

**University of Veterinary Sciences Brno**

# **Gender Equality Plan of the University of Veterinary Sciences Brno**

**for the period 2025 to 2026**

**Discussed at the Rector's College on 21 January 2025  
Approved by the University Academic Senate on 19 February 2025**

**Brno, 2025**

## **Gender Equality Plan of the University of Veterinary Sciences Brno**

### **Preamble**

The University of Veterinary Sciences Brno, in line with the European Union's objectives in gender equality (Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: A Union for Equality: Gender Equality Strategy 2020–2025), has drawn up a Gender Equality Plan of the University Veterinary Sciences Brno, which provides a framework for the further development of gender fairness at the University of Veterinary Sciences Brno in 2025–2026.

### **Gender Equality Plan of the University of Veterinary Sciences Brno**

The Gender Equality Plan of the University of Veterinary Sciences Brno (the "Gender Equality Plan") defines the gender culture at the University. It focuses on gender fairness in the internal regulations of the University, gender fairness in management processes at the University, gender fairness in recruitment and career development, gender fairness in education at the University, gender fairness in science and research at the University, social safety at the University, reconciling work with parenthood and caring for family members, evaluating gender fairness at the University, resources for developing gender fairness. The Gender Equality Plan defines objectives, measures, deadlines and indicators to support the development of gender fairness at the University.

### **Gender Culture**

Gender culture is defined by measures aimed at fulfilling strategy and priorities and supporting the implementation of gender fairness at the University. The existence of a Gender Fairness Coordinator at the University, the existence of the University Gender Fairness Committee at the University and the measures to set up management processes directed to the different components of the University are aimed at promoting gender fairness at the University and at defining the parameters for monitoring and evaluating gender fairness at the University.

### **Gender fairness in the internal regulations of the University**

Gender fairness in the internal regulations of the University is determined by the existence of a separate internal standard of the University regulating the conditions for the development of gender fairness at the University, control and possible modification of internal regulations and other internal standards of the University from the perspective of the development of gender fairness in management processes at the University, education, science and research and cooperation with practice and social responsibility of the University.

### **Gender fairness in the University management processes**

Gender fairness in the University's governance processes includes maintaining gender fairness in the University's processes for personnel representation on the University's governing bodies, in the decisions of the University's governing bodies, maintaining gender fairness in the University's processes for personnel representation on the University's governing bodies, in the decisions of the University's governing bodies, and the staffing of the University's advisory committees.

### **Gender fairness in recruitment and career development**

Gender fairness in recruitment and career development includes setting procedures for recruitment that include gender fairness as an internal norm at the University, maintaining gender composition of recruitment committees that respect the representation of gender groups in the University committees, maintaining gender fair approaches in work activities at the University, setting career development for staff that include gender fairness as an internal standard at the University, maintaining a gender-correct approach in the composition of habilitation and professorial appointment committees concerning gender groups at the

University and in career development for staff, setting gender-correct pay conditions for staff in the form of an internal University standard, and maintaining a gender-correct approach in pay for staff concerning gender groups at the University.

### **Gender fairness in University education**

Gender fairness in education at the University focuses on setting up procedures for the admission of learners, including gender fairness as an internal standard at the University, admission of learners in the sense of gender fairness at the University, composition of academic staff representing gender groups of the University in education in individual study programmes, continuing to provide study, career and psychological counselling to learners of all gender groups at the University, maintaining gender representation in the composition of state examination and thesis defence committees for individual study programmes, and continuing to conduct academic ceremonies, in particular matriculation and graduation ceremonies, in a gender-correct manner.

### **Gender fairness in science and research at the University**

Gender fairness in science and research at the University includes promoting gender fairness in the formation of research teams at the University, maintaining the composition of gender groups in evaluation committees for the University grant assessments, promoting gender fairness in opportunities to apply the results of scientific and research activities, and maintaining gender fairness in the evaluation of employees for significant scientific and research results.

### **Social safety at the University, including measures against gender-based violence and harassment**

Social safety, including measures against gender-based violence and harassment, includes the establishment of conditions for social safety at the University in the form of internal regulations, the existence of a University Social Safety Ombudsperson, counselling for students and employees in social safety at the University, investigation of any cases of social safety violations at the University, the activities of the University Social Safety Ombudsperson, and an assessment of social safety at the University in the form of a separate annual report on social safety at the University.

