sex (biological factors) and gender (socio-cultural factors) into academic practice.	Realisation of educational events (e.g.: in cooperation with the NKC Gender and Science) with the aim of integrating knowledge about the impact of sex and gender into research and teaching.	Academic staff, students of doctoral degree studies and scientific researchers of CTU.	Number of realised training events.	The Vice-Rector for Science, Creative Activities and Doctoral Studies, or the Vice-Deans for Science and Research at the individual CTU components.	12/2027	
4.2 To positively motivate the introduction of gender into research content.	Introduction of an award for excellence in the application of the gender dimension to research.	The award will be given at the university level to promote excellence in gender-responsive research.	Academic staff, students of doctoral degree studies and scientific researchers of CTU.	Number of awards granted.	Vice-rector for Science, Creative Activity and Doctoral Studies.	Annually from 2027.	
	Integration of gender dimension monitoring into the rules of internal grant competitions, considering the relevance of research topics.	The rules of internal grant competitions of the CTU will take into account the gender dimension of research at relevant moments.	Academic staff, students of doctoral degree studies and scientific researchers of CTU.	Modification of the rules of internal grant competitions of CTU.	Vice-Rector for Science, Creative Activity and Doctoral Studies.	12/2027.	

5. PREVENTION OF GENDER-BASED VIOLENCE, SOCIAL SECURITY

Specific objective	Measures	Description of measures	Target group	Indicator	Person responsible	Completion deadline	Progress
5.1 Strengthen the institutional provision of social security at CTU.	Introduce the role of an ombudsperson at the university level, and at individual CTU components.	Introduce the role of an ombudsperson at the university level, and at individual CTU components.	All employees and students of CTU.	Number of ombudspersons at CTU and its components.	Management of CTU and its individual components.	12/2026	
	Set up related processes for reporting unethical behaviour (extension of Whistleblower Protection).	Set up related processes for reporting unethical conduct (Whistleblower Protection extension). Inform employees on how to safely report unethical conduct.	All employees and students of CTU.	Number of new or revised internal documents.	Management of CTU and its individual components.	12/2026	
	To strengthen the competences of staff in the field of psychosocial support of students, in situations of crisis and in working with students with special needs.	Offering training and workshops in psychosocial support, crisis intervention and working with students with special needs.	Teaching staff of the CTU and employees of the study departments of individual components.	Number of trainings/workshops.	Vice-Rector for Bachelor and Master studies at CTU in cooperation with CIPS and ELSA.	Ongoing.	
	Strengthen the interpersonal and communication	Offering training and workshops to promote optimal	All employees of CTU.	Number of trainings/workshops.	Vice-Rector for Development and Strategy, Vice-Rector for	Ongoing.	

	skills of CTU employees.	communication in the workplace.			Bachelor and Master Studies at CTU in cooperation with CIPS.		
5.2 Map the experiences and needs of staff and students in the areas of social safety and mental health.	Conduct regular analyses of the work environment in terms of social safety and mental health of staff and students.	Conduct regular analyses of the experiences and needs of employees and students using sociological methods such as questionnaire surveys, focus groups, in-depth interviews, etc.	All employees and students of CTU.	Number of analyses performed.	Ombudspersons of individual CTU components in cooperation with CIPS, the coordinator and the equal opportunities working group.	Once every two years.	
5.3 Develop care for the well-being of employees and students.	Develop psychological counselling and create a range of seminars for staff and students.	Expand the capacity of psychological counselling for employees and students, specify topics for counselling, continuously communicate the offer. Develop a range of seminars on well-being, overload prevention and strengthening social security.	All employees and students of CTU.	Number of consultations, number of seminars.	Vice-Rector for Bachelor and Master Studies at CTU in cooperation with CIPS.	Ongoing.	

<p>5.4 Gain an understanding of the reasons for the departure of employees.</p>	<p>Introduce exit interviews. Where appropriate, follow up with unsuccessful participants in selection procedures to obtain feedback.</p>	<p>Introduce exit interviews that will map the possibility of negative phenomena in the workplace (e.g.: bullying, harassment and other forms of inappropriate behaviour).</p>	<p>All employees of CTU.</p>	<p>Number of exit interviews at each component.</p>	<p>Personnel/staff departments of CTU and individual components.</p>	<p>Ongoing.</p>	
<p>5.5 Create a safe working and learning environment and implement preventive measures to avoid unwanted behaviour in the workplace.</p>	<p>Raising awareness among staff and students about forms of bullying and other forms of abuse of power - and how to address them.</p>	<p>Training, workshops and information campaigns on bullying, abuse of power and forms of dealing with it.</p>	<p>All employees and students of CTU.</p>	<p>Number of trainings/workshops or information campaigns implemented.</p>	<p>Ombudspersons at individual CTU components / coordinator and the CTU equal opportunities working group.</p>	<p>Ongoing.</p>	
	<p>Raising awareness among staff and students about forms of harassment - and how to fight back.</p>	<p>Training, workshops and information campaigns on harassment and ways to address the situation.</p>	<p>All employees and students of CTU.</p>	<p>Number of trainings/workshops or information campaigns implemented.</p>	<p>Ombudspersons at individual CTU components / coordinator and the CTU equal opportunities working group.</p>	<p>Ongoing.</p>	
	<p>Ensure the availability of expert legal advice on gender-based violence, bullying and other forms of abuse of power.</p>	<p>Establishment of a financial support fund to pay for expert legal advice in the field of gender-based violence, bullying and other forms of abuse of power.</p>	<p>All employees and students of CTU.</p>	<p>Fund to pay for expert legal advice in the field of gender-based violence, bullying and other forms of abuse of power.</p>	<p>Rector of CTU.</p>	<p>06/2028</p>	

