CentreDot Gender Equality Plan (GEP)

1. Public Commitment to Gender Equality

CentreDot is committed to promoting gender equality across all aspects of its operations, research, and community engagement activities. We recognize gender equality as a fundamental human right and an essential element of organizational development, innovation, and sustainability. CentreDot publicly endorses gender equality principles through its official communications, project proposals, and organizational policies.

2. Dedicated Resources and Responsibilities

CentreDot assigns specific responsibility for gender equality initiatives to its General Director, who ensures the integration of gender perspectives into project design, staffing, research activities, and external relations. A Gender Equality Focal Point will be designated to monitor implementation, support gender mainstreaming across projects, and act as the first point of contact for related issues.

3. Data Collection and Monitoring

CentreDot systematically collects and monitors gender-disaggregated data related to staffing, project participation, training, and leadership roles. These data are reviewed annually to assess gender balance and to inform necessary improvements. Key indicators include gender representation in leadership positions, participation rates in projects and training, and recruitment outcomes.

4. Training and Awareness-Raising

CentreDot commits to fostering an organizational culture that values gender equality and inclusivity. Staff and volunteers are encouraged to participate in training sessions addressing gender sensitivity, unconscious bias, inclusive leadership, and prevention of harassment and discrimination. Awareness-raising activities are incorporated into project meetings and public events where relevant.

5. Policies Supporting Work-Life Balance and Prevention of Gender-Based Violence

CentreDot promotes a healthy work-life balance for all employees, including flexible working arrangements where possible. We maintain a zero-tolerance policy toward gender-based violence, harassment, and discrimination. Procedures are in place to address complaints promptly, confidentially, and impartially, ensuring the safety and dignity of all staff and participants.

Monitoring and Review

This Gender Equality Plan will be reviewed annually. Progress will be reported to the CentreDot management board, and necessary updates will be made to align with evolving EU standards and best practices.

Approved by:
Polina Stavrou
General Director
CentreDot LTD
Date: 16/01/2025