

Gender Equality Plan of the Faculty of Informatics, Masaryk University (GEP FI MU) 2024-2028

1. TRANSFORMATION OF ORGANIZATIONAL CULTURE										
No.	Goal	Measures/actions—description	Priority	Target group	Timing	Indicators	Responsibility/implementation (faculty/other unit)	Level	Implementation of measures (status as of 31 December 2025)	Activity Implementation *
1.	Systematically promote equal opportunities	Include explicit language reflecting the vision and goals on gender equality in the long-term plan for 2024 and beyond.	High	Employees	Till the end of 2024	The vision and goals in the area of gender equality are defined.	FI MU	Cultural/symbolic	The principles of equality have been incorporated into the FI Strategic Plan, <a href="https://is.muni.cz/auth/do/fi/uredni_deska/predpisy/ostatni_dokumenty/Strategicky_zamer_FI_MU_24_28.pdf">https://is.muni.cz/auth/do/fi/uredni_deska/predpisy/ostatni_dokumenty/Strategicky_zamer_FI_MU_24_28.pdf</a>	✓✓
2.	Systematically promote equal opportunities	Conduct regular gender re-audits	Medium	Employees	Till the end of 2029	Final report from the gender re-audit	FI MU	Cultural/symbolic	Not relevant in 2025.	
3.	Systematically use gender-sensitive language in documents and materials	Review existing FI internal documents with regard to the use of gender-sensitive language.	Medium	Employees	Till the end of 2028	Revised internal documents	FI MU	Cultural/symbolic	Ongoing.	✓
4.	Systematically use gender-sensitive communication in documents and materials	Add information to marketing materials on how to appropriately address girls so as not to reproduce gender stereotypes.	Medium	Employees	Till the half of 2025	Revised internal documents	FI MU	Cultural/symbolic	The design of marketing materials has been discussed with the Office for External Relations and Partnership, and texts and videos are prepared to avoid reproducing gender stereotypes; the term "girls" is not used.	✓✓
5.	Systematically use gender-sensitive language in documents and materials	Revise the Concept of External Relations and Marketing of FI MU with the aim of adding "women" to the target group.	High	Employees, the public	Till the half of 2025	Revised internal documents	FI MU	Cultural/symbolic	The original FI MU Marketing Concept is no longer used. The target group now includes "women", and the term "girls" is no longer used as a target group or form of address. Promotional materials and videos use gender-sensitive language.	✓✓
6.	Promote equal treatment in the FI MU environment	Train the PR and marketing department on gender equality in written and visual communication.	Medium	The public	Ongoing	Training courses conducted, attendance sheets	FI MU	Cultural/symbolic	Employees of the Office for External Relations and Partnership completed training on gender-sensitive communication on 10 April 2025, delivered by Gabriela Langhammerová. They use publicly available guides and methodologies on gender-sensitive communication in the higher-education environment. An FI e-course "Prevention of Gender-Based Violence" has been created; <a href="https://is.muni.cz/auth/do/fi/informace_pro_zamestnance/skoleni_pro_zamestnance/prevence-genderove-podmineneho-nasilivarp">https://is.muni.cz/auth/do/fi/informace_pro_zamestnance/skoleni_pro_zamestnance/prevence-genderove-podmineneho-nasilivarp</a> , it includes a chapter on gender-sensitive expression in academic and research settings and is available to all employees.	✓
7.	Promote balanced representation of women and men in the IT sector	Increase the representation of women/girls in the visual and linguistic components of FI MU promotional materials in order to increase their visibility and representation.	High	The public, applicants for study	Ongoing	Newly created promotional materials present a balanced representation of women and men	FI MU	Cultural/symbolic	There has been a long-term effort to increase the representation of women in both the visual and linguistic components of FI promotional materials.	✓
8.	Promote confidence in addressing cases of unequal treatment and discrimination in the workplace	Raise awareness of the existence and function of the Equal Opportunities Panel.	High	Employees	Till the end of 2024	Employee feedback	FI MU	Institutional	The FI website "Ethics and Protection of Rights" <a href="https://www.fi.muni.cz/staff/career/ethics/">https://www.fi.muni.cz/staff/career/ethics/</a> has been updated with information about the Equal Opportunities Panel, including links to relevant MU websites. Information about the Panel has also been incorporated into the content of the FI Human Resources Department on the Employee Portal, in the Ethics and Protection of Rights section <a href="https://portal.muni.cz/fi/personnel-office/ethics-and-protection-of-rights">https://portal.muni.cz/fi/personnel-office/ethics-and-protection-of-rights</a> .	✓✓
9.	Promote equal treatment in the FI MU environment	Add a description of the function and procedure for submitting a complaint to the Ethics and Rights Protection subpage.	High	Employees	Till the end of 2024	The Ethics and Rights Protection subpage is being revised.	FI MU	Institutional	The FI website "Ethics and Protection of Rights" <a href="https://www.fi.muni.cz/staff/career/ethics/">https://www.fi.muni.cz/staff/career/ethics/</a> has been updated with a graphic representation of the mechanism for reporting problematic behavior at MU, prepared by the University-wide Protection of Rights Office. It has also been added to the FI Human Resources Department content on the Employee Portal, in the Ethics and Protection of Rights section <a href="https://portal.muni.cz/fi/personnel-office/ethics-and-protection-of-rights">https://portal.muni.cz/fi/personnel-office/ethics-and-protection-of-rights</a> .	✓✓
10.	Support for equal opportunities	Ensure that all email communication relevant to foreign employees is always provided in English.	High	Employees	Till the end of 2024	Emails are also written in English.	FI MU	Institutional	Implemented on an ongoing basis; email communication relevant for international employees is also provided in English.	✓
11.	Promoting equal pay for women and men at FI MU	Collect gender-segregated data on pay and evaluate it regularly, focusing on the adjusted gender pay gap (GPG) in this context.	High	Employees	Ongoing	At the end of each calendar year, the Personnel Office regularly submits gender-segregated data on remuneration to the faculty management.	FI MU	Institutional	Data will be provided to the faculty leadership for the entire previous year, i.e., by the end of the first quarter of the following calendar year (data for 2025 presented at the leadership meeting on 9 March 2026).	✓

