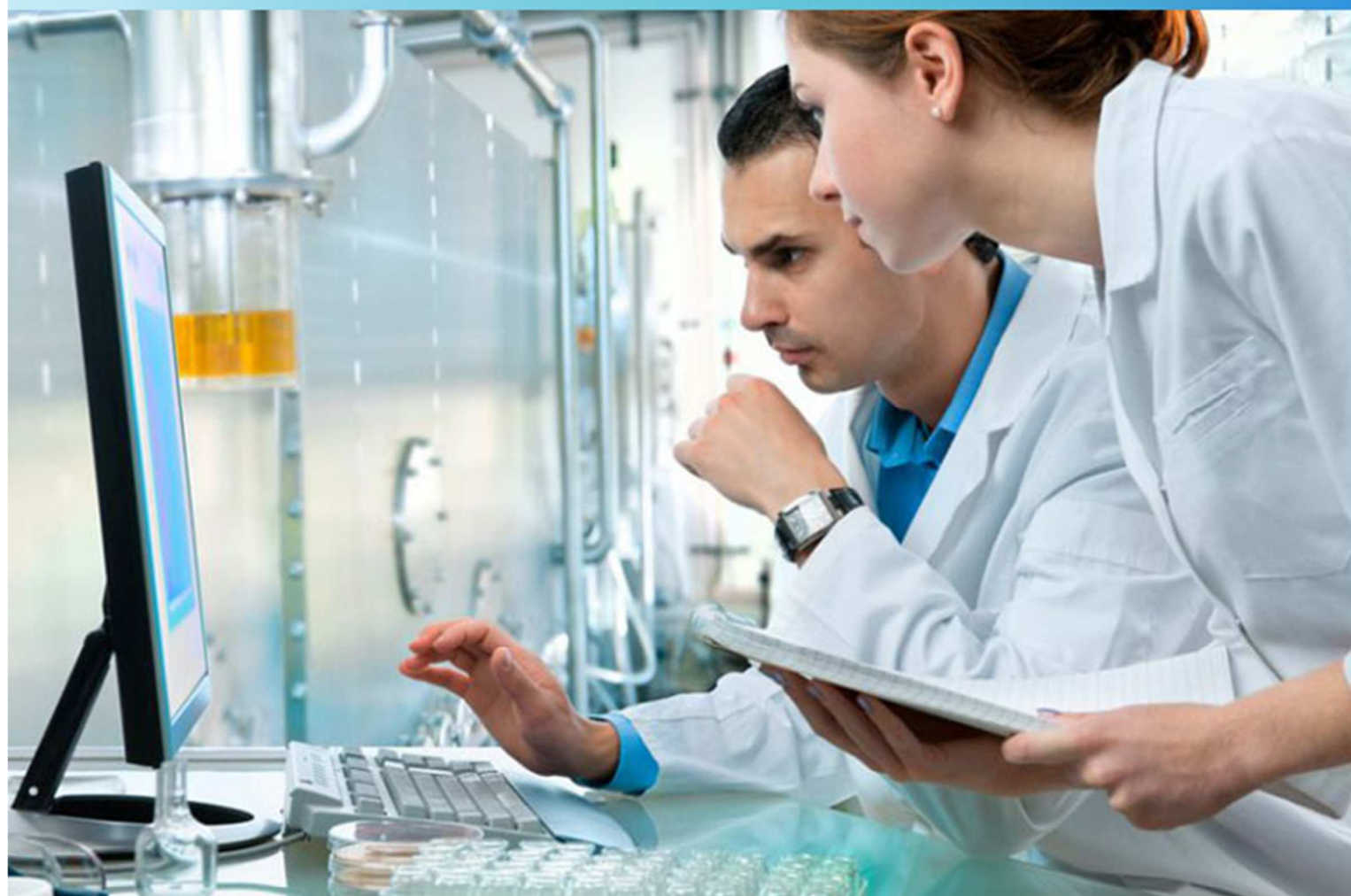


# GENDER EQUALITY IN A NUTSHELL

*Information leaflet for ERIC a.i.s.b.l.  
employees*

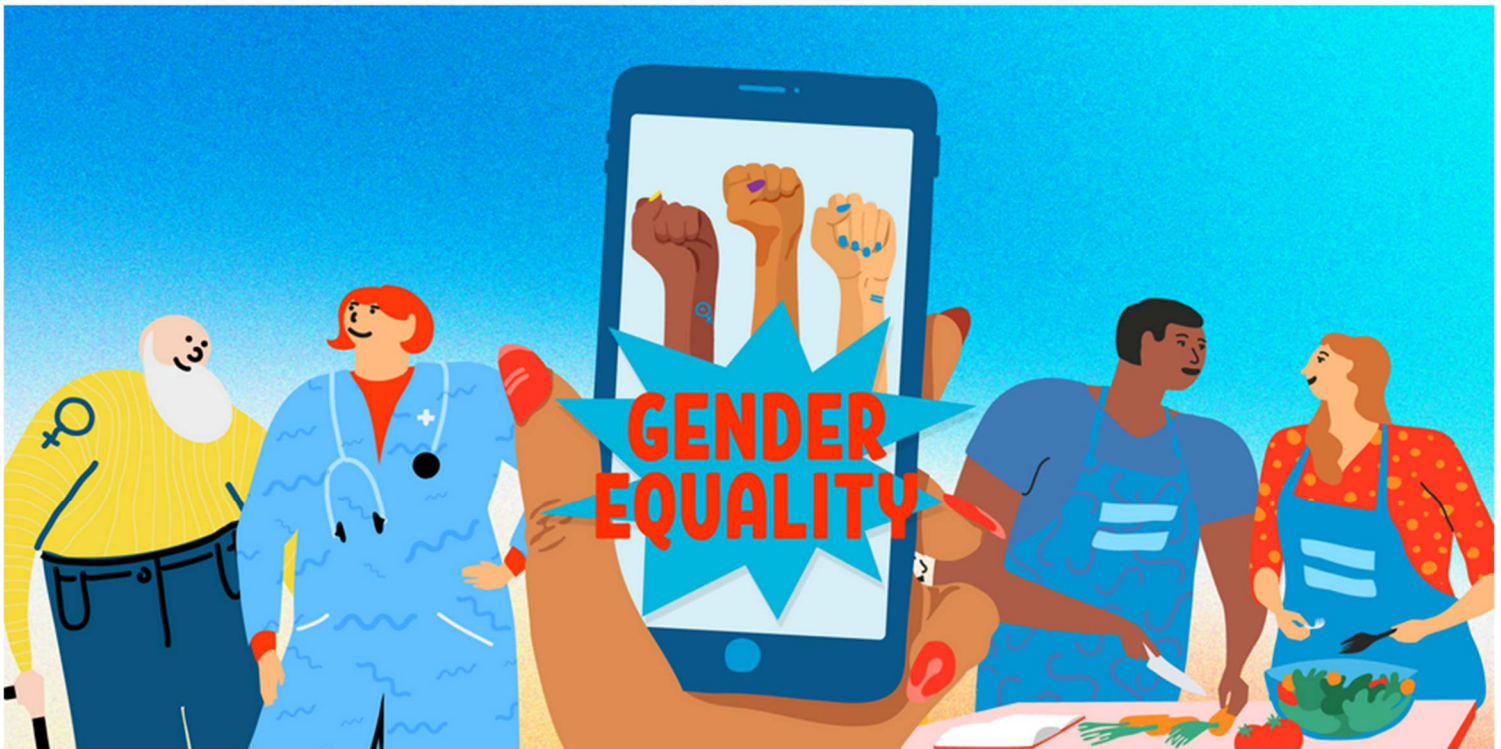


# GENDER EQUALITY



Gender equality is central to the protection of human rights, the functioning of democracy, respect for the rule of law, and social well-being.

ERIC a.i.s.b.l. wishes to make its workplace an open and comprehensive environment, following the legal standards and policy guidance aimed at achieving the advancement and empowerment of women and the effective realisation of gender equality in research.



# Summary

- 1. Introduction ..... 4
- 2. The Gender Equality Plan ..... 5
- 3. How to report a discrimination..... 6
- 4. How to report a sexual harassment ..... 7



## 1. Introduction

The Gender Equality Plan (GEP) is a fundamental step in promoting gender balance and inclusion in Research, Innovation and Training granted under the Horizon Europe financial programmes of the European Commission.

The work on equality, undertaken by ERIC, is designed to promote equality and combat discrimination among its employees, researchers and students, regardless of their gender, ethnicity, national origin, language, religion and beliefs, functional abilities, sexual orientation, gender identity and age.

