



ΔΗΜΟΣ  
ΙΕΡΟΚΗΠΙΑΣ

**GENDER EQUALITY PLAN**

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## **Gender Equality Plan (GEP)**

### **1. Introduction**

This Gender Equality Plan (GEP) sets out the commitment of the organization to promote gender equality, diversity, and inclusion in all aspects of its activities. The plan aligns with European and international principles on equal opportunities and aims to create a fair, safe, and inclusive working environment.

### **2. Objectives**

- Promote equal opportunities regardless of gender
- Prevent discrimination and harassment
- Ensure work-life balance for all employees
- Increase gender balance in decision-making positions
- Integrate the gender dimension in organizational policies and practices

### **3. Scope**

This plan applies to all employees, management, collaborators, and stakeholders of the organization.

### **4. Governance and Responsibility**

The implementation of the GEP is overseen by senior management. A designated Gender Equality Officer or Committee is responsible for monitoring progress, collecting data, and reporting annually.

### **5. Gender Balance in Leadership and Decision-Making**

- Encourage balanced representation in leadership roles
- Use transparent and merit-based selection procedures
- Monitor gender distribution in management positions

### **6. Recruitment and Career Progression**

- Apply gender-neutral language in job advertisements
- Ensure unbiased recruitment and evaluation procedures
- Support equal access to training and career development opportunities

### **7. Work-Life Balance and Organizational Culture**

- Promote flexible working arrangements where possible
- Support parental leave for all genders
- Foster a respectful and inclusive workplace culture

## **8. Prevention of Gender-Based Violence and Harassment**

- Adopt a zero-tolerance policy towards harassment
- Provide clear reporting and complaint mechanisms
- Offer training and awareness-raising activities

## **9. Training and Awareness**

- Provide regular training on gender equality and unconscious bias
- Raise awareness through internal communication and events

## **10. Monitoring and Evaluation**

Progress will be monitored through gender-disaggregated data, indicators, and regular reviews. The GEP will be updated as needed to ensure continuous improvement.

## **11. Communication**

The Gender Equality Plan is publicly available and communicated internally to ensure transparency and accountability.