12.	Promote equality and transparency in remuneration at FI MU	Raise awareness of how the remuneration system works for employees and job applicants.	Medium	Employees	Ongoing	Employees are informed about how the remuneration system works.	FI MU	Institutional	Dean's Directive No. 1/2025 Salary and its Components and Dean's Measure No. 1/2025 Amount of Variable Salary Components and Hourly Rates for DPP/DPČ were issued. The area of remuneration was included in the onboarding e-course, section Orientation under the FI Human Resources Department on the Employee Portal. For applicants, information on remuneration is available on the faculty website Guide to the Selection Process <a href="https://www.fi.muni.cz/staff/career/selection-procedure/">https://www.fi.muni.cz/staff/career/selection-procedure/</a> .	✓
13.	Increase the satisfaction and motivation of FI MU employees	Raise awareness about the benefits offered.	Medium	Employees	Ongoing	Feedback from employees on their awareness of benefits.	FI MU	Institutional	Implemented on an ongoing basis – notices on the Personnel Office bulletin board, Personnel Office emails, onboarding and return-to-work e-courses for employees, and information about benefits on the Employee Portal.	✓

## 2. COMBINING WORK AND PARENTHOOD/PERSONAL LIFE

No.	Goal	Measures/actions—description	Priority	Target group	Timing	Indicators	Responsibility/implementation (faculty/other unit)	Level	Implementation of measures (status as of 31 December 2025)	Activity implementation *
14.	Supporting work-life balance	Raise awareness of the support available to employees who are caregivers, including, for example, return-to-work grants.	High	Employees	Ongoing	Feedback from employees on awareness of support services available to employees who are caregivers.	FI MU	Institutional	Employees are continuously informed about benefits (kindergarten allowance), cooperation with the Elánek and Loučka kindergartens, the childcare corner, and return-to-work grants through the onboarding/info course, notices on the Personnel Office bulletin board, the Project Office newsletter, the faculty website, and the Employee Portal.	✓
15.	Supporting work-life balance	Consider increasing the number of days available for working from home, especially for non-academic staff.	Medium	Employees	Till the end of 2025	Analysis of options for increasing work from home for non-academic staff	FI MU	Institutional	The FI MU Directive on Working hours schedule and records has been revised. The scope of remote work has been increased to four working days per calendar month. In justified cases, a supervisor may approve a higher extent of remote work.	✓✓
16.	Supporting work-life balance	Focus on recognizing work overload, its symptoms, and tools to prevent it, including burnout prevention.	Medium	Employees	Ongoing	Training implementation, infographics	FI MU	Cultural/symbolic	In 2025, CERPEK workshops on burnout, mental well-being, coping with challenging situations, and related topics were offered to FI employees. Training needs in this area were identified through the online survey for the faculty sustainability strategy and the online HR Excellence in Research survey. On 12 December 2025, a morning yoga session was held in the library (attended by nine employees and students). For 2026, faculty training sessions on mental well-being and mindfulness are planned. Additional training focused on mental well-being and burnout prevention is offered by the MU Personnel Management Office. Employees may also use the employee benefit of free psychological counselling.	✓
17.	Supporting work-life balance	Introduce an adaptation plan for employees returning after a long absence (maternity/parental leave, illness, stay outside MU, etc.).	Medium	Employees	Till the end of 2024	Adaptation plan after a long absence	FI MU	Institutional	The return-to-work e-course for employees after long-term absence was created in September 2024 and has been implemented.	✓✓

