

The University of Veterinary Sciences Brno

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Gender Equality Plan

Brno 2023

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Preamble

In accordance with the European Union's objectives in the field of gender equality (Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Equality Union: Strategy for Gender Equality 2020-2025), the University of Veterinary Sciences Brno has drawn up a Gender Equality Plan which provides a framework for the further development of gender equality at the University of Veterinary Sciences Brno in the period 2023-2024.

The University of Veterinary Sciences Brno Gender Equality Plan

The Gender Equality Plan of the University of Veterinary Sciences Brno (hereinafter referred to as the "Gender Equality Plan") defines gender culture at the University and focuses on gender equality in the internal regulations of the University, gender equality in the management processes, in recruitment and career development, in education at the University, in science and research at the University, social safety at the University including measures against gender-based violence and harassment, reconciling work activities with parenting and caring for family members, training of staff at the level of the University, faculties and other units of the University, training of students of individual faculties, evaluation of gender equality at the University and resources for the development of gender equality. The Gender Equality Plan defines objectives, measures, responsibilities, terms and indicators to support the development of gender equality at the University.

Gender culture

Gender culture is defined by measures that seek to define strategies, priorities and support the implementation of gender equality at the University. It establishes the coordinator of gender equality at the University, the designation of the University Committee for Gender Equality at the University, defines measures to set up management processes directed to the different units of the University to promote gender equality at the University and to define the parameters for monitoring and evaluation of gender equality at the University.

Gender equality in the University's internal regulations

Gender equality in the internal regulations of the University is determined by the creation of a separate internal standard of the University regulating the conditions for the development of gender equality at the University, control and possible adjustment of internal regulations and other internal norms of the University from the perspective of the development of gender equality in the field of management processes, education, science and research and cooperation with practical life and social responsibility of the University.

Gender equality in the University management processes

Gender equality in the University's management processes includes maintaining gender fairness in the processes of staff representation in the University's self-governing bodies, in the decisions of the self-governing bodies, maintaining gender equality in the processes of staff representation in the University's governing bodies, in the decisions of the University's governing bodies, and in the appointment of advisory committees at the University.

Gender equality in recruitment and career development

Gender equality in recruitment and career development includes setting up recruitment procedures including gender equality as an internal standard at the University, maintaining the gender representation of recruitment committees respecting the representation of gender groups

in the University's committees, maintaining gender equality in work activities at the University, setting up career development for staff that includes gender equality as an internal norm at the University, setting up conditions for habilitation and professorship procedures in accordance with gender equality at the University, maintaining a gender-fair approach in the composition of habilitation and professorial appointment committees in relation to gender groups at the University, maintaining a gender-fair approach in habilitation and professorial appointment procedures in relation to gender groups at the University and in the career development of staff, setting salary conditions for staff incorporating gender fairness in the form of an internal norm at the University, and maintaining a gender-fair approach in the salary evaluation of staff in relation to gender groups at the University.

Gender equality in the University education

Gender equality in education at the University focuses on establishing procedures for the admission of students embracing gender equality as an internal standard at the University, the admission of students in terms of gender equality at the University, and maintaining a composition of academic staff representing the gender groups of the University in education in individual study programmes, continuing to provide study, career and psychological counselling to students of all gender groups at the University, maintaining gender representation in the composition of state examination and theses defence committees for individual study programmes, and continuing to conduct academic ceremonies, especially matriculation and graduation ceremonies, in a gender-fair manner.

Gender equality in science and research at the University

Gender equality in science and research at the University includes the promotion of gender equality in the formation of research teams at the University, maintaining a composition representative of gender groups on the University's grant review panels, promoting gender equality in opportunities to apply the results of scientific and research activities, and maintaining gender equality in the recognition of staff for significant scientific and research achievements.

Social safety on campus and measures against gender-based violence and harassment

Social safety, including measures against gender-based violence and harassment, at the University includes the establishment of conditions for social safety at the University in the form of internal regulations, and counselling for students and staff on social safety at the University, including protection against gender-based violence and harassment. It also includes the appointment of an ombudsperson for social safety at the University, the actual activities of the ombudsperson, the investigation of any cases of violations of social safety at the University, and the evaluation of social safety at the University in the form of a separate annual report on social safety at the University.