### **Reconciling work with parenthood and caring for family members**

Reconciling work with parenthood and caring for family members emphasises support for undergraduates in pregnancy and parenthood in the form of individual study plans in the sense of the possibility of extending their studies, and support for postgraduates in pregnancy and parenthood in the form of individual study plans in the sense of the possibility of extending their studies, or in the form of high-level study at home or at a distance, if the subject of work and the operational situation allow so, organisational and pedagogical and scientific conditions of their studies, enabling a change in work activities for expectant mothers in accordance with the protection of pregnancy, implementing specific conditions for the integration of parents into work activities when they return from parental leave, creating conditions for sliding working hours for mothers with children up to six years of age, supporting the placement of children of University employees in a kindergarten with a contractual status with the University, supporting the placement of children of University employees in primary school, support for employees caring for close relatives in terms of assignment to a place of work outside the University if the operational, organisational and pedagogical and scientific conditions of the workplace allow so.

### **Assessing gender fairness at the University**

The evaluation of gender fairness at the University includes setting the time frame, determining the competence and procedures for obtaining information and data for the assessment of gender fairness at the University, determining the format for evaluating information and data, and setting the time frame for the evaluation of gender fairness at the University, defining the structure and content framework of the Report on Gender Equality at the University and determining the measures resulting from the results of the evaluation and aimed at further development of gender equality at the University.

### **Resources for the development of gender fairness**

The resources for the development of gender fairness are mainly personnel and financial, specifically the determination of personnel for the administrative provision of the development of gender fairness at the level of the University and its units and the determination of financial resources for the administrative provision and evaluation of the development of gender fairness at the University and its units.

### **Training in gender fairness**

Training in gender fairness at the University includes training of the University's rectorate staff, staff of the Faculty of Veterinary Medicine, Faculty of Veterinary Hygiene and Ecology and staff of other units of the University, as well as training of students of the Faculty of Veterinary Medicine and training of students of the Faculty of Veterinary Hygiene and Ecology.

### **Effectuation of gender fairness at the University**

The responsibility for effectuating or implementing gender fairness at the University falls to the University Rector, University management, University governing bodies, University Gender Fairness Coordinator, University Gender Fairness Committee, University Academic Senate, University Scientific Council, University Legal and Human Resources Departments, University counselling centres, University Social Safety Ombudsperson, University management staff, Deans, faculty management, faculty governing bodies, faculty academic senates, faculty scientific councils, guarantors of study programmes, faculty management staff, heads of University units and other University bodies authorised by the Rector.

### **Monitoring (data collection and evaluation) of gender fairness at the University**

In order to assess the implementation of gender fairness at the University, the University management, the faculty management, the University Gender Fairness Coordinator and the University Gender Fairness Committee monitor gender fairness at the University (including the collection and evaluation of gender-segregated data). In doing so, they use information and data from individual activities at the University or obtain targeted input from individual University leaders, faculties and other units related to gender fairness at the University.

### **Assessing gender fairness at the University**

The assessment of gender fairness at the University is carried out once a year in the form of a separate Report. The Report is prepared by the University Gender Fairness Coordinator with the support of the University Gender Fairness Committee. The Report includes an assessment of gender fairness in each of the main objectives of gender fairness at the University. In preparing the Report, information and data from individual activities at the University are used or targeted input is obtained from individual University leaders, faculty and other units related to gender fairness at the University. The Report uses the support of gender-segregated data and individual indicators of gender fairness at the University in its assessment of gender fairness at the University. The final Report is submitted to the Rector, discussed at the University Rector's College and approved by the University Academic Senate. The Report is part of the publicly accessible documents of the University.

### **Measures to develop gender fairness at the University**

Possible measures for developing gender fairness at the University are formulated in the Report on Gender Equality at the University. These measures are submitted to the Rector of the University as part of the University's Gender Equality Report. If necessary, the Rector shall adopt measures at the university level and designate deans at the faculty level to implement measures to increase gender fairness at the University.

### **Approval and publication**

The University's Gender Equality Plan is approved by the Rector and the Academic Senate and published on the University's website.

### **Implementation of gender fairness**

The implementation of gender fairness in terms of the definition of objectives, measures, responsibilities, periods or deadlines, and gender fairness indicators in their sequence and timing is presented in the table below.

