



Gender Equality Plan

German Center for Infection Research e.V. (DZIF)

This Gender Equality Plan sets out the principles, responsibilities, and measures of DZIF for promoting gender equality, diversity, and equal opportunities. It serves as a publicly available framework for employees, applicants, project partners, and funding organisations.

1. Commitment and Objectives

The German Center for Infection Research (DZIF) is committed to actively promoting gender equality, diversity, and equal opportunities in all areas of its activities. Its objective is to ensure a respectful, inclusive, and discrimination-free working environment and to prevent structural disadvantages.

This Gender Equality Plan is aligned with the DZIF Code of Conduct and Compliance Framework. These frameworks emphasise fairness, respect, integrity, and protection against discrimination, sexual harassment, and other forms of inappropriate behaviour.

2. Public Availability

This Gender Equality Plan is publicly available. It may be published on the DZIF website and provided upon request to employees, applicants, cooperation partners, and funding organisations.

3. Scope

This plan applies to all employees, managers, committees, recruitment procedures, and organisational units of DZIF. At the same time, it provides an overarching framework for DZIF's participation in Horizon Europe as well as in other national, European, and international research and funding programmes.

4. Responsibilities and Resources

The implementation of gender equality objectives is integrated into DZIF's existing management, HR, and compliance structures. Operational responsibility lies with management in cooperation with the compliance function and the respective responsible organisational units.

Gender equality aspects are taken into account in relevant personnel, leadership, and organisational decisions. Existing structures and processes are used to implement, communicate, and continuously develop measures effectively.

5. Areas of Action and Measures

5.1. Gender Equality in Recruitment and Career Development

DZIF supports fair, transparent, and discrimination-free selection and decision-making processes. Job advertisements are formulated as inclusively and gender-neutrally as possible. Personnel decisions are based on transparent and objective criteria.

5.2. Work-Life Balance

Where the respective duties and operational conditions allow, DZIF supports flexible working arrangements and a working environment that takes into account the reconciliation of work, family life, and personal responsibilities.

5.3. Inclusive Organisational and Leadership Culture

DZIF promotes appreciative cooperation, transparent communication, and a leadership culture that recognises diversity and strengthens equal opportunities. Respectful conduct is established as a shared standard in everyday working life.

5.4. Prevention of Discrimination and Harassment

DZIF does not tolerate any form of discrimination, sexual harassment, bullying, or disadvantage. Employees may use the existing internal reporting, advisory, and compliance structures to raise concerns confidentially and have incidents reviewed.

5.5. Awareness-Raising and Good Practice

Gender equality and diversity are supported through internal communication, transparent decision-making processes, and appropriate awareness-raising measures. The aim is to promote discrimination-free cooperation in everyday working life and to strengthen a shared understanding of equal opportunities.

6. Data Collection, Monitoring, and Review

DZIF regularly reviews relevant gender equality indicators, such as gender distribution among employees, in recruitment, and in career development. The results are analysed internally in order to identify potential areas for improvement and to derive appropriate measures.

7. Entry into Force

This Gender Equality Plan enters into force upon its publication. It shall remain valid until further notice and will be updated as part of the regular review process.

8. Overview of Core Elements

Area	DZIF Implementations
Public availability	Publication on the website or provision upon request
Responsibilities	Integration into management, HR, and compliance structures
Monitoring	Regular internal evaluation of relevant gender equality indicators
Awareness-raising	Promotion of respectful, inclusive, and discrimination-free cooperation
Work-life balance	Support for flexible working arrangements where operationally feasible
Review	Regular updates in line with organisational and legal requirements