Reconciling studies and work with parenthood and taking care of family members

Reconciling studies and work with parenthood and taking care of family members emphasizes support for undergraduate students during pregnancy and parenthood in the form of individual study plans in the sense of the possibility of extending their studies, and support for postgraduate students during pregnancy and parenthood in the form of individual study plans, particularly the possibility of extending their studies or enabling a high degree of home study or distance learning, if the subject of work and the operational, organisational and pedagogical and scientific conditions of their studies allow it, enabling a change in work activities for pregnant students/employees in accordance with safety during pregnancy. It also emphasizes the implementation of specific conditions for the integration of parents into work

on their return from parental leave, supporting the placement of children of University employees in a nursery, kindergarten or primary school with contractual status with the University. This also emphasizes support for employees caring for close relatives in terms of assignment to a place of work outside the University, if the operational, organisational and pedagogical and scientific conditions of the workplace allow it.

Training in gender equality

Training of University staff, faculties, and other University units as well as training of students of individual faculties is carried out to increase gender culture at the University.

Evaluation of gender equality at the University

Evaluation of gender equality at the University includes setting a timeline, determining the competencies and procedures for collecting data and information for evaluating gender equality at the University, determining the format for evaluating such data, and setting a timeline for evaluating gender equality at the University, setting the rules of interpretation for the evaluation of gender equality, defining the structure and content of the Report on Gender Equality at the University, drafting the Report on Gender Equality at the University and determining the measures arising from the results of the evaluation leading to the further development of gender equality at the University.

Resources for the development of gender equality

The resources for the development of gender equality are primarily personnel and financial allocations, specifically the allocation of personnel for the administrative provision of gender equality development at the University and at the faculties and other units of the University, as well as the allocation of financial resources for the administration and evaluation of gender equality development at the University, the faculties and other units of the University.

Implementation of gender equality at the University

The following people and institutions are responsible for the implementation of gender equality at the University: The Rector of the University, the University management, the University management bodies, the University Gender Equality Coordinator, the University Gender Equality Committee, the University Academic Senate, the University Scientific Council, the University Legal and Human Resources Departments, counselling centres at the University, the University ombudsman for social security, University management staff, deans, faculty management, faculty governing bodies, academic senates of faculties, scientific councils of faculties, guarantors of study programmes, the management staff at faculties, heads of University units and other University organs authorised by the Rector.

Monitoring (data collection and evaluation) of gender equality at the University

In order to evaluate the implementation of gender equality at the University, the University management, faculty management and the University Gender Equality Coordinator and the University Gender Equality Committee carry out monitoring (including data collection and evaluation) of gender equality at the University. In doing so, it uses information and data from individual activities at the University or purposefully obtains data from individual University leaders, faculties and other units related to gender equality at the University.

Evaluation of gender equality at the University

The evaluation of gender equality at the University is conducted once a year in the form of a single report. The report is written by the University Gender Equality Coordinator with the support of the University Gender Equality Committee. The report includes an evaluation of

gender equality in each of the main objectives of gender equality at the University. In compiling the report, information and data from individual activities at the University are used or purposeful material is obtained from individual University leaders, faculties and other units relevant to gender equality at the University. The report makes use of the support of gender-segregated data and individual indicators of gender equity at the University in its assessment of gender equity at the University. The final report is submitted to the Rector and discussed at the Rector's Collegium. The report is listed among the University's publicly accessible documents.

Measures to develop gender equality at the University

Possible measures for the development of gender equality at the University are formulated in the Report on Gender Equality at the University. These measures are submitted to the Rector of the University within the framework of the University Gender Equality Report. If necessary, the Rector shall adopt measures at the University level and/or designate deans at the faculty level to implement measures to increase the level of gender equality at the University.

Approval and publication

The University's Gender Equality Plan is approved by the Rector of the University and is published on the University's website.