In Brno on 25 February 2025

Prof. MVDr.  Signed digitally by  
Prof. MVDr. Alois

Alois Nečas, Nečas, Ph. D., MBA  
Ph. D., MBA Date: 2025.02.25  
07:35:12 +01'00'

Prof. MVDr. Alois Nečas, Ph.D., MBA  
Rector

## Implementation of gender fairness at the University

Objective	Measure	Responsibility	Period	Indicators (activities)
<b>Gender culture</b>				
	The existence of a <b>strategy</b> for the development of gender equality at the University	University management	2025 and 2026	Developing a strategy for gender equality at the University (University Gender Equality Plan)
	The existence of <b>priorities</b> to promote gender fairness at the University	University management	2025 and 2026	Processing priorities in gender fairness at the University (University Gender Equality Plan)
	The existence of a <b>document</b> to support the implementation of gender fairness at the University	University management	2025 and 2026	Preparation of a document containing procedures for implementing gender equality at the University (University Gender Equality Plan)
	The existence of a <b>coordinator</b> for gender fairness at the University	Rector	2025 and 2026	The existence of a specific person designated by the Rector to coordinate gender fairness at the University
	The existence of the <b>University Commission</b> for gender fairness at the University	Rector	2025 and 2026	The existence of a commission appointed by the Rector for gender fairness at the University
	<b>Setting up control processes</b> directed to the individual components of the University to promote gender fairness at the University	University management	2025 and 2026	Rector's College meeting focused on promoting gender fairness
	<b>Setting parameters for monitoring and evaluation</b> of gender fairness at the University	University management	2025 and 2026	Development of parameters for monitoring and evaluation of gender fairness at the University
	<b>Identification of means</b> to support monitoring and evaluation of gender fairness at the University	Rector	2025 and 2026	University budget
<b>Gender fairness in the internal regulations of the University</b>				
	The existence of a <b>separate internal standard</b> of the University regulating the conditions of development of gender fairness at the University	Legal and Human Resources Department of the University	2025 and 2026	The existence of a special separate internal standard

	Review and possible modification of the University's internal regulations and standards concerning the development of gender fairness in the <b>management processes</b> at the University	Legal and Human Resources Department of the University	2025 and 2026	Review of internal regulations and standards from the perspective of ensuring gender equality and gender-sensitive practices at the University in management processes
	Review and possible modification of the University's internal regulations and standards concerning the development of gender fairness in <b>education</b> at the University	University and faculty management	2025 and 2026	Possible modification of the University's internal regulations and standards related to education at the University
	Review and possible modification of the University's internal regulations and standards concerning the development of gender fairness in <b>science and research</b> at the University	University and faculty management	2025 and 2026	Possible modification of the University's internal regulations and standards relating to science and research at the University
	Review and possible modification of the University's internal regulations and standards concerning the development of gender fairness in <b>cooperation with the practice and social responsibility</b> of the University	University and faculty management	2025 and 2026	Possible modification of the internal regulations and standards of the University related to cooperation with practice and the social responsibility of the University
<b>Gender fairness in the University management processes</b>				
	Maintaining gender fairness in the processes of personnel representation <b>in the University's self-governing bodies</b>	University and faculty Academic Senates	2025 and 2026	Assessment in the Report on Gender Equality at the University
	Respect for gender fairness <b>in the decisions of local authorities</b>	University and faculty Academic Senates	2025 and 2026	Assessment in the Report on Gender Equality at the University
	Monitoring of <b>gender representation</b> in the University's self-governing bodies	University and faculty management	2025 and 2026	Gender composition of staffing in the University's self-governing bodies
	Maintaining gender fairness in the processes of staff representation <b>in the University management</b>	University and faculty management	2025 and 2026	Assessment in the Report on Gender Equality at the University

	<b>structure</b>			
	Adherence to gender fairness <b>in the decisions of the University's governing bodies</b>	University and faculty management	2025 and 2026	Assessment in the Report on Gender Equality at the University
	Monitoring <b>gender representation</b> in the University <b>governing bodies</b>	University and faculty management	2025 and 2026	Assessment in the Report on Gender Equality at the University
	<b>Monitoring of gender representation on university advisory boards</b> respecting the representation of gender groups at the University	University and faculty management	2025 and 2026	Gender composition of advisory boards at the University
<b>Gender fairness in recruitment and career development</b>				
	The existence of recruitment procedures incorporating gender fairness as an internal standard at the University	University job applicants	2025 and 2026	The existence of an internal standard regulating the selection procedures for the University employment activities
	Gender-balanced composition of hiring committees that respects the representation of the University's gender groups on the committees	Governing bodies of the University	2025 and 2026	Composition of selection committees for recruitment to the University
	Gender fair approach in work activities at the University	Management staff at the University	2025 and 2026	Possible investigations into gender unfairness in work activities at the University
	Career development for staff incorporating gender fairness regulated through internal standards at the University	Management staff at the University	2025 and 2026	The existence of an internal standard regulating the conditions for career development at the University
	A gender-fair approach in the composition of committees for habilitation and professorial procedures concerning gender groups at the University	University and faculty scientific councils	2025 and 2026	Assessment of the composition of the evaluation committees concerning gender groups at the University in the University Gender Equality Report
	Gender-fair approach in the career development of staff concerning gender groups at the University	Management staff at the University	2025 and 2026	Assessment of staff career development concerning gender groups at the University in the University Gender Equality Report



