



## **Charles University**

# **Equal Opportunities Plan 2025-2027**



Discussed by the Rector's Board:

**November 25, 2024**

Discussed by the Extended Rector's Board:

**December 2, 2024**

Discussed by the Academic Senate of CU:

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# Equal Opportunities Plan 2025-2027

## **Introduction**

Charles University espouses the values of quality and fairness, which it considers to be central pillars of academic life. It is important that all students and employees feel welcome and safe at the University and that, at the same time, all have an equal chance to successfully complete their studies or achieve their career goals. We consider zero tolerance of unequal treatment to be merely a starting point. We wish to go beyond merely basic equal rights; we shall strive to create a warm, caring, inclusive environment and build trust in the institution, its mechanisms and its ethical principles for all those who may find themselves in a vulnerable or disadvantaged position.

We have prepared our Equal Opportunities Plan with regard to the interaction of various signs of vulnerability, and not only in relation to gender equality. This intersectional approach is a response to the real needs of members of the academic community and employees of the University and a lived experience that is not reduced to the individual characteristics of people, such as sex, gender, sexual orientation, age, ethnicity, socio-economic background, disability, health status and so on. The objectives of the Equal Opportunities Plan, its individual measures and its implementation are laid out in the knowledge that these vulnerabilities can reinforce and influence each other.

## **Data collection, the process of creating the Plan and related strategic documents**

The gender audit carried out at from 2021-2022 remains the basis for the second Charles University Equal Opportunities Plan for 2025-2027. We also draw on the findings of a university-wide survey of the needs of caregivers, which was carried out for Charles University by the Institute of Sociology of the Czech Academy of Sciences in the first half of 2024. A further important source is the evaluation of activities that took place as part of the implementation of the first Equal Opportunities Plan, including the experience of the CU Ombudsman's Office and suggestions from members of the CU Equal Opportunities Board (EOB), which contributed the specific perspective of individual faculties and units. Selected departments of the CU Rectorate were also invited to help create the Plan.



In the CU Strategic Plan for 2021-2025, we declare that “The best people make the best university”. Knowing that even the best can face various obstacles, we want to work towards ensuring that everyone can develop their talent and potential at Charles University.

Charles University’s Equal Opportunities Plan was created in accordance with the requirements that the European Commission places on all scientific and research organisations that wish to participate in Horizon Europe. At the same time, the plan is in line with the national Strategy for Gender Equality for 2021-2030 and contains measures that are in line with the University's membership of the Pride Business Forum and the signing of the Charter against Domestic Violence. The methods of implementing equality policies at foreign universities, especially those with which we cooperate closely through the Coimbra Group or 4EU+, also served as inspiration for the creation of the Plan. The plan and its implementation are also an integral part of the HR Award.

## **Structure**

The Plan contains 69 measures, which are divided into 9 areas. Each area is defined by a strategic goal that sets out what Charles University wishes to achieve. This goal is achievable through a set of subsidiary measures, defined as short- or medium-term, the fulfilment of which can be monitored according to achieved indicators. Some objectives and measures continue from the previous plan; others are a continuation of previous measures that have been modified and updated; other measures are entirely new.

## **Financing Support for Implementation of Equal Opportunities Plan**

Funding for the implementation of the Equal Opportunities Plan, including staffing, will be provided from various sources. These will mainly consist of funds from the Programme for the Support of Strategic Management of Universities for 2022-2025 and its related source, through which the Ministry of Education, Youth and Sports facilitates funding for priority strategic projects of the University. The University will further utilise the relevant calls under the Johannes Amos Comenius Programme (P JAC) and the funds obtained, provided that the University is successful in these calls. This funding will be complemented by non-earmarked institutional funds. Other possible sources of funding for activities include Horizon Europe and those of its calls that are



intended to strengthen equal opportunities, or utilisation of some of the key elements of the Erasmus+ programme.

