

Charles University

Rector's Directive No. 52/2025

Title: **Constitution of the Equal Opportunities Board of Charles University**

Responsible department: **CU POINT**

Date of effect: **1 November 2025**

Constitution of the Equal Opportunities Board of Charles University

Article 1

Introductory Provisions

1. The Equal Opportunities Board of Charles University ("Board") is an advisory body to the Rector.
2. Among other activities, the Board gives opinions, recommendations, and feedback in the area of equal opportunities and communicates relevant information between the Rector, the Rectorate, and the individual faculties and other units of the University (faculties and other units of the University hereinafter jointly referred to as "units of University"). The Board does not have any executive powers.

Article 2

Membership in the Board

1. The Board has at least 17 members. The members of the Board are appointed by the Rector primarily from among candidates who may be nominated by the units of the University. One member of the Board must be a student of Charles University who is appointed by the Rector based on the nomination of the Academic Senate of Charles University. One member of the Board is the chair of the commission of the Academic Senate of Charles University responsible for the area of equal opportunities ("responsible commission of the Academic Senate").
2. In appointing the Board, the Rector considers the need for balanced representation among its members, in particular with regard to gender, seniority, and professional specialisation of the members.
3. The members participate in the activities of the Board in the following roles:
 - a) As experts in the area of equal opportunities,
 - b) As persons familiar with the local environment, internal processes, and subject-area specificities related to the units of the University,
 - c) As contact persons ensuring the exchange of information between the Rectorate and the units of the University in the given area.
4. The term of office of the members of the Board, with the exception of the chair of the responsible commission of the Academic Senate, commences on the date of appointment and terminates on the last day of the calendar month following the date of commencement of the Rector's term of office.
5. Membership in the Board is terminated in the following cases:
 - a) Upon the expiry of the term of office,
 - b) Upon the delivery of a written notification to the Rector in which a member resigns from his or her position as member of the Board,
 - c) By removal from office by the Rector on serious grounds after prior consultation with the body which nominated the given member,
 - d) By removal from office by the Rector on the basis of a proposal by the body which nominated the member, or
 - e) Upon leaving the position of the chair of the responsible commission of the Academic Senate.
6. The President of the Board is appointed by the Rector from among the members of the Board. The President of the Board is a permanent guest of the extended Rector's Board. The term of office of the President corresponds to the term of office of the members of the Board. The President of the Board may be removed from office by the Rector, in which case the Rector will

appoint a new President without undue delay. If a member of the Board is removed from the office of President of the Board, his or her membership in the Board is not terminated.

7. The members of the Board play an active role in the meetings and activities of the Board.
8. Membership in the Board does not give rise to any entitlement to financial remuneration.

Article 3

Competences of the Board

The Board's activities include the following:

- a) Monitoring the development and identifying current problems or deficiencies in the area of equal opportunities,
- b) Preparing recommendations in the area of equal opportunities,
- c) Providing opinions on documents and the achievement of the Equal Opportunities Plan, and proposing any changes thereto,
- d) Contributing to the creation of specialised materials, analyses, and individual surveys,
- e) Assessing the nominations received for the award for contributing to equal opportunities and submitting the nominations for the award to the Rector,
- f) Refining the University environment and creating opportunities for meetings of a wider group of parties interested in the topic of equal opportunities,
- g) Cooperating with other bodies of Charles University and units of the University as well as persons who are active in the area of equal opportunities.

Article 4

Meetings of the Board

1. Meetings of the Board are convened and managed by its President as necessary, but at least three times per calendar year. As a rule, the invitation for the meeting and the materials to be discussed are sent at least 7 days before the date of the meeting.
2. The meetings of the Board are closed to public.
3. Meetings are attended by the members of the Board and a member of the Rector's Board responsible for the area of equal opportunities ("responsible member of the Rector's Board"). The ombudsperson of Charles University and the heads of Rectorate departments whose responsibilities are closely linked to the area of equal opportunities may attend the meetings as permanent guests.
4. Upon consultation with the responsible member of the Rector's Board, the President may invite other employees and students of Charles University or specialists in the area of equal opportunities to the meeting.
5. The Board has a quorum if a majority of its members is present. A resolution is adopted if a majority of the members of the Board present vote in its favour.
6. The President of the Board presents the conclusions of the meetings in written form to the Rector and the responsible member of the Rector's Board.
7. All conclusions of the Board have the character of a recommendation only and serve as a source for the decision-making of the Rector and other bodies of Charles University in the relevant fields.

Article 5

Administration of the Board

1. The work meetings of the Board are administered by CU POINT, a department of the Rectorate, which provides, in particular, organisational support, including the drafting of the minutes from

the meetings, which are made available to the members of the academic community of Charles University in an appropriate way.

2. The authorised employee of CU POINT collects written suggestions for the meetings of the Board and presents them to the President and the responsible member of the Rector's Board without delay. He or she also prepares the documents required for the meetings of the Board.
3. The activities of the authorised employee of CU POINT in this area also include communication with the units of the University and members of the Board.
4. After consultation with the responsible member of the Rector's Board, the Board may, through its President, request the units of the University, in an appropriate form, to provide documents, input data, opinions, conclusions of surveys, or other forms of feedback for the purpose of the Board's meetings.

Article 6

Transitional Provisions

1. Members of the Board appointed before the date of effect hereof are considered members of the Board hereunder.
2. The chair of the responsible commission of the Academic Senate becomes a member of the Board on the date of effect hereof.

Article 7

Repealing Provision

Rector's Directive No. 31/2022, Constitution of the Equal Opportunities Board of Charles University, is hereby repealed.

Article 8

Effect

The present directive comes into force on the date of execution and becomes effective on 1 November 2025.

Prague, 20 October 2025

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Rector of Charles University