## 3. RECRUITMENT AND SELECTION AND FUNCTIONAL PROCEDURE

No.	Goal	Measures/actions—description	Priority	Target group	Timing	Indicators	Responsibility/implementation (faculty/other unit)	Level	Implementation of measures (status as of 31 December 2025)	Activity implementation *
18.	Support for equal opportunities	Creation of a Career Order at FI, which includes technical, economic, and academic staff.	High	Employees	Till the end of 2025	Career Order at FI have been created	FI MU	Institutional	As of 1 January 2026, the new MU Job Position Catalogue will take effect. The new MU Career Framework is expected to be completed and enter into force during 2026. The FI Career Framework will be developed subsequently. The implementation of this measure has been extended.	
19.	Support for equal opportunities	Expand educational opportunities for non-academic staff, include soft skills courses, and increase their frequency.	Low	Employees	Till the end of 2026	Educational courses conducted	FI MU	Institutional	Training opportunities for non-academic employees have been expanded. Personality-development and managerial workshops were transferred from CERPEK to the MU Personnel Management Office, and the offer of these workshops was renewed in autumn 2025. In 2025, 30 non-academic employees participated in soft-skills workshops. The faculty also organised a safety training session (24 April 2025, 40 employees) and a training session on the use of AI in everyday life (22 October 2025, 25 employees). For 2026, faculty training sessions on mental well-being and mindfulness are planned.	✓✓
20.	Promoting equal treatment in the selection process	Consider periodic refresher training, for example every three years, to ensure that selection committee members are always up to date with the latest procedures and rules.	Medium	Selection committees	Ongoing	Training courses conducted, attendance sheets	FI MU	Individual	The e-course Regulations on Competitive Selection Procedures at Masaryk University is set at the university level without the need for repetition. The Personnel Office informs members of new selection committees who have already completed the training that they may retake the e-course if they wish.	✓

21.	Support for equal opportunities	Consider formalizing a set of questions for interviews with departing employees.	Low	Employees	Till the end of 2025	A formalized scenario of questions is created	FI MU	Institutional	An offboarding e-course for departing FI employees was created and has been in use since September 2024; all departing employees are included in the course. An anonymous online questionnaire for departing employees was also created and launched in January 2025. The data are evaluated on an ongoing basis. Departing employees are additionally offered an exit interview at the Personnel Office.	✓✓
22.	Support for equal opportunities	Introduce a job position or position to support the adaptation of foreign employees	Low	Employees	Till the half of 2025	The job position has been established.	FI MU	Institutional	To support the adaptation of all newly hired employees, a workshop with the HR assistant and a training session with the ICT specialist on the MU Information System have been introduced. These activities are offered to every new employee and are voluntary.	✓✓
23.	Support for equal opportunities	Translate all internal guidelines, systems, and regulations into English.	Medium	Employees	Till the end of 2025	Internal documents are translated into English.	FI MU	Institutional	Earlier regulations have been translated into English, and new regulations are issued in both Czech and English. The activity is defined as ongoing.	✓