## Measures for the Equal Opportunities Plan

Area of intervention	Objective	Measure	Target date	Responsible person and unit	Indicators
Equal opportunities at CU in general	Enshrining of equal opportunities in CU legislation	Continuation of the activities of the Charles University Equal Opportunities Board, which will continue to meet at least four times a year and will function as an advisory body to the Rector.	ongoing	Rector, member of the Rector's Board for Social Affairs and Sustainable Development, CU Point	Implementation of Board meetings, Board recommendations and opinions issued
		Continuation of the activities of the CU Ombudsman; more staff will be assigned to her office as required.	ongoing	Rector	Existence of position and support apparatus
	Data collection and evaluation of progress	Regular monitoring of the implementation of the Equal Opportunities Plan will continue through a quarterly progress report and subsequent annual evaluation (submitted to the Rector's Board, ongoing activity from Q1 2023).	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point	Reports on the implementation of the Equal Opportunities Plan
		Performance of further analysis of the state of gender equality at Charles University through the realisation of follow-up surveys.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point	Reports on investigations carried out
	Publicising of equal opportunities at CU to the general public	Annual bestowing of the Award for Contribution to Equal Opportunities at CU, the Cori Prize.	Q3 2025, Q3 2026, Q3 2027	Member of the Rector's Board for Social Affairs and Sustainable Development, Vice-Rector for Public Relations, CU Point, Public Relations Department.	Bestowing of awards on 17 November every year, with promotion in university media and on social media.
		Promotion of activities in the field of equal opportunities at CU among the general public.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, Vice-Rector for Public Relations, CU Point, Public Relations Department.	Dissemination of information about equal opportunities from CU to the public (appearances at events and outputs in the media).



Area of intervention	Objective	Measure	Target date	Responsible person and unit	Indicators
Reconciliation of family life and work or study at CU	Raising awareness of available support activities for carers	Training of contact persons at faculty student offices and HR departments, preparation of appropriate information sources (leaflets referring to online information directories), focal points.	Q4 2025	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point in cooperation with the Student Affairs Department and the HR Department, faculties	Inclusion of the topic of caregiver support on the agenda at HR and student offices meetings, updated online directories
		Introduction of a "newsletter" or "periodical" for caregivers with event offers and updated information (managed by CU Point with the possibility for faculties to contribute information about their own events).	Q4 2025	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point	Invitation to subscribe to the newsletter (students on parental leave and through regular newsletters and other forms of promotion), creation of newsletter and dissemination with an initial frequency of once per quarter
		Creation and distribution of informational materials (e.g. for people starting/returning from parental leave, caring for another dependent, students who are parents, etc.; materials should be usable over the long term – brochures available to student registries and HR departments, creation of clear online directories or information pages on the intranet for employees, and their promotion).	Q2 2026	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point in cooperation with the Student Affairs Department and the HR Department, Public Relations Department, faculties	Distribution of materials, dissemination of information about created information sources via newsletters and faculties (Equal Opportunities Board)



Reconciliation of family life and work or study at CU	Shaping an environment where caring for loved ones is perceived as a normal part of life and is not stigmatised	Regular communication with people during parental leave.	Q2 2026	Bursar, Member of the Rector's Board for Social Affairs and Sustainable Development, HR Department, CU Point, faculties	Integration of the topic of maintaining contact with people on maternal/paternal leave into training for managers and HR departments, communication of the topic in existing forums (HR meetings), introduction of mechanisms for maintaining contact (newsletters, trainings, invitations to university/faculty events)
		Support for enhanced responsiveness in terms of flexible forms of work and creating a supportive environment, supporting open communication, highlighting and explaining why this policy is essential and beneficial for the institution in relation to both parents and informal carers of other dependent persons.	Q4 2026	Bursar, Member of the Rector's Board for Social Affairs and Sustainable Development, HR Department, CU Point, faculties	Publication of articles in University media, communication of principles via newsletters and various university forums (Equal Opportunities Board, Extended Rector's Board, meetings of secretaries, HR specialists, CU Academic Senate and relevant boards). Inclusion of the aspect of destigmatisation of men as carers – offer of part-time employment and support in taking paternity and parental leave
		Support for a positive view of parenting during studies.	Q4 2026	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point, Equal Opportunities Board, Paedagogium Platform,	Inclusion of the topic of the combination of study and parenthood in information for academic staff
		Methodological and organisational support of faculties in implementing activities aimed at different age groups and parents with children at individual faculties and units in order to strengthen networking and the destigmatisation of carers (e.g. organisation of Children's Days, Researchers' Nights, etc.).	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point, faculties	Realised events and activities for the target group





