

## Self-Declaration on Gender Equality Plan

The Helmholtz Centre for Infection Research (HZI) has adopted a Gender Equality Plan, valid from January 1, 2024, to December 31, 2027, which is reviewed, reported and updated annually. The Gender Equality Plan is in accordance with the German Federal Act on Gender Equality (Bundesgleichstellungsgesetz - BGleG).

The primary objective of the Gender Equality Plan is to implement the provisions of the BGleG. It aims to promote gender equality, eliminate or prevent existing and future gender-based discrimination, and enhance family friendliness and the balance between family, caregiving responsibilities, and professional life.

Appropriate measures are designed and implemented on the basis of gender equality data and its evaluation.

In addition to the BGleG of April 24, 2015, the plan is also based on the Equal Opportunities Implementation Agreement (Ausführungsvereinbarung Gleichstellung – AVGlei) of October 27, 2008, as amended, and aligns with the requirements of the EU Horizon funding program.

The central goals of the Gender Equality Plan are as follows:

1. To achieve equality between women and men.
2. To eliminate existing gender-based discrimination and prevent future occurrences.
3. To fill leadership positions in which women are underrepresented with a nearly equal gender distribution.
4. To reduce the underrepresentation of women in all other areas and decision-making bodies.
5. To improve the compatibility of family and caregiving responsibilities with professional duties for both women and men, with a particular emphasis on encouraging men to take greater advantage of these support measures.
6. To ensure protection against discrimination, particularly sexual harassment.

The Gender Equality Plan serves as a key instrument in personnel planning and development. The executive management is responsible for drafting, monitoring, and updating the plan. Implementation of its objectives is a shared responsibility of the People & Culture department and all employees in management positions and with managerial responsibilities

The Gender Equality Plan is published on the HZI Intranet and can be accessed by all staff members. It applies to all employees of the Helmholtz Centre for Infection Research, including its affiliated institutes and facilities.

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