Although different types of discrimination have some common characteristics, there are many situations where it can be appropriate to separate out gender equality as a priority area and, in fact, the lack of gender balance in top scientific positions is still a key issue.

Equality is not just a matter of gender balance, but also one of equal opportunities and the fair distribution of resources. The achievement of equality between the genders requires having a long-term, genuine desire to bring about change.

Many parties are involved in allocating resources and making appointments, and there are many considerations, which need to be taken into account.

When we are involved in our everyday work, it is easy to quickly lose sight of equality considerations, unless targets have been expressed and clearly incorporated and responsibilities have been clearly allocated.

This leaflet addresses the practical steps that you should follow, in case you are subject to discrimination actions or sexually harassing behaviour.



## 2. The Gender Equality Plan

For research organizations, the European Commission considers a Gender Equality Plan (GEP) as a set of actions aiming at:

- Conducting impact assessment of procedures and practices to identify gender bias;
- Identifying and implementing innovative strategies to correct any bias;
- Setting targets and monitoring progress via indicators.

ERIC is a small organization but, despite its dimension, wishes to give, to all its personnel, equal opportunities and equal treatment.



This set of actions, which can have different degrees of complexity, are meant to articulate a strategic view aimed at achieving gender equality.

The scope of ERIC's GEP aims to address inequalities offering efficient leverages for change and also foresee comprehensive actions and strategies.

The complete GEP can be found at the address:

<https://www.eric-aisbl.eu/gender-equality-plan.html>

The person in charge of the implementation of the gender policies and assigned to receive complaints related to discriminations and/or sexually harassing behaviour is

**Ms. Anna Maria Casella - [casella@eric-aisbl.eu](mailto:casella@eric-aisbl.eu)**

### 3. How to report a discrimination

Reporting a discrimination should not be an act filled with bureaucratic procedures, so, the simplest way with which reporting one of these actions is to write an email to Ms. Anna Maria Casella ([casella@eric-aisbl.eu](mailto:casella@eric-aisbl.eu)) trying to describe the discriminatory behaviour as clearly as possible giving most possible details on:

- the place in which the discriminatory behaviour happened;
- the date and the time;
- the overall background and landscape in which this behaviour has taken place
- describing why you felt that this behaviour was discriminatory towards you
- presence of witness(es)

The Subject of the mail must be “Private and Confidential – Complaint” and must be flagged as “High Priority”.

You will be contacted and further details, if necessary, will be asked.

On the basis of this complaint, an internal investigation will be carried out, aimed at discovering the characteristics of the violation and whether such discriminatory acts were also suffered by other persons who did not report such actions,

The findings of the internal investigation will be analysed by the President, the CEO together with the responsible of the GEP application and may lead to:

- dismissal of the complaint;
- suspension of the person responsible of the violation for a variable period depending on the seriousness of the violation
- suspension without pay of the person responsible for the breach for a variable period depending on the seriousness of the breach
- dismissal of the person responsible and, depending on the seriousness of the act, reporting to the competent authorities.

## 4. How to report a sexual harassment

Reporting a sexual harassment is a very delicate complaint and involves many emotions and many doubts. For this reason this complaint must be very easy to access, thus, the simplest way to report one of these violations, is to write an email to Ms. Anna Maria Casella ([casella@eric-aisbl.eu](mailto:casella@eric-aisbl.eu)) trying to describe the behaviour as clearly as possible giving most possible details on:

- the place in which the discriminatory behaviour happened;
- the date and the time;
- the overall background and landscape in which this behaviour has taken place
- if the behaviour was verbal, physical or both
- presence of witness(es)

The Subject of the mail must be “Private and Confidential – Complaint” and must be flagged as “High Priority”.

You will be contacted and further details, if necessary, will be asked in a private way.

On the basis of this complaint, an internal investigation will be carried out, aimed at discovering the characteristics of the violation and whether such acts were also suffered by other persons who did not report such actions.

All the details of your complaint will remain strictly confidential and anonymous, and the internal investigation will be carried out without discovering the name of the victim.

The findings of the internal investigation will be analysed by the President, the CEO together with the responsible of the GEP application and may lead to:

- dismissal of the complaint;
- suspension of the person responsible of the violation for a variable period depending on the seriousness of the violation
- suspension without pay of the person responsible for the breach for a variable period depending on the seriousness of the breach
- dismissal of the person responsible and, depending on the seriousness of the act, reporting to the competent authorities.