Reconciliation of family life and work or study at CU	Practical facilitation of combined study/work and caregiving	Promotion of the existing range of summer camps for children of preschool and school age and efforts to increase its availability.	ongoing	Faculties, member of the Rector's Board for Social Affairs and Sustainable Development, CU Point	Camps realised
		Creation of a methodology to support favourable study conditions for carers.	Q2 2026	Member of the Rector's Board for Social Affairs and Sustainable Development, Vice-Rector for Education, CU Point, Student Affairs Department, faculties	Creation of a methodology to support favourable study conditions for carers (parents and carers of other persons dependent on care), or for people with disabilities or specific needs, taking into account: distance learning opportunities, principles for the creation of individual curricula, sufficient dates for sitting examinations while in exceptional life situations, option to compensate for absence from seminars by fulfilment of another obligation, replacement of the obligation of a stay abroad with another activity. All of this will take account of the nature of the course and the necessity of personal presence according to the type of tuition (laboratories, practical exercises, etc.)
		Promotion and support of compliance with the minimum standard of building equipment, as established in the previous period.	Q1 2025	Member of the Rector's Board for Social Affairs and Sustainable Development, Bursar, faculties	Dissemination of practical information based on the standard through various information channels, dissemination of information on the need to comply with it through the extended Rector's Board and secretaries



Reconciliation of family life and work or study at CU	Practical facilitation of combined study/work and caregiving	Promotion and support of new child day care options.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, Bursar, CU Point, faculties	Continuous monitoring of the capacities of existing children's groups and nursery schools at CU, information about the available possibilities for financing the establishment of children's clubs, and other forms of facilitating access to childcare and day care
		Opening of a discussion on the possibility of extending support for students who are parents after the child's third birthday and for carers of other dependent persons.	Q4 2025	Member of the Rector's Board for Social Affairs and Sustainable Development, Vice-Rector for Education, CU Point, Student Affairs Department	Organisation of a round table for the possibility of extending support tools for children beyond the age of three and for those caring for another person dependent on care or the introduction of follow-up/special individual curricula
		Unification of benefits for caregivers across CU (especially preschool fees) and creation of appropriate conditions for drawing allowances for caregivers.	Q4 2025	Member of the Rector's Board for Social Affairs and Sustainable Development, Equal Opportunities Board, Bursar, CU Point, HR department, faculty management	Recommendations of the Board on the possibilities for creating appropriate conditions for drawing contributions from the social fund for caregivers and its discussion by the management of Charles University and the management of faculties
		Proposal of procedures and possible mechanisms for the substitutability of academic and scientific staff during absences and in the event of a sabbatical, as well as the possibility for these staff to participate in research activities during career breaks, depending on the situation.	Q4 2027	Faculties, Equal Opportunities Board	Recommendation issued by the Equal Opportunities Board, discussion of this by the CU management and its communication across CU
		In accordance with the memorandum concluded with the Pride Business Forum Fund, ensuring of equal conditions in care and access to leave (nursing allowance, paternity leave, etc.) for same-sex couples, i.e. non-biological parents in a relationship.	Q3 2026	Bursar, Member of the Rector's Board for Social Affairs and Sustainable Development, HR Department, CU Point, faculties	Issuing of methodology regulating entitlements to nursing and paternal leave for non-biological parents