	Wage conditions for staff incorporating gender fairness in the form of internal standards at the University	University and faculty management	2025 and 2026	The existence of an internal standard regulating the wage conditions at the University
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	A gender-fair approach to employee remuneration concerning gender groups at the University	Management staff at the University	2025 and 2026	Assessment of the pay of staff concerning gender groups at the University in the University Gender Equality Report
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<b>Gender fairness in university education</b>				
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	The existence of procedures for admission of learners incorporating gender fairness as an internal standard at the University	Applicants to study at the University	2025 and 2026	The existence of an internal norm regulating the conditions of admission to the University
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	Admission of students to the University in terms of gender fairness	Applicants to study at the University	2025 and 2026	The existence of an internal norm regulating the conditions of admission to the University
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	The existence of a composition of academic staff representing the gender groups of the University in the various study programmes in student education	Deans	2025 and 2026	Academic staff representation of gender groups in individual study programmes
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	Provision of academic, career and psychological counselling to students of all gender groups at the University	Students	2025 and 2026	Representation of gender groups in the provision of study, career and psychological counselling
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	Existence of state examination and thesis defence committees for individual study programmes with representation of gender groups of the University	Students	2025 and 2026	Representation of gender groups on state examination and thesis defence committees in individual study programmes
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	Academic ceremonies, especially matriculation and graduation ceremonies, in accordance with gender fairness	Students, graduates	2025 and 2026	Academic ceremonies at the University that preserve gender fairness
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<b>Gender fairness in science and research at the University</b>				
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	Gender fairness in the formation of research teams at the University in terms of composition representing the gender groups of the University	University management	2025 and 2026	Gender-fair composition of research teams at the University
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	Existence of gender-appropriate composition of the University's grant review committees (IVA, IGA, IMA, ITA)	University management	2025 and 2026	Gender fair composition of the University's grant review panels
	Gender fairness in the opportunities to apply the results of scientific and research activities	University management staff	2025 and 2026	Gender-fair representation in the application of scientific and research activities
	Gender fairness in rewarding staff for significant scientific and research achievements	University management	2025 and 2026	Gender fair representation in the valuation of scientific and research activities
<b>Social safety at the University</b>				
	The existence of conditions of social safety at the University as set out in the internal standard	University management	2025 and 2026	The existence of an internal standard regulating the conditions of social safety
	Existence of a Social Safety Ombudsperson at the University	Rector	2025 and 2026	The existence of a Social Safety Ombudsperson appointed by the Rector
	Implementation of counselling for students and staff in social safety at the University	University counselling centres	2025 and 2026	Activities of the counselling centre for students and possibly employees in social safety at the University
	Investigating possible incidents of social safety breaches at the University	Social Safety Ombudsperson	2025 and 2026	Assessment of potential breaches of social safety in the University's Annual Social Safety Report
	Activities of the Social Safety Ombudsperson at the University	Social Safety Ombudsperson	2025 and 2026	Evaluation of the Ombudsperson's activities in the Annual Report on Social Safety at the University
	Assessment of social safety at the University in the form of an annual report	Social Safety Ombudsperson	2025 and 2026	Discussion of the Annual Report on Social Safety at the University at the Rector's College

<b>Reconciling work activities with parenting and caring for family members</b>				
	Support for undergraduate students in pregnancy and parenthood in the form of individual study plans in the sense of the possibility of relaxing their studies	Guarantors of study programmes and faculty management	2025 and 2026	An evaluation of undergraduate support for pregnancy and parenthood in the Annual Report on Gender Fairness at the University

