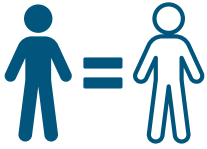


GENDER EQUALITY PLAN



KEY WORDS



Equality



Empowerment



Balance



Voice



Respect



Inclusion



Opportunity

In the pages that follow, we invite you to join us on a journey rooted in respect, equality, and hope. This journey reflects our unwavering commitment to creating inclusive environments where everyone, regardless of gender, can thrive.

This Gender Equality Plan is more than a strategic framework. It is a living testament to our values and our ongoing pursuit of fairness, our commitment to dismantling bias, and our collective will to shape a workplace where opportunity knows no gender. We offer this document as both an invitation and a promise. An invitation to our partners, employees, and allies to walk with us in solidarity. And a promise that we will not just imagine equality, we will build it, embody it, and sustain it together.

INTRODUCTION

At InnovED, we are committed to creating a working environment where all individuals, regardless of gender, can thrive, contribute meaningfully, and advance equally. Gender equality is not only a fundamental human right but also a core element of sustainable, inclusive, and innovative organizational development.

This Gender Equality Plan (GEP) sets out our institutional commitment to identifying and eliminating gender-based inequalities across all aspects of our operations. It aligns with European and national strategies for gender equality and has been developed following best practices from higher education institutions and public organizations. The GEP outlines our vision, priorities, and planned actions while providing a clear governance and monitoring framework to ensure accountability and measurable progress.

LEGAL FRAMEWORK

Our commitment to gender equality is deeply rooted in a robust and evolving legal framework. We recognize that gender equality is not static. It must be actively pursued and continuously nurtured in response to changing societal needs, legal advancements, and cultural awareness. By anchoring our practices in a comprehensive legal foundation, we ensure that our approach is not only principled but progressive.



Our guiding legal and strategic framework includes, but is not limited to:

International conventions and European strategies

- United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979): This foundational treaty guides our commitment to eliminate discrimination and advance substantive equality in every aspect of work and life.
- Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention, 2011): We align our zero-tolerance approach to gender-based violence with this key instrument.
- European Union Gender Equality Strategy 2020–2025: We embed its pillars—ending gender-based violence, challenging gender stereotypes, and closing gender gaps in the labor market—into our internal policies and goals.
- EU Charter of Fundamental Rights: Especially Articles 21 and 23, which prohibit discrimination and promote equality between women and men.

National legal framework (Greece)

- Greek constitution: We uphold Article 4 (equality before the law), Article 5 (personal freedom and development), and Article 116 (affirmative action measures for gender equality), as foundational legal mandates.
- Law 4808/2021: This comprehensive law transposes EU Directive 2019/1158 on work-life balance, reinforces protections against gender-based discrimination, and strengthens mechanisms to report and address sexual harassment in the workplace.
- Greek code of equal treatment (Law 3896/2010): Enforcing the principle of equal treatment for men and women in matters of employment and occupation.
- National action plan for gender equality (2021–2025): We align our organizational actions with the strategic pillars outlined in Greece's national agenda for gender equality.

By embracing this enriched and interconnected legal framework, InnovED affirms its responsibility to foster a workplace and organizational culture free from bias, harassment, and systemic inequality.

VISION AND OBJECTIVES

We envision a culture in which gender equality is embedded at all levels of our organization, from leadership and decision-making to recruitment, training, and work-life balance. Our main objectives are:

- To promote equal opportunities and rights across all genders.
- To eliminate structural and unconscious gender bias in our processes and culture.
- To prevent and address all forms of gender-based violence and harassment.
- To ensure gender perspectives are integrated into all our policies, practices, and outputs.

To empower all employees through awareness, training, and inclusive professional development.

COMPLIANCE WITH EU REQUIREMENTS

In accordance with the European Commission's eligibility standards for Horizon Europe, this Gender Equality Plan (GEP) is a publicly accessible, formal document endorsed by the leadership team of InnovED and is published on our official website. It aims to advance gender equality within the organization while adhering to global benchmarks of transparency, commitment, and accountability.

The following elements are included in alignment with the mandatory GEP framework set by the EU Commission:

1. Public document and endorsement

This GEP has been officially approved and signed by InnovED's co-founders. It is accessible on our public website and shared widely within the organization to enhance visibility and ensure a sense of ownership. All members are encouraged to engage with its contents and participate in its implementation.

