

Gender Equality Plan 2026–2035

DEX Innovation Centre, z.s.

Liberec, Czech Republic | August 2026

1. Purpose

DEX Innovation Centre is committed to equal opportunities and a respectful working environment. This Gender Equality Plan sets out the basic measures DEX will use to support gender equality in its workplace, recruitment, management, project work and cooperation with partners.

The Plan follows the main principles used by the European Commission for Gender Equality Plans under Horizon Europe. DEX adopts it voluntarily as an SME and as part of its approach to responsible and inclusive innovation.

2. Equal opportunities at DEX

DEX will apply the same principles of equal treatment to recruitment, career development, training and allocation of responsibilities.

- Recruitment decisions will be based on qualifications, experience, skills and the requirements of the position.
- Vacancies will use clear and inclusive language and avoid unnecessary gender stereotypes.
- Employees will have equal access to training, professional development and opportunities to take responsibility.
- Project and management roles will be assigned according to skills and experience, with attention to balanced participation where possible.

3. Work-life balance

DEX recognises that employees may have different personal and family responsibilities. Where the work allows it, DEX will support flexible ways of working.

- Flexible and remote working arrangements may be used where compatible with the position and project needs.
- Meetings and internal activities should be organised with reasonable consideration of employees' working arrangements.
- Taking parental or family-related leave should not negatively affect access to professional development or opportunities.

4. Prevention of discrimination and harassment

DEX does not tolerate discrimination, harassment or sexual harassment. Concerns should be raised with management or the person responsible for the implementation of this Plan. Reports will be handled confidentially and without retaliation.

- Employees will be informed about the internal route for raising concerns.
- Management will take reported cases seriously and take appropriate action where necessary.
- Respectful behaviour and equal treatment will be part of staff onboarding and internal communication.

5. Gender equality in projects and innovation

DEX works mainly through European projects, innovation support and cooperation with public authorities, businesses, research organisations and other stakeholders. Where gender is relevant to a project, it will be considered in the design and implementation of activities.

- Project teams will consider balanced participation of women and men when selecting experts, speakers and participants, where possible.
- Where relevant, participation data will be collected in a sex-disaggregated form.
- Project outputs and services will be reviewed, where appropriate, to identify whether they may affect women and men differently.
- Gender equality will be addressed in project design when it is relevant to the topic and target groups.

6. Awareness and training

DEX will provide or facilitate access to basic awareness-raising on equal opportunities, unconscious bias and respectful working practices. Training will be proportionate to the size and needs of the organisation.

- Gender equality principles will be included in staff onboarding.
- Relevant staff may participate in external training, webinars or other learning activities.
- Project staff will be informed about the need to consider the gender dimension where this is relevant to a project.

7. Monitoring

Implementation of the Plan will be reviewed once a year. DEX will use simple, proportionate indicators and will not collect personal information unless there is a clear legal and organisational reason to do so.

- Gender composition of the organisation.
- Gender balance in management and project leadership.
- Participation in training and professional development.
- Use of flexible working arrangements, where relevant.
- Gender balance among relevant project participants, experts and speakers.
- Any reported equality or harassment concerns, handled in aggregated and confidential form.

The annual review will identify progress, areas for improvement and any measures that should be adjusted for the following year.

8. Responsibilities and resources

Management is responsible for approving the Plan, supporting its implementation and reviewing progress. A member of the DEX team will coordinate the annual review and maintain the relevant indicators.

DEX will provide reasonable staff time and organisational resources for implementation, including awareness-raising, monitoring and training where needed.

9. Review of the Plan

This Plan applies from August 2026 to December 2035. It will be reviewed annually and may be updated earlier if there are significant changes in the organisation or applicable requirements.

10. Approval

The Gender Equality Plan has been approved by the management of DEX Innovation Centre, z.s.

Date: 26th August 2026

Name / position: Jan Kubalik, CEO

Signature: _____


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