Implementation of gender equality

The implementation of gender equality in terms of the identification of gender equality objectives, measures, responsibilities, terms and gender equality indicators in their chronological sequence is presented in the table below.

In Brno on 17. May 2023

prof. MVDr. Alois Nečas, Ph.D., MBA
the Rector

Aim	Measures	Liability	Deadline	Indicators (activities)
Gender culture				
	Defining a strategy for the development of gender equality at the University	University management	2023	Development of a strategy for the development of gender equality at the University (University Gender Equality Plan)
	Identifying priorities to promote gender equality at the University	University management	2023	Setting priorities for the development of gender equality at the University (University Gender Equality Plan)
	Creation of a document to support the implementation of gender equality at the University	University management	2023	Preparation of a document containing the implementation procedure for the development of gender equality at the University (University Gender Equality Plan)
	Appointment of a Coordinator for gender equality at the University	Rector	2023	Specific designation of a person by the rector to coordinate gender correctness at the University
	Appointment of the University's Gender Equality Committee	Rector	2023	Appointment of the University's Gender Equality Committee
	Setting up management processes directed towards different units of the University to promote gender equality at the University	University management	2023	Meeting of the Rector's Collegium focused on the issue of promoting gender equality
	Definition of parameters for monitoring and evaluation of gender equality at the University	University management	2023	Designing parameters for monitoring and evaluation of gender equality at the University
Gender equality in the internal regulations of the University				
	Designing a separate internal University standard regulating the conditions for the development of gender equality at the University	Legal and HR department of the University	2023	Designing a separate internal University standard
	Revision and possible amendment of the internal regulations and standards of the University with regard to	Legal and HR department of the University	2023	Revision of internal regulations and norms in terms of ensuring gender non-discrimination and

	the development of gender equality in the management processes at the University			gender-equality practices at the University in management processes
	Revision and eventual amendment of the internal regulations and norms of the University with regard to the development of gender equality in education at the University	University and faculty management	2023	Potential amendment of the internal regulations and standards of the University related to education at the University
	Revision and eventual amendment of the internal regulations and standards of the University with regard to the development of gender equality in science and research at the University	University and faculty management	2023	Potential amendment of the internal regulations and rules of the University related to science and research at the University
	Review and possible amendment of the internal regulations and standards of the University with regard to the development of gender equality in the area of practice and social responsibility of the University	University and faculty management	2023	Potential amendment of the internal regulations and standards of the University related to practice and the University's social responsibility
Gender equality in the University management processes				
	Maintaining gender equality in the processes of personnel representation in the University's self-governing bodies	University Academic Senate and academic senates of faculties	2023 and 2024	Evaluation in the Report on Gender Equality at the University
	Observance of gender equality in the decisions of self-governing bodies	University Academic Senate and academic senates of faculties	2023 and 2024	Evaluation in the Report on Gender Equality at the University
	Monitoring of gender representation in the University's self-governing bodies	University and faculty management	2023 and 2024	Equal gender representation in staff in the University's self-governing bodies
	Maintaining gender equality in the processes of personnel representation in the University management structure	University and faculty management	2023 and 2024	Evaluation in the Report on Gender Equality at the University
	Compliance with gender equality in the decisions of the governing bodies of the University	University and faculty management	2023 and 2024	Evaluation in the Report on Gender Equality at the University

