



Gender Equality Plan (GEP)

Organization Name: Arapaha BV
Plan Duration: 2025–2027
Date of Adoption: August 1, 2025

1. Introduction

Horizon Research Institute is committed to fostering a diverse, inclusive, and gender-equal work environment. This Gender Equality Plan outlines strategic objectives and actions to address structural gender inequalities, eliminate gender bias, and promote equal opportunities for all genders within our institution.

2. Key Areas & Objectives

A. Work-Life Balance and Organizational Culture

Objectives:

- Promote a supportive environment for employees with care responsibilities.
- Normalize flexible work arrangements across all roles.

Actions:

- Implement core working hours (10:00–15:00) to allow flexible scheduling.
- Provide parental leave policies that are gender-neutral and accessible.
- Organize quarterly awareness sessions on inclusive culture and unconscious bias.

B. Gender Balance in Leadership and Decision-Making

Objectives:

- Ensure balanced gender representation in decision-making bodies.

Actions:

- Aim for at least 40% of underrepresented gender in management and governance boards by end of 2026.
- Introduce transparent and inclusive nomination processes for leadership roles.
- Conduct annual gender audits of all decision-making committees.

C. Gender Equality in Recruitment and Career Progression

Objectives:

- Eliminate bias in recruitment and promotion procedures.
- Support career development for underrepresented genders in all disciplines.

Actions:

- Introduce blind recruitment practices where feasible.
- Mandate gender-balanced hiring panels.
- Launch mentoring programs with attention to gender representation.

- Track and report gender-disaggregated data on recruitment, promotion, and retention annually.

D. Integration of the Gender Dimension in Research and Teaching Content

Objectives:

- Ensure research considers sex/gender where relevant.
- Foster inclusive teaching that represents diverse gender perspectives.

Actions:

- Provide training to researchers on integrating gender analysis in research design.
- Review and revise curriculum content to promote gender-inclusive perspectives.
- Include gender dimension in research funding criteria and ethics review process.

E. Measures Against Gender-Based Violence and Harassment

Objectives:

- Foster a zero-tolerance culture towards harassment.
- Ensure accessible and confidential reporting procedures.

Actions:

- Implement a formal anti-harassment policy with clear procedures.
- Appoint trained gender and diversity officers as contact points.
- Conduct mandatory annual training on preventing sexual harassment and discrimination.

3. Governance and Monitoring

- GEP Committee: A Gender Equality Committee will oversee implementation and monitoring.
- Annual Report: Progress will be reviewed annually and published internally.
- Data Collection: Gender-disaggregated data will be collected and analyzed annually across all departments.

4. Resources and Budget

- Dedicated staff time (0.1 FTE) for GEP implementation.
- €10,000 annual budget allocated for training, monitoring, and support actions.

5. Communication and Transparency

- The GEP will be published on the institution's website and shared with all staff.
- Regular updates will be provided via internal newsletters and meetings.