Reconciliation of family life and work or study at CU	Support of the harmonisation of study and childcare for student parents in accordance with current legislation	Implementation of tools to support student parents and pregnant students	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, Vice-Rector for Education, CU Point, Student Affairs Department, faculties	Introduction of support for student parents and changes in the conditions for pregnant students according to the currently applicable legislation (following the amendment to the Higher Education Act)
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Area of intervention	Objective	Measure	Target date	Responsible person and unit	Indicators
Inclusive organisational culture	Raising awareness of equality issues and promotion of inclusion itself	Definition of the concept of equality as we perceive it at CU on the basis of examples of good practice: creation of a document that formulates CU's position on equality, explains how it is defined by CU, what it encompasses and explains the meaning and importance of the area. Continued raising of awareness about equality through university media and other communication channels.	Q4 2025	Member of the Rector's Board for Social Affairs and Sustainable Development, Vice-Rector for Public Affairs, Equal Opportunities Board, CU Point, Public Relations Department	Creation of document, its distribution and communication across CU
		Continued organisation of events with the goal of eliminating unconscious bias against various persons with signs of vulnerability in the university environment.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point, faculties	Equality, inclusion and diversity events realised
		Promotion of the application of the Principles of Inclusive Communication, related education and the actual use of inclusive language.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, Vice-Rector for Public Affairs, Equal Opportunities Board, CU Point, Public Relations Department, faculties	Publication and promotion of Principles of Inclusive Communication and implementation of related training in cooperation with the HR Award team (inclusion in onboarding training, publication on the intranet, distribution via newsletters, sharing via relevant forums, etc.)



Inclusive organisational culture	Raising awareness of equality issues and promotion of inclusion itself	Fulfilment of the Charter against Domestic Violence through the introduction of measures to support victims of domestic violence (CU has been a signatory of the Charter since 12/2024), e.g. by supporting educational events prepared in cooperation with relevant non-profit organisations.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point, faculties	Organisation of trainings in the recognition of domestic and gender-based violence, which also has the goal of establishing procedures within teams to help victims of domestic violence. The target group is employees
		Support of openness to internationalisation and striving for intercultural understanding, including the development of a bilingual environment (signs and signposts, forms and information systems in English).	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point, faculties	Signs, signposts, forms and other documents in English, implementation of training focused on intercultural understanding, visibility of the topic in University media, organisation of events in English
	Making premises accessible with regard to inclusion	Continued removal of barriers in buildings depending on possibilities for structural modifications and the availability of financial resources.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point, faculties	Improvements in building accessibility
		Transparent information about existing barrier-free options and support for measures in individual buildings (map).	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point, faculties	Updated Carolina Centre website on accessibility of buildings, updated and available information at faculties, creation of a map for those who require barrier-free access. Signposting and navigation for the visually impaired
		Introduction of barrier-free, gender-neutral toilets depending on the possibilities for structural modifications and the availability of financial resources.	Q4 2027	Member of the Rector's Board for Social Affairs and Sustainable Development, Bursar, faculties, CU Point, faculties	Accessible barrier-free, gender-neutral toilets at CU