	Support for postgraduate students in pregnancy and parenthood in the form of individual study plans in the sense of the possibility of extending their studies, or studying at home with a high degree of study, or in distance forms if the subject of the work and the operational, organisational and pedagogical-scientific conditions of their studies allow so.	Guarantors of study programmes and faculty management	2025 and 2026	Evaluating support for postgraduates in pregnancy and parenthood
	Enabling changes in work activities for expectant mothers in accordance with pregnancy protection	Senior staff of the University	2025 and 2026	Evaluating the implementation of changes in work activities for expectant mothers in line with protection in pregnancy in the Annual Report on Gender Fairness at the University
	Conditions for parents to return to work on their return from parental leave	Senior staff of the University	2025 and 2026	Evaluating the conditions for parents to return to work on their return from parental leave in the Annual Report on Gender Fairness at the University
	Conditions for flexible working hours for mothers with children up to six years of age	Senior staff of the University	2025 and 2026	Evaluating the conditions for flexible working hours for mothers with children under six years of age in the Annual Report on Gender Fairness at the University

	Support for the placement of children of the University employees in a nursery school with contractual status with the University	University and faculty management	2025 and 2026	Evaluating the support for the placement of children of the University staff in a nursery school contracted to the University in the Annual Report on Gender Fairness at the University
	Support for the placement of children of the University staff in a primary school with contractual status with the University	University and faculty management	2025 and 2026	Evaluating the support for the placement of children of the University staff in a primary school with contractual status with the University in the Annual Report on Gender Fairness at the University

	Support for employees caring for close relatives in terms of assignment to a place of work outside the University if the operational, organisational, pedagogical and scientific conditions of the workplace allow so	Senior staff of the University	2025 and 2026	Evaluating the support for employees caring for a close relative in terms of work location outside the University in the Annual Report on Gender Fairness at the University
<b>Training in gender fairness</b>				
	Training of the University staff in gender fairness	Legal and Human Resources Department of the University	2025 and 2026	Training of the University staff on entry to employment
	Training of faculty and other University staff in gender fairness	Deans of faculties and heads of other University units	2025 and 2026	Training of employees of faculties and other units of the University on entry to employment
	Training of university students in gender fairness	Deans of Faculties	2025 and 2026	Training of students during enrolment
<b>Evaluating gender fairness at the University</b>				
	<b>The existence of a timeframe</b> to assess gender fairness at the University	University management	2025 and 2026	Rector's College's meeting addressing the timeframe to assess gender fairness at the University
	<b>Identifying competencies and procedures to gather information and data</b> to assess gender fairness at the University	University management	2025 and 2026	Rector's College's meeting on competencies and processes to gather information and data to assess gender fairness at the University

	<b>Determining a format for evaluating information and data</b> to assess gender fairness at the University	University management, University Gender Fairness Coordinator at, Gender Fairness Committee	2025 and 2026	Meeting of the University Gender Fairness Committee to determine the format for the evaluation
	<b>Setting interpretive rules</b> for assessing gender fairness at the University	University Gender Fairness Commission	2025 and 2026	University Gender Fairness Commission meeting to set interpretive rules
	<b>Defining the structure and content framework</b> of the University Gender Equality Report	University Gender Fairness Commission	2025 and 2026	University Gender Fairness Commission meeting to define the structure and content of the Report

	<b>Producing an annual Report</b> on Gender Equality at the University	University Gender Fairness Coordinator, University Gender Fairness Committee	2025 and 2026	Preparation of the Report on Gender Equality at the University
	<b>Determination of measures resulting from the results of the evaluation</b> and aimed at further development of gender equality at the University	University management	2025 and 2026	Rector's College's meeting to consider action on the results of the University's Gender Equality Report
<b>Resources to develop gender fairness</b>				
	<b>Staffing</b> for the administrative area of ensuring the development of gender fairness at the <b>University</b> level	Rector	2025 and 2026	Specific person staffing for administrative support for the development of gender fairness at the University level
	<b>Staffing</b> for the administrative area of ensuring the development of gender fairness at the <b>faculties and other units</b> of the University	Deans of faculties and heads of other units of the University	2025 and 2026	Specific person staffing for administrative support for the development of gender fairness in the University units
	<b>Definition of financial provision</b> for the administrative provision and evaluation of the development of gender fairness at the University	Rector	2025 and 2026	University budget with specific provision of funds to ensure the administrative area of gender fairness development
	<b>Definition of financial support</b> for the administrative provision and evaluation of the development of gender fairness at faculties and other units of the University	Deans of faculties and heads of other units of the University	2025 and 2026	University budget with specific provision of funds to ensure the administrative area of gender fairness development