

# GENDER EQUALITY PLAN

**Hlas onkologických pacientů, z. s./Cancer Patients Voice**

*Period: 2026–2028*

## 1. Introduction

The patient organization Voice of Cancer Patients, z. s. recognizes the importance of equality between women and men and equal treatment regardless of gender, age, health status, ethnic origin, sexual orientation, or other characteristics.

The aim of this Gender Equality Plan (GEP) is to ensure equal opportunities in all areas of the organization's activities, in particular:

- in management and decision-making processes,
- in employment and volunteer opportunities,
- in patients' access to information and support services,
- in cooperation with partners and institutions.

The Plan promotes an inclusive and safe environment for employees, volunteers, patients, and cooperating organizations.

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## 2. Basic principles

The organization undertakes to:

- promote equal representation of women and men in management and decision-making structures,
- ensure equal working conditions and opportunities,
- promote a gender-sensitive approach to patients,
- prevent discrimination, harassment, and inappropriate behavior,
- systematically monitor and evaluate progress in the area of gender equality.

### 3. Areas of action

#### 3.1 Equality in management and decision-making processes

The aim is to ensure a balanced representation of women and men in the management of the organization and in working groups.

##### Measures:

- Support gender-balanced candidates when filling management positions.
- Strive for balanced representation when forming working groups and project teams.
- Support the involvement of both women and men in public appearances and representation of the organization.

##### Indicators:

- Proportion of women and men in the organization's management.
  - Proportion of women and men among the organization's spokespersons and representatives.
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#### 3.2 Equal employment and volunteering opportunities

The organization promotes equal opportunities in the recruitment of employees and volunteers.

##### Measures:

- Transparent selection procedures
- Gender-neutral wording of job advertisements
- Flexible working conditions (e.g., part-time work, remote work)
- support for work-life balance.

##### Indicators:

- gender structure of employees and volunteers,
  - number of flexible working arrangements.
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### *3.3 Gender-sensitive approach to patients*

Cancer can have different impacts on women and men, which is why the organization supports a sensitive approach to the different needs of patients.

#### Measures:

- Taking gender aspects into account in informational materials
- Supporting projects focused on the specific needs of women and men
- Cooperating with patient organizations focused on specific diagnoses

#### Indicators:

- Number of projects or activities reflecting gender aspects
  - Patient feedback
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### **3.4 Safe and respectful environment**

The organization creates an environment free from discrimination, harassment, or inappropriate behavior.

#### Measures:

- zero tolerance for discrimination,
  - the possibility of confidential reporting of inappropriate behavior,
  - transparent resolution of any complaints.
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### *3.5 Education and awareness raising*

Raising awareness of gender equality among employees, volunteers, and partners.

#### Measures:

- Regular training on equality and diversity
  - Sharing good practices with partner organizations
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- Incorporating the topic of equality into projects and conferences
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#### **4. Implementation of the plan**

The organization's management is responsible for implementing the Gender Equality Plan.

Specific steps:

- appointing a person responsible for coordinating the GEP,
  - regularly evaluating the implementation of the plan,
  - updating the plan according to the organization's needs.
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#### **5. Monitoring and evaluation**

The plan will be evaluated once a year.

The evaluation will include:

- analysis of the gender structure of the organization,
- assessment of the measures implemented,
- proposal of possible changes.

The results will be presented to the organization's management and, if necessary, shared with partners and supporters.

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#### **6. Conclusion**

The patient organization Hlas onkologických pacientů, z. s. (Cancer Patients Voice) considers gender equality to be an important part of its activities and will actively promote an inclusive environment for all patients, employees, and associates.