

## Gender Equality Plan

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**WIRELESSINFO** declares that it fully respects and applies the principle of equal opportunities for all positions within the organization. The Association fully respects the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in all areas of its activities, including research freedom, ethical principles, professional responsibility and access, accountability, research best practices, dissemination, public participation, non-discrimination, gender balance, co-authorship, working conditions, job stability, career development, mobility, evaluation and recruitment.

To fulfil these principles, the association's management supports the development of all new measures that strengthen gender equality and social justice.

Within the Gender Equality Plan, WIRELESSINFO introduces activities to address gender equality - training, gender awareness and policy measures to ensure equal opportunities in recruitment and career advancement. The global aim of the association is equal gender representation in the employment of employees, while the association strictly ensures that any gender is not disadvantaged in any activity. The cornerstones of established rules include equality of conditions when filling new positions, gender balance of offers for specialized positions, including positions in management, equality in salaries in similar positions, equality in the content of work in a given position.

WIRELESSINFO makes efforts to cultivate the entire work team and the surrounding community, which operates on the basis of mutual respect between all its members. As a result, any signs of undesirable behaviour or gender-based violence are not tolerated in the association.

The Chairman of the Board is responsible for equality issues in the association; for certain actions, he may delegate operational responsibility on the basis of an internal regulation to another trained person.

### *Dedicated resources*

WIRELESSINFO claims to have human resources and gender expertise to implement GEP

### *Data collection and monitoring*

WIRELESSINFO analyses gender-disaggregated data on employees in various positions, evaluates the data and compares the results with international standards.

### *Training*

To raise awareness of gender equality and unconscious gender prejudices, WIRELESSINFO conducts training for employees and decision-makers.

### **GEP implementation**

Since its establishment, WIRELESSINFO has applied the principle of equal opportunities for all positions in the organization and carries out other activities to support work-life balance and organizational culture. Below is a list of existing and planned activities to further promote equal opportunities in the near future.

### **Work-life balance and organizational culture**

To improve organizational culture and work-life balance, WIRELESSINFO creates an environment where everyone, regardless of gender, can optimally fulfil their work and non-work activities and have equal opportunities in building a fulfilling career.

Significant activities:	Applied from:
Part-time work	2003
Home office possibilities	2003

### **Gender balance in leadership and decision making**

Significant activities:	Applied from:
Decision-making on any issue must be gender balanced and neutral	2003
When filling senior positions, a gender-balanced list of candidates for these positions is always addressed	2020

### **Gender equality in recruitment and career advancement**

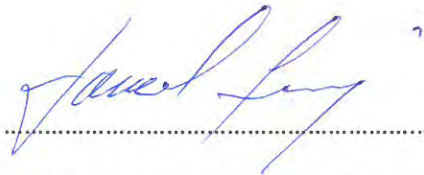
Significant activities:	Applied from:
Definition of transparent, meaningful job position with correspondent salary scales.	2003
Collection and monitoring the gender of applicants for jobs in a digitalized, anonymous manner.	2022
Gender equal pay within the job position	2003

### **Integrating the gender dimension into research content**

Significant activities:	Applied from:
Offers for participation in research to a gender-balanced list of candidates from its team.	2021
Make available and support internationally recognized guidelines for improving gender diversity in research projects across disciplines.	2022
Work with volunteer members of society to improve the gender dimension in research.	2023

### Measures against gender-based violence, including sexual harassment

Significant activities:	Applied from:
Incorporation of info-sessions on CEU Harassment policy in all on-boarding processes.	2021
Development of a new institutional system with another informal complaints procedure to complement the formal one.	2022
Establishment of an Internal Code setting out informal and formal complaint procedures.	2022



Mr. Pavel Gnip, Chairman of Board

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