#### 4. BALANCED REPRESENTATION OF WOMEN AND MEN IN MANAGEMENT POSITIONS

No.	Goal	Measures/actions—description	Priority	Target group	Timing	Indicators	Responsibility/implementation (faculty/other unit)	Level	Implementation of measures (status as of 31 December 2025)	Activity implementation *
24.	Supporting women scientists in their career advancement	Actively identify and encourage qualified women to run for the academic senate. Provide them with the information and support they need to run successfully. Set goals (key performance indicators) for increasing the number of women in leadership positions.	High	Employees	Ongoing	The goals are set	FI MU	Individual	In 2025, no activities took place — there were no elections to the Academic Senate and no selection procedures for heads of departments. Among the heads of departments, there are two women and two men. Among the vice-deans, there is one woman and three men.	
25.	Supporting women scientists in their career advancement	Implement mentoring to support women's career growth	Medium	Employees	Till the end of 2026	Mentoring is implemented	FI MU	Individual	Mentoring is carried out as an informal activity and is not formally defined in the faculty's internal regulations.	✓

#### 5. MEASURES AGAINST SEXUAL HARASSMENT AND OTHER FORMS OF GENDER-BASED VIOLENCE

No.	Goal	Measures/actions—description	Priority	Target group	Timing	Indicators	Responsibility/implementation (faculty/other unit)	Level	Implementation of measures (status as of 31 December 2025)	Activity implementation *
26.	Prevent bullying and sexual harassment at FI MU	Include a point from the MU Code of Ethics that directly describes the situation of romantic and/or sexual relationships between students and teachers in the Code of Ethics for FI instructors.	High	Employees, students	Till the half of 2025	Revision of the Code of Ethics for FI instructors	FI MU	Institutional	The FI Code of Ethics for Instructors builds on the MU Code of Ethics and further elaborates its ethical principles. Repeating one of the MU Code's requirements is therefore not considered consistent. The measure is regarded as completed.	✓✓
27.	Prevent bullying and sexual harassment at FI MU	Inform employees and students about the specific authorities they can turn to in different situations. Everyone should be familiar with which authorities and departments are responsible for different types of complaints and for resolving specific problems at the appropriate level.	High	Employees, students	Till the half of 2025	Published procedure for handling various types of complaints	FI MU	Institutional	The FI website "Ethics and Protection of Rights" <a href="https://www.fi.muni.cz/staff/career/ethics/">https://www.fi.muni.cz/staff/career/ethics/</a> has been updated with a graphic representation of the mechanism for reporting problematic behavior at MU, prepared by the University-wide Protection of Rights Office. It has also been added to the FI Human Resources Department content on the Employee Portal, in the Ethics and Protection of Rights section <a href="https://portal.muni.cz/fi/personnel-office/ethics-and-protection-of-rights">https://portal.muni.cz/fi/personnel-office/ethics-and-protection-of-rights</a> .	✓✓
28.	Prevent bullying and sexual harassment at FI MU	Regularly train FI MU employees on topics related to communication, gender-based violence, and gender-sensitive language.	High	Employees	Ongoing	Training courses conducted, attendance sheets	FI MU	Individual	An e-course entitled "Prevention of Gender-Based Violence" has been created by FI <a href="https://is.muni.cz/auth/do/fi/informace_pro_zamestnance/skoleni_pro_zamestnance/prevence-genderove-podmineneneho-nasilqvarp">https://is.muni.cz/auth/do/fi/informace_pro_zamestnance/skoleni_pro_zamestnance/prevence-genderove-podmineneneho-nasilqvarp</a> , containing a chapter on gender-balanced expression in academic and research environments, is available to all employees. The course is included in the onboarding e-course, listed on the faculty website Support for Gender Equality <a href="https://www.fi.muni.cz/staff/career/gender-equality/support-of-gender-equality/">https://www.fi.muni.cz/staff/career/gender-equality/support-of-gender-equality/</a> , and is also included in the Ethics and Protection of Rights section under the FI Human Resources Department on the Employee Portal.	✓
29.	Prevent bullying and sexual harassment at FI MU	Revise the Ethics and Rights Protection webpage so that information on sexual harassment and gender-based violence is more visible and easier to find.	High	Employees, students	Till the half of 2025	Revised Ethics and Rights Protection Website	FI MU	Institutional	The original faculty website Ethics and Protection of Rights is dedicated solely to ethical issues. Two separate faculty websites have been created and are being continuously developed: Support for Gender Equality <a href="https://www.fi.muni.cz/staff/career/gender-equality/support-of-gender-equality/">https://www.fi.muni.cz/staff/career/gender-equality/support-of-gender-equality/</a> and Sexual Harassment <a href="https://www.fi.muni.cz/staff/career/harassment/">https://www.fi.muni.cz/staff/career/harassment/</a> .	✓✓

