

GENDER EQUALITY PLAN (KVUH)

1 INTRODUCTORY PROVISIONS

Purpose: KVUH recognises that its most valuable asset is its people. This Guideline on Gender Equality expresses the hospital's commitment to strengthening gender equality, diversity, equal treatment and non-discrimination in accordance with Czech law. The Guideline aims to create an environment enabling equal opportunities for all employees regardless of gender, pregnancy, parenthood, gender identity or sexual orientation.

1.2 Scope: This Guideline is binding for all KVUH employees and applies proportionally also to applicants, students, external collaborators and any individuals interacting with KVUH.

1.3 Keywords: GDPR, gender, recruitment, personal data, personnel, sex, equality, job applicant, job interview, employee.

2 AUTHORITY AND RESPONSIBILITY

Managers must familiarise their subordinates with this Guideline and ensure compliance. The Personnel Deputy Director oversees compliance at KVUH level.

3 BASIC TERMS AND ABBREVIATIONS

Sex: biologically conditioned differences between men and women.

Gender: socially and culturally constructed roles and differences attributed to male or female sex.

Gender mainstreaming: strategy aimed at removing inequalities and supporting equal status of women and men.

Gender stereotypes: simplified biased ideas about roles and characteristics of men and women.

Gender equality: ensuring equal rights, opportunities and freedoms for everyone.

Equality between women and men: a situation where both genders can develop their abilities freely and equally.

Direct discrimination: less favourable treatment on prohibited grounds.

Indirect discrimination: neutral practice that results in disadvantage based on prohibited grounds.

Work-life balance: balance between work and personal life.

Applicant: a person applying for a position at KVUH.

Employee: a person working for KVUH based on an employment contract or agreement.

4 RULES FOR PROMOTING GENDER EQUALITY AT KVUH

4.1 General: KVUH promotes a fair and equal work environment, prevents gender stereotypes and implements equal treatment in selection, working conditions, remuneration, work-life balance and career development.

4.2 HR POLICY

Recruitment: KVUH applies transparent and gender-balanced recruitment processes to attract qualified, motivated employees.

Job advertisements: written in gender-inclusive language.

Interviews: based on objective criteria; discrimination is prohibited; selection committees should be gender-mixed.

Documentation: Recruitment decisions must be recorded and reviewable.

4.2.4 Employment Relationship: Discrimination throughout employment is prohibited; employees receive training on internal rules supporting gender equality.

4.2.5 Career Development and Representation: KVUH monitors gender representation in leadership and promotes gender balance to ensure fairness and diversity in decision-making.

4.2.6 Termination of Employment: Termination must be transparent and based solely on performance, never on gender or family status.

4.3 Remuneration: KVUH follows Czech law and government regulations ensuring equal pay structures irrespective of gender.

4.4 Work-Life Balance: KVUH supports flexible working arrangements where possible, including part-time, flexible hours and adapted schedules for employees caring for children or dependent persons; requests must be considered openly, with justified refusals provided in writing.

4.5 Organisational Culture and Gender-Based Violence (including sexual harassment)

KVUH enforces ethical standards opposing harassment, mobbing, discrimination or misconduct. Employees can report issues to supervisors, the Personnel Deputy or via the internal whistleblowing system. All complaints must be investigated confidentially and addressed appropriately.

5 DOCUMENT LINKS

Lists relevant Czech and EU legislation and KVUH organisational regulations.

6 DOCUMENT OUTPUTS

None.

7 FINAL PROVISIONS

This Guideline does not limit the obligation to comply with any legal regulations concerning equality.