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Operational Programme Research,
Development and Education



HR EXCELLENCE IN RESEARCH

Methodology for Strengthening the Representation of Women in Research and Development in the Regional Research Centre CEBIA-Tech

PART ONE

BASIC PROVISIONS

Article 1

Basic Provisions

- (1) This document defines (and delimits) the basic principles regarding Equal Opportunities for Women and Men, which are applied at the Faculty of Applied Informatics (hereinafter, "FAI"); whether in the question of Labour Relations and the issue of Access To and Provision of Education, The ethical behaviour principles of persons working and studying at FAI, which are enshrined in the Tomas Bata University in Zlín (further only "TBU") Code of Ethics, which is anchored in an annex to the TBU Statute, were taken as a basis. Their observance is binding for all employees and students, who are obliged in particular:
 - a) Comply with applicable laws, the Charter of Fundamental Rights and Freedoms, internal TBU in Zlín Regulations and Internal Standards of its component entities,
 - b) Respect Each Person's Uniqueness,
 - c) Defend and not damage the Good Name and legitimate interests of TBU in Zlín,
 - d) Do not advocate or cover up Unethical Behaviour.
- (2) FAI's Gender Policy is - equally, also based on Equal Opportunities for Women and Men principles; defined by: TBU Rector's Directive SR/7/2020 - Equal Opportunities Policy Principles at Tomas Bata University in Zlín. The most important principles and responsibilities of those working at FAI in relation to Equal Opportunities have been incorporated in Parts Two and Three of this material.
- (3) With regard to Legislative and Methodological Resources, FAI's Gender Policy is primarily based on the following legal regulations and methodological materials:
 - a) Act No. 198/2009 Coll., On Equal Treatment and Legal Means of Protection against Discrimination and on Amendments to Certain Acts (the so-called Anti-Discrimination Act),
 - b) from the Czech Government Strategy for Equality between Women and Men in the Czech Republic for the years 2014–2020, adopted by the Government of the Czech Republic, on the basis of Resolution No. 931 of 12, November, 2014,
 - c) from other relevant legal regulations of the Czech Republic,
 - d) from relevant EU legislation and methodological materials including the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, drawn up in March 2005, whose task was to aim to contribute to the development of an attractive and long-term scientific labour market in the European Union. Within the Gender framework, the following 40 principles have been formulated - (EC&C Principles) for areas related to researcher professions and careers. The most important - from a gender perspective - are the following EC&C Principles: "10. Non-discrimination", 27. "Gender Balance" and 35. "Participation in Decision-Making Bodies".

Article 2

Focus and Long-term Orientation

- (1) FAI's Gender Policy is based on proven developed EU countries approaches, where Anti-Discrimination Principles increase research institutions competitiveness – mainly because they know how to develop, acquire and retain the best talent – regardless of age, gender, religion, sexual orientation or origin, and therefore:
 - a) FAI is committed to Equal Access, Equal Opportunities and adherence to non-discriminatory principles for all its employees and students,
 - b) FAI considers diversity in research and other work teams to be a Competitive Advantage and seeks to promote Gender Equality and Diversity at all levels of research, development and innovation,
 - c) FAI seeks to ensure that the best knowledge and experience of all researchers - (men and women,) is used to develop research, development and innovation processes, regardless of gender, race, ethnic origin, religion, belief, disability, age or sexual orientation and political beliefs of those involved in the research process.

PART TWO

EQUAL OPPORTUNITIES PRINCIPLES FOR WOMEN AND MEN

Article 3

Definition of the Equal Opportunities for Women and Men Principles

- (1) In order to ensure Equal Opportunities of all persons, without this policy being given priority over the criterions of individual quality and ability, FAI undertakes to adhere to the following principles:
 - a) Gender Equality is applied in all management, institutional and personnel policy, pedagogical and scientific research activities and other FAI activities processes areas,
 - b) FAI shall implement and promote measures in order to achieve a balanced representation of women and men at all levels - and in all functions,
 - c) FAI maintains an “equal opportunities in employment and during further of career advancement stages policy”,
 - d) FAI shall take care to reflect the gender diversity of selection and evaluation commissions as well as research teams,
 - e) FAI shall take measures to balance work and personal life for both men and women. It allows flexible work- time arrangements, part-time work, and supports increased returns after Parental Leave. In the internal evaluation process, it takes into account a career break due to parenthood, long-term illness, or care of a close person,
 - f) FAI shall pay attention to correct written and spoken expression; which does not ridicule, conceal, suppress, or discriminate against persons in terms of gender, race, ethnic origin and other reasons.

Article 4
Violation of Women and Men Equal Opportunities Principles Procedure

- (1) Following from SR/7/2020 - Equal Opportunities Policy Principles at Tomas Bata University in Zlín. It ensures that violation of the equal opportunities for women and men principles, the person concerned by discriminatory conduct has the opportunity to turn to the Ombudsman, Supervisor, Ethics Commission and University Trade Union and to proceed in accordance with the Anti-Discrimination Act.

PART THREE

OBLIGATIONS OF PERSONS IN RELATION TO EQUAL OPPORTUNITIES

Article 5
Obligations of Persons working at FAI in Relation to Equal Opportunities

- (1) The obligations of persons working and studying at FAI in relation to Equal Opportunities are regulated in the Annex to the TBU Statute "TBU Code of Ethics" and also – in the case of employees, by the "Rules of Procedure".
- (2) FAI staff and students shall respect the uniqueness of each person and reject discrimination based on origin, ethnicity, race, colour, sex, sexual orientation or religious and political beliefs.
- (3) FAI staff and students shall respect Human Dignity and Equal Rights for all without distinction; shall not discriminate against any group of persons and shall refrain from any action which might be considered as sexual or gender-based harassment.
- (4) In connection with the performance of their work, persons working at FAI are obliged to observe the principles of cooperation with other persons working at TBU; to ensure that Interpersonal Relations in the Workplace are not transgressed; to observe the principles of Equal Opportunities for Women and Men and to refrain from any discriminatory behaviour.
- (5) Persons working in senior FAI positions are obliged to proceed in such a way as to avoid the violation of Equal Opportunities principles, or any other form of discrimination in the determination and assignment of work tasks to subordinate employees, within the organisation, management and control of their duties.
- (6) Each person working in a leading position at FAI is responsible for ensuring that there is no violation of the Equal Opportunities principles, or any other form of discrimination in the workplace managed by them. To this end, they shall take appropriate measures on an ongoing basis.