

Public declaration of the Plan to Promote Equal and Non-discriminatory Conditions for CESNET Employees in 2022–2024

The equality of all people is a fundamental value of the European Union, a manifestation of fundamental human rights, a key principle of the European Pillar of Social Rights and a crucial prerequisite for innovative, competitive and prosperous European society. CESNET, an association of legal entities ('CESNET'), is committed to the promotion of equal treatment and non-discrimination in all fields of its activity.

CESNET perceives gender equality in a broader context, as part of a strategic commitment to honour the principles of equality and transparency of opportunity regardless of gender, race, ethnicity, religious belief, age, marital status, sexual orientation, health, life stage, etc.

To help achieve the goal of universal equality, we will implement measures identified in the Plan to Promote Equal and Non-discriminatory Conditions for CESNET Employees in 2022–2024 (the 'Plan'). The Plan aims to define areas of interest for improving the equality of opportunity and provide appropriate institutional tools for their implementation and evaluation. Each chapter of the Plan covers a separate area within which objectives, indicators and an implementation schedule are set down.

The chosen period (three years) is adequate time to accomplish the set objectives, especially to prepare and carry out a gender audit with an evaluation of its results and their processing for the next period.

While the Plan was in preparation, the director of CESNET established an Equality Working Group as the director's advisory group whose main task in this period is to ensure Plan implementation, provide guidance on employee equality, manage the fulfilment of objectives and evaluate the objectives on a running basis.

The Plan covers the following areas:

- Securing financial resources for dealing with issues associated with equal and non-discriminatory conditions
- Collecting gender-disaggregated data that will be evaluated in order to propose further measures for achieving equality for all CESNET employees
- Surveying equality issues within the organization; the Plan actively increases awareness of various equality aspects across the organization (e.g., gender-sensitive language); results can be used to propose appropriate measures on suitable platforms (workshops, etc.)

The Plan includes the following chapters:

- I. Securing human and financial resources for dealing with issues associated with equal opportunity and non-discrimination at CESNET
- II. Preparing and carrying out a gender audit as a basis for the Plan for the next period, collecting and monitoring gender-disaggregated data
- III. Transformation of the organizational culture
- IV. Recruitment, applicant selection and career development under equal conditions; inclusion of a gender dimension in research
- V. Work & life balance
- VI. Zero tolerance for workplace violence

The Plan and this public declaration were approved by the CESNET board of directors on 21 February 2022.

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Chairman of the Board of Directors, CESNET

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Vice-Chairman of the Board of Directors, CESNET