30.	Prevent bullying and sexual harassment at FI MU	Monitor complaints directed at FI MU. Statistical information should include the category of sex/gender, the position of those involved, the type of behavior involved in each case (mobbing, bossing, sexual harassment, etc.), and, last but not least, the outcome of the complaint.	Medium	Employees, students	Ongoing	Statistics on complaints filed, including the category of gender, the status of those involved, the type of behavior involved in each case, and the outcome of the complaint.	FI MU	Institutional	A system for monitoring complaints has been set up and statistics are being compiled. Information about filing a complaint is published on the faculty website Ethics and Protection of Rights <a href="https://www.fi.muni.cz/staff/career/ethics/">https://www.fi.muni.cz/staff/career/ethics/</a> and in the Ethics and Protection of Rights section under the Personnel Office on the Employee Portal.	✓
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#### 6. THE GENDER DIMENSION IN RESEARCH AND INNOVATION

No.	Goal	Measures/actions—description	Priority	Target group	Timing	Indicators	Responsibility/implementation (faculty/other unit)	Level	Implementation of measures (status as of 31 December 2025)	Activity Implementation *
31.	Support for the gender dimension of research	Train relevant employees on the topic of "The gender dimension in research topics."	Medium	Employees	Ongoing	Training sessions are held. Attendance sheets from training sessions.	FI MU	Institutional	An FI e-course entitled "Prevention of Gender-Based Violence" has been created <a href="https://is.muni.cz/auth/do/fi/informace_pro_zamestnance/skoleni_pro_zamestnance/prevence-genderove-podmineneho-nasili.qwarp">https://is.muni.cz/auth/do/fi/informace_pro_zamestnance/skoleni_pro_zamestnance/prevence-genderove-podmineneho-nasili.qwarp</a> . The course is available to all employees. The course is included in the onboarding e-course, listed on the faculty website Support for Gender Equality <a href="https://www.fi.muni.cz/staff/career/gender-equality/support-of-gender-equality/">https://www.fi.muni.cz/staff/career/gender-equality/support-of-gender-equality/</a> , and is also included in the Ethics and Protection of Rights section under the FI Personnel Office on the Employee Portal.	✓

#### 7. STUDIES AND STUDENT POPULATION

No.	Goal	Measures/actions—description	Priority	Target group	Timing	Indicators	Responsibility/implementation (faculty/other unit)	Level	Implementation of measures (status as of 31 December 2025)	Activity Implementation *
32.	Prevent bullying or sexual harassment in the environment of external companies	Include a clause in cooperation agreements with external companies from the position of FI declaring the rejection of negative work practices on the part of the company and clearly stating the consequences in the event that this point is not complied with.	High	Students	Till the half of 2025	Revised template for contracts	FI MU	Individual	The proposed adjustment has been incorporated into the protocol for admitting students to internships.	✓✓

\* Note for the "Activity Implementation" column: an empty cell indicates that the measure/action was not implemented; ✓ - indicates an ongoing activity with continuous implementation; ✓✓ - indicates a time-bound activity that has been completed.



