	Monitoring gender representation in University governing bodies	University and faculty management	2023 and 2024	Evaluation in the Report on Gender Equality at the University
	Monitoring of gender representation on University advisory committees respecting the gender representation of the University	University and faculty management	2023 and 2024	Equal gender representation in advisory committees at the University
Gender equality in recruitment and career development				
	Setting up recruitment procedures incorporating gender equality as an internal norm at the University	Management bodies of the University	2023 and 2024	Internal rule regulating the conditions of recruitment for job activities at the University
	Maintaining the gender representation of the University's gender groups on recruitment committees	Management bodies of the University	2023 and 2024	Composition of recruitment committees at the University
	Maintaining a gender-fair approach in work activities at the University	Management staff at the University	2023 and 2024	Possible investigation of gender-nonconforming cases in work activities at the University
	Setting career development for staff incorporating gender equality as an internal standard at the University	Management staff at the University	2023 and 2024	An internal standard regulating conditions for career development at the University
	Setting the requirements for the habilitation and professorial appointment procedures in accordance with the conditions of gender equality at the University	Scientific council of the University and scientific councils of the faculties	2023 and 2024	Requirements for Habilitation and Professor appointment proceedings at the University
	Maintaining a gender-fair approach in the composition of committees for habilitation and professorial appointment procedures in relation to gender groups at the University	Scientific council of the University and scientific councils of the faculties	2023 and 2024	Evaluation of the composition of evaluation committees in relation to gender groups at the University in the Report on Gender Equality at the University
	Maintaining a gender-fair approach in the habilitation and professorial appointment procedure in relation to gender groups at the University	Scientific council of the University and scientific councils of the faculties	2023 and 2024	Evaluation in the Report on Gender Equality

	Setting wage conditions for staff incorporating gender equality as an internal standard at the University	University and faculty management	2023 and 2024	Internal rule regulating the conditions of pay at the University
	Maintaining a gender-fair approach in the remuneration of employees in relation to gender groups at the University	Management staff at the University	2023 and 2024	Evaluation of staff remuneration in relation to gender groups at the University in the Report on Gender Equality
Gender equality in the University education				
	Setting up procedures for the admission of students incorporating gender equality as an internal norm at the University	Management bodies of the University	2023	Internal standard regulating the conditions of admission to the University
	Gender fairness in the University admissions	Deans	2023 and 2024	Internal standard regulating the requirements for admission to the University
	Maintaining the composition of academic staff representing the University's gender groups in individual study programmes in student education	Deans	2023 and 2024	Staff representation of academic staff in individual study programmes
	Continued provision of academic, career and psychological counselling to students of all gender groups at the University	The University's Counselling Centre	2023 and 2024	Representation of gender groups in the provision of study, career and psychological counselling
	Maintaining the composition of state examinations and theses defence committees for individual study programmes with representation of the University's gender groups	Deans	2023 and 2024	Potential investigation of gender-nonconforming cases in work activities at the University
	Continuing to hold academic ceremonies, especially matriculation and graduation ceremonies, in accordance with gender equality	Faculty Managements and Vice-rector for Education	2023 and 2024	The course of academic ceremonies at the University
Gender equality in science and research at the University				
	Promoting gender equality in the formation of research teams at the University in	Management staff at the University	2023 and 2024	Equal gender representation in research teams at the University

	terms of a composition representative of the gender groups at the University			
	Maintaining a gender-fair composition of the University's grant review panels (IVA, IGA, IMA, ITA)	Management bodies of the University	2023 and 2024	Equal gender representation in the University's grant review panels
	Promoting gender equity in opportunities for the application of scientific and research results	Management staff at the University	2023 and 2024	Equal gender representation in the application of scientific and research activities
	Maintaining gender equality in staff recognition for significant scientific and research achievements	Management bodies of the University	2023 and 2024	Equal gender representation in the recognition of scientific and research activities
Social safety including measures against gender-based violence and harassment at the University				
	Defining conditions of social safety at the University in the form of an internal standard	University management	2023	Valid internal standard on social safety conditions
	Counselling for the studying employees about social safety at the University	University counselling centres	2023 and 2024	Activities of the Ombudsman and student counselling centre at the University
	Appointment of an Ombudsman for social safety at the University	Rector	2023	Appointment of an Ombudsman for social safety by the Rector of the University
	Activities of the Ombudsman for social safety at the University	Ombudsman for social safety	2023 and 2024	Evaluation in the annual report on social safety at the University
	Investigating potential incidents of social safety violations at the University	Ombudsman for social safety	2023 and 2024	Evaluation in the annual report on social safety at the University
	Evaluation of social safety at the University in the form of an annual report	Ombudsman for social safety	2023 and 2024	Discussion of the annual report on social safety at the University at the Rector's Collegium
Reconciling studies and work with parenthood and caring for family members				