2. Dedicated resources

To facilitate the effective implementation of this plan and ensure that gender equality work is continuous and integrated into every part and function, InnovED has:

- Appointed a Gender Equality Officer (GEO) to oversee initiatives, track progress, and serve as a contact person.
- Formed a cross-functional Gender Equality Committee (GEC) comprising management, staff representatives, and external experts.
- Dedicated financial and administrative resources to support initiatives related to gender equality, training programs, data gathering, and communication efforts.

3. Data collection and monitoring

InnovED is dedicated to evidence-based policy formulation. We will:

- Gather sex/gender-disaggregated data each year regarding staff, recruitment, promotions, salary, leadership participation, and training.
- Set indicators and benchmarks across all key areas of the GEP.
- Release an annual gender equality report highlighting achievements, challenges, and suggested modifications to our goals.
- These monitoring practices will support our continuous improvement efforts and maintain transparency for all stakeholders.

4. Training and capacity building

To foster inclusive practices and change mindsets, InnovED will:

- Provide mandatory awareness-raising sessions on gender equality for all new employees.
- Implement unconscious bias and inclusive leadership training for management, decision-makers, and HR personnel.
- Encourage optional gender-oriented workshops and seminars as part of professional growth.

We aim to cultivate a culture where every team member acknowledges and addresses bias consciously and systematically.

5. Addressing the essential priority areas

Each of the following five priority areas, outlined by the European Commission, is tackled through specific measures, actions, and key performance indicators (KPIs) within our plan:

A. Balancing work and personal life and fostering organizational culture

We have implemented flexible work hours, remote working options, and inclusive communication strategies. We promote shared responsibilities and provide support to all employees, irrespective of their gender identity or caregiving roles.

B. Promoting gender balance in leadership and decision-making

We actively monitor the makeup of committees, boards, and managerial positions, and we establish clear internal goals to enhance gender representation. Our leadership development initiatives specifically aim to advance women and underrepresented groups.

C. Ensuring gender equality in hiring and career advancement

Our recruitment practices are reviewed and modified to minimize bias. We guarantee equitable access to mentorship, promotions, and evaluations, and we track gender data at various career milestones.

D. Incorporating gender perspectives in research and educational content

As an organization dedicated to education and innovation, we integrate gender-sensitive viewpoints into our project designs and methodologies. Training is provided to help staff incorporate gender analysis where relevant in their work.

E. Implementing measures against gender-based violence, including sexual harassment

We uphold a zero-tolerance stance toward harassment, supporting this with confidential reporting channels, support services, and preventative training. Staff members are consistently informed of their rights and the established protocols designed to safeguard them.

MONITORING AND EVALUATION

The GEP will be reviewed annually by InnovED co-founders, and key performance indicators (KPIs) will be used to monitor progress. These include:

1. Gender representation across staff roles and decision-making bodies.
2. Uptake of work-life balance measures such as parental leave and flexible hours.
3. Reported cases and resolution rates related to gender-based discrimination or harassment.
4. Participation rates in targeted GEP-related trainings.

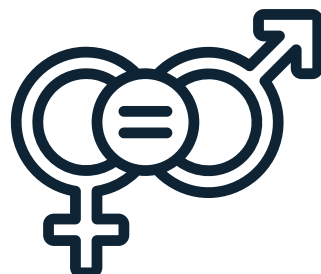
COMMUNICATION AND ENGAGEMENT

Awareness and ownership are key to the success of the GEP. We will:

- Publish the GEP on our website and share it across our communication channels.
- Host events, seminars, and workshops to promote gender-sensitive practices.
- Involve employees at all levels in ongoing dialogue through surveys and feedback mechanisms.

REVISION AND SUSTAINABILITY

The GEP is a dynamic document. It will be revised every three years, or sooner if needed, based on emerging needs, legislative changes, or evaluation outcomes. The co-founders of InnovED will also integrate feedback from internal and external stakeholders to ensure the Plan remains relevant and impactful.



CONCLUSION

At InnovED, gender equality is not an abstract goal, but a practical and ethical imperative. Through this plan, we reaffirm our commitment to fairness, dignity, and respect for all individuals. We invite our partners, funders, and stakeholders to join us in building a more equal future.