Area of intervention	Objective	Measure	Target date	Responsible person and unit	Indicators
Social safety	Development of a network of ombudspersons at CU and their activities	Response to reports of inappropriate behavioural by staff/students.	ongoing	Chancellor, Ombudsperson, faculties	Opinions on individual cases, advisory and expert services provided
		Support for the professionalisation of ombudspersons at faculties/units of CU.	ongoing	Chancellor, Ombudsperson, faculties	Realisation of educational seminars
		Supervisory support for ombudspersons at faculties/units of CU.	ongoing	Chancellor, Ombudsperson, faculties	Realisation of supervisory seminars
		Development of standards for the activities of ombudsmen, strategic development concepts, evaluation of the quality of activities, including clarification of the competences of student ombudsmen, and setting of rules for their functioning.	2026-27	Chancellor, Ombudsperson, faculties	Preparation of conceptual and strategic documents
		Investigation into the state of social security at Charles University.	2026	Chancellor, Ombudsperson, faculties	Summary report from the investigation
		Maintenance of contact with other universities and higher education ombudspersons and monitoring of the development of the operational area at national and international level	ongoing	Chancellor, Ombudsperson, member of the Rector's Board for Social Affairs and Sustainable Development, CU Point, faculties	Meetings held and up-to-date information forwarded to the Rector's Board
	Raising awareness of social safety issues through education and awareness-raising activities	Creation of a strategy for transparent communication of ethically complex topics and sources of support at CU.	2026-27	Chancellor, Ombudsperson	Preparation of conceptual document
		Issuing of major opinions on ethically complex topics.	ongoing	Chancellor, Ombudsperson	Opinions issued
		Implementation of methodology for investigating reports of inappropriate behaviour at faculties/units.	ongoing	Chancellor, Ombudsperson, faculties	Preparation of methodologies for investigations at faculties



Social safety	Raising awareness of social safety issues through education and awareness-raising activities	Development of compulsory training in social safety on commencement of employment.	ongoing	Chancellor, Ombudsperson, faculties	Realisation of educational seminars
		Creation of a network of trainers and training content for this area, including gender-based violence, which will meet the needs of individual faculties and units.	Q2 2026	Member of the Rector's Board for Social Affairs and Sustainable Development, Chancellor, Ombudsman, CU Point	List of trained lecturers, preparation of curricula for educational programmes, preparation of educational offer
		Offering of self-defence courses for both staff and students.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point	Realisation of self-defence courses
		Introduction of basic crisis intervention training for employees of student registries and HR departments.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point in cooperation with the Student Affairs Department and the HR Department, faculties	Realisation of training courses
		Establishment of clear and uniform procedures for persons in transition or for trans and non-binary persons in general.	Q4 2025	Member of the Rector's Board for Social Affairs and Sustainable Development, Vice-Rector for Education, Equal Opportunities Board, CU Point, Student Affairs Department, Bursar	Formulation of best practices for communication with this target group (modes of address, lists on attendance sheets), issuing of diplomas after graduation in connection with a name change, adaptation of the SIS for entering official and preferred names, etc.



Social safety	Raising awareness of social safety issues through education and awareness-raising activities	Formulation of recommendations for highlighting shortcomings of employees, cases of suspected inappropriate behaviour, violations of regulations, etc., including recommendations for the proper investigation of suspected behaviour, taking of preliminary/preventive measures, notification to public authorities and taking of measures under labour law.	Q4 2027	Member of the Rector's Board for Social Affairs and Sustainable Development, Equal Opportunities Board, Bursar, Ombudsperson, CU Point, HR Department, Legal Department, faculties	Recommendation issued by the Equal Opportunities Board and its communication to relevant offices and departments across CU
	Empowerment of students and employees to actively engage in organisational change to ensure social safety	Support for the establishment of informal groups among students and/or employees in order to promote an inclusive environment for LGBTQ+ people, those with disabilities or specific needs, parents, international employees, etc.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point, faculties	Informal meetings between representatives of various groups and joint participation in cultural and social events
		Support for women in research and academia.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point, faculties	Realisation of events supporting women in research
		Introduction of an offer of therapeutic meetings for student or working groups in connection with the occurrence of inappropriate behaviour or treatment (e.g. detection of bullying, gender-based violence or a consensual relationship between a teacher and a student).	Q4 2025	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point, faculties	Provision of an interventionist or specialist (supervisor, therapist), publication of an offer of meetings in the event of need
		Continuation and development of communication with student associations affected.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, Ombudsperson, CU Point	Holding of meetings and communication or consultation with associations, jointly organised events