	Support for undergraduate students during pregnancy and parenthood in the form of individual study plans in the sense of the possibility of extending their studies	Programme guarantors and faculty management	2023 and 2024	Evaluation in the annual Report on Gender Equality at the University
	Support for postgraduate students during pregnancy and parenthood in the form of individual study plans in the sense of the possibility of extending their studies, allowing high proportion of home study or distance study forms if the subject of the work and the operational, organisational and pedagogical-scientific conditions of their studies allow it	Programme guarantors and faculty management	2023 and 2024	Evaluation in the annual Report on Gender Equality at the University
	Allowing changes in work activities for expectant mothers in line with protection during pregnancy	Management staff at the University	2023 and 2024	Evaluation in the annual Report on Gender Equality at the University
	Conditions for integrating parents back into the workplace when returning from parental leave	Management staff at the University	2023 and 2024	Evaluation in the annual Report on Gender Equality at the University
	Support for the placement of children of university employees in a nursery or kindergarten under contract with the University	University and faculty management	2023 and 2024	Evaluation in the annual Report on Gender Equality at the University
	Support for the placement of children of university employees in primary schools with contractual status with the University	University and faculty management	2023 and 2024	Evaluation in the annual Report on Gender Equality at the University
	Support for employees caring for close relatives in terms of assigning them to a workplace outside the university, if the operational, organisational and pedagogical and scientific conditions of the workplace allow it	Management staff at the university	2023 and 2024	Evaluation in the annual Report on Gender Equality at the University
Training in gender equality				
	Training of university staff in gender equality issues	Legal and HR department	2023 and 2024	Onboarding training

	Training of faculty and other university staff in gender equality issues	Deans of faculties and heads of other units of the University	2023 and 2024	Onboarding training
	Training of university students in gender equality issues	Faculty deans	2023 and 2024	Training upon enrolment
Evaluation of gender equality at the University				
	Setting a timeline to evaluate gender equality at the University	University management	2023 and 2024	Meeting of the Rector's Collegium on the timeline for assessing gender equality at the University
	Identification of competencies and procedures for gathering information and data to evaluate gender equality at the University	University management	2023 and 2024	Meeting of the Rector's Collegium on competencies and procedures for gathering information and data to evaluate gender equality at the University
	Determining the format for evaluation of information and data to assess gender equality at the University	University management, University Gender Equality Coordinator, Gender Equality Committee at the University	2023 and 2024	Meetings of the University's Gender Equality Committee to determine the format of the evaluation
	Setting rules for the interpretation of gender equality at the University	Gender Equality Committee at the University	2023 and 2024	Meeting of the university's gender equality committee to set rules for interpretation
	Outlining the structure and content framework of the Report on Gender Equality at the University	Gender Equality Committee at the University	2023 and 2024	Meeting of the Gender Equality Committee at the University to define the structure and content of the report
	Writing an annual Report on gender equality at the University	University Gender Equality Coordinator, Gender Equality Committee at the University	2023 and 2024	Writing an annual report
	Identifying measures arising from the evaluation and leading to the further development of gender equality at the University	University management	2023 and 2024	Meeting of the Rector's Collegium to address measures arising from the Report on Gender Equality at the University

Resources for the development of gender equality				
	Assignment of personnel for the administrative area of the university-level development of gender equality	Rector	2023 and 2024	Appointment of personnel for the administrative area of the university-level development of gender equality
	Assignment of personnel for the administrative area of the development of gender equality at the university units	Deans of faculties and heads of other University units	2023 and 2024	Appointment of personnel for administrative support for the development of gender equality at the university units
	Outlining financial provisions for the administration and evaluation of the development of gender equality at the University	Rector	2023 and 2024	University budget specifically identifying funds to provide for the administrative area of gender equality development
	Defining the financial provision for the administrative maintenance and evaluation of the development of gender equality at the University units	Deans of faculties and heads of other University units	2023 and 2024	University budget with explicit financial provision for the administrative area of gender equality development