

## **Gender Equality Plan for Private elementary school of democratic education, Galaktická 9, Košice, Slovakia**

### **Public gender equality plan**

Private elementary school of democratic education, Galaktická 9, Košice, Slovakia is committed to ensuring equal opportunities for everyone, regardless of gender. This plan has been approved by the school's management and is publicly available on the organization's official website.

### **Dedicated resources**

To implement gender equality initiatives, we allocate necessary resources and designate a responsible person to oversee the execution of this plan. This role ensures proper support and coordination of activities related to gender equality.

### **Data collection and monitoring**

We systematically collect and analyze sex-disaggregated data related to our staff, volunteers, and participants. Following every reported issue or complaint, we take prompt action and resolve the case, ensuring transparency and accountability. We also involve students in discussions about gender equality and actively reference national legislative frameworks to ensure compliance and integration of national gender equality policies.

### **Training and awareness**

We provide regular training sessions for staff and decision-makers to raise awareness about gender equality and address unconscious biases. These sessions aim to create an inclusive and fair organizational culture.

### **Work-life balance and organizational culture**

We promote a healthy work-life balance by offering flexible working conditions that accommodate the diverse needs of all employees.

### **Gender balance in the workplace**

Our school is committed to achieving balanced gender representation in leadership positions and decision-making processes. Our hiring and career development policies are transparent and based on merit, ensuring that all candidates have equal opportunities, regardless of gender.

### **Integration of the gender dimension into research and teaching content**

We integrate gender perspectives into our educational programs, helping students develop an understanding of equality and non-discrimination.

### **Measures against gender-based violence including sexual harassment**

Our school has a zero-tolerance policy toward any form of gender-based violence or sexual harassment. Clear reporting and response mechanisms are in place to ensure a safe and respectful environment.