Area of intervention	Objective	Measure	Target date	Responsible person and unit	Indicators
Equality in leadership and decision-making processes	Encouragement of the involvement of underrepresented groups in decision-making and leadership	Communication of possible tools that can be used to increase the involvement of underrepresented groups in positions in statutory bodies and commissions, including s (parity nominations, indicative lists of potential members, extension of the possibility of involvement to those working part-time or on parental leave, information about the demands of the position and adaptation of meetings to the needs of caregivers – according to the material discussed by the EOB).	Q4 2027	Member of the Rector's Board for Social Affairs and Sustainable Development, Equal Opportunities Board, CU Point, faculties	Distribution of information about usable tools to faculties
		Monitoring of the possibilities for providing financial support for parents of preschool children from various grants, informing the target group about these possibilities and setting up internal regulations so that the researchers can actually draw on the support (GA CR, Return Grants, Erasmus+, etc.), and including this possibility in the University's internal grant schemes (GA UK, UNCE, Primus, etc.).	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, Vice-Rector for Research, Equal Opportunities Board, CU Point in cooperation with the Research Support Office, faculties	Provision of information at educational events for the target group and through various communication channels about the possibilities for caregivers to receive financial support through grants. Support for amendments to internal regulations to allow the possibility of receiving financial support for the care of a person dependent on care. Inclusion of the possibility of receiving such support in the University's internal grant schemes
	Achievement of a more balanced representation of men and women in positions in all parts of Charles University	Continuation of work on an application for keeping records of selection procedures, which will allow monitoring of the composition of selection commissions, candidates and selected persons.	ongoing	Bursar, faculties	Records of statistics for the internal needs of the University
		Issuing of recommendations on selection procedures that may increase the chances of success of underrepresented groups (according to the material discussed by the EOB and in accordance with the HR Award Action Plan).	Q4 2025	Equal Opportunities Board, Bursar, faculties	Issuing of recommendations by the Equal Opportunities Board, their approval by the Rector's Board, their communication to faculties
		Ongoing monitoring of the ratio of men and women in leadership positions and annual reporting.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, Bursar, CU Point, HR Department	Issuing of statistics as part of the evaluation of the implementation of the Equal Opportunities Plan





Area of intervention	Objective	Measure	Target date	Responsible person and unit	Indicators
Career development	Support for career development opportunities for employees	Support for a uniform procedure for taking sabbaticals and related benefits.	Q4 2026	Member of the Rector's Board for Social Affairs and Sustainable Development, Bursar, faculties, CU Point, HR Department, Research Support Office	Proposal of a procedure for the provision and receipt of benefits, including creative leave (sabbaticals).
		Sufficient promotion and monitoring of suitable return grant calls	Q2 2026	Vice-Rector for Strategy and Development, Vice-Rector for Research, Research Support Office, Project Support Department, faculties	In the case of securing funds from external financial sources, the introduction of return grants for persons returning from maternity/parental leave, or other types of career break (according to the conditions for receiving such support)
		Further adjustments to the Career Code aimed at supporting carers and reconciling family and work life.	ongoing	Bursar, HR Department, Equal Opportunities Board, faculties	Amendments to the Career Codes of faculties in favour of carers
	Support for the career progression and development of aspiring researchers (postdoctoral students)	Support for an individualised approach to career planning. Ensuring of a sufficiently broad range of educational and development programmes. Regular review of Career Development Plans. Support for mentoring programmes so that they better reflect the specific needs, goals and life situations of individual employees, including postdoctoral students.	Q2 2026	Vice-Rector for Research, Centre for Lifelong Learning, Equal Opportunities Board, faculties	Evaluation of career planning (part of evaluation of fulfilment of action plans for the HR Award), offer of educational and development programmes, evaluations and revisions of career development plans, evaluation of the mentoring programme (part of evaluation of fulfilment of action plans for the HR Award)



