

Diagnosis and Monitoring

- Annual evaluations of the Equality Plan
- Periodic gender-focused surveys
- Analysis of pay gaps, work-life balance, psychosocial risks, and vulnerable groups

Training and Awareness

- Equality courses for all staff
- Targeted training for selection committees, faculty, and project leaders
- Integration of gender perspective in research

Work-Life Balance and Shared Responsibility

- Measures supporting personal and family balance (leave, vacation, remote work)
- Support for childcare and tailored flexibility options
- Guide and calendar for work-life balance

Visibility and Communication

- Updates to institutional websites and intranet on equality matters
- Dissemination of best practices and actions from the three Equality Plans
- Logo and awareness campaigns (e.g., International Day of Women and Girls in Science, gender-based violence)

Harassment Prevention and Safe Work Environment

- Updated anti-harassment protocol
- Inclusion of information in welcome manuals
- Specific support and protective measures for victims
- Promotion of a workplace environment based on mutual respect

Inclusion and Diversity

- Actions for LGTBI groups, people with disabilities, and against multiple discrimination
- Promotion of gender-balanced representation and female STEM vocations
- Inclusive language in documentation and forms