Area of intervention	Objective	Measure	Target date	Responsible person and unit	Indicators
Equal opportunities in the content of research and teaching	Raising of awareness of the benefits of diversity of resources and approaches in teaching, promotion of an inclusive approach by teachers	Creation of a methodology to promote greater diversity of resources and approaches in teaching, spreading of awareness of the benefits of resource diversity among teachers.	Q4 2026	Equal Opportunities Board, faculties, member of the Rector's Board for Social Affairs and Sustainable Development, CU Point	Recommendation for best practice, distributed to relevant persons and bodies
		Awareness-raising activities through university media.	ongoing	Vice-Rector for Public Relations, faculties	Activities realised and an overview of them in annual reporting on the implementation of the Equal Opportunities Plan
		Through cooperation with the Paedagogium Platform, offer education to teachers in an inclusive approach in teaching.	ongoing	Member of the Rector's Board for the Development of Teaching Competences of Academic Staff, Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point and Paedagogium Platform	Realisation of courses and other educational events on the topic of inclusion
		Monitoring of an inclusive approach in teaching, for example through questions as part of the student assessment of teaching.	ongoing	Faculties, Vice-Rector for the Conception and Quality of Education, Department for the Quality of Education and Accreditations	Discussion within the Equal Opportunities Board on the possibilities of evaluating an inclusive approach in teaching and sharing possible good practices, and subsequent communication of the topic with relevant departments of the Rectorate



Equal opportunities in the content of research and teaching	Increasing of the competences of research teams in identifying the gender dimension in research and its review throughout the research process	Continuation of previously realised training and support for the sharing of information resources between academic and research staff, as well as departments and project support departments.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, Research Support Office, faculties	Realisation of training and distribution of information resources
		Preparation of practical aids for the integration of the inclusive and specifically gender dimension in research, e.g. appropriate formulations and examples of the concept of the gender dimension in various types of research.	Q4 2025	Member of the Rector's Board for Social Affairs and Sustainable Development, Equal Opportunities Board, CU Point in cooperation with the Research Support Office	Creation and sharing of practical aids in all parts of CU
		Inclusion of the equality dimension in the assessment of projects by research ethics committees.	Q2 2027	Vice-Rector for Research, member of the Rector's Board for Social Affairs and Sustainable Development, faculties	Drafting of methodological recommendations regarding the inclusion of the equality dimension in the assessment of projects by research ethics committees

Area of intervention	Objective	Measure	Target date	Responsible person and unit	Indicators
Equal pay	Reduction of pay inequalities in all parts of the University	Implementation of relevant measures at Charles University based on an analysis of current developments and in accordance with the adopted legislation in the field of institutions' obligations in relation to solving wage inequalities.	ongoing	Bursar, Member of the Rector's Board for Social Affairs and Sustainable Development, Finance, HR and Payroll Department, CU Point, faculties.	Cooperation on the topic in relevant forums (PPROVŠ), informing of the Rector's Board and proposal of relevant measures
		Implementation of relevant measures at CU in the area of differences in remuneration between men and women (Gender Pay Gap) based on an analysis of current developments.	ongoing	Bursar, Member of the Rector's Board for Social Affairs and Sustainable Development, Finance, HR and Payroll Department, CU Point, faculties	Cooperation on the topic in relevant forums (PPROVŠ), informing of the Rector's Board and proposal of relevant measures



Area of intervention	Objective	Measure	Target date	Responsible person and unit	Indicators
Sharing of best practice	Strengthening of domestic and international cooperation for the further development of the operational area	Active cooperation with partners from international groupings (especially the Coimbra Group and 4EU+) and sharing of good practice, with the utilisation of financial resources, for example from FP 10 Erasmus+.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, Vice-Rector for International Affairs, CU Point, International Relations Office, faculties	International meetings and activities with a transnational dimension for the sharing of best practice
		Involvement in domestic activities aimed at strengthening equal opportunities (PPROVŠ and related activities, Community for Change in NKC – Gender & Science) and development of cooperation with the non-profit sector.	ongoing	Member of the Rector's Board for Social Affairs and Sustainable Development, CU Point, faculties	Realisation of projects and meetings, establishment of partnerships with non-profit organisations

Prague

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