



**University
of Defence**

Evaluation of the Gender Equality Plan of the University of Defence for the Year 2024

Brno 2025

Priority area 1: Culture in the institution

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
	To evaluate the UoD GEP regularly and to update it as necessary		once a year	VRIMQ, collaboration according to the established responsibilities for individual measures
	<p>Evaluation of 2024: Guidelines were issued on 19/11/2024 to evaluate the GEP UoD for 2024 with the implementation deadline by 19/12/2024. Supporting documents for the evaluation were provided by VRIMQ, VRESA, VRSEA, DRMA, BUR, VRERI, NBCDI director, IIS director, CSMSS director, PTSC director, CH and CSVc, D FML, D FMT, D MFM, LC director.</p> <p>As of 19/12/2024, proposals for updating the GEP UoD have been forwarded under the responsibility of the BUR, VRIMQ and VRSEA, and as of 9/1/2025, proposals for updating the GEP UoD have been forwarded under the responsibility of the LC - to be incorporated into the 2nd Update of the GEP UoD. The approved update of the GEP UoD will be published in the UoD IS on the UoD website.</p> <p>ACHIEVED</p>			
	To cooperate in this area with MoD SSD - the coordinator of gender equality		continuously	DRMA
	<p>Evaluation of 2024: Cooperation with the gender equality coordinator took place in the form of consultations and cooperation during the preparation of the annual evaluation and also during the preparation of some activities carried out within the GEP UoD (organization of lectures and preparation of thematically appropriate materials for UoD employees and students), through which the topic of gender equality was communicated within the institution. On behalf of the UoD (study department) and within the deadline (31 January 2024), the basis for the departmental gender quantitative analysis (academic year 2023/2024) was prepared and sent to the MoD SSD – to the coordinator of the area of gender equality. The basis for the departmental gender quantitative analysis (academic year 2024/2025) will be prepared in January 2025.</p> <p>ACHIEVED</p>			

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To respect the principle of gender equality in the management acts of the UoD and its components	To review the existing management acts of the UoD and its components, to supplement them with the provision considering the principle of equal attitude to women and men, and to preserve it during their development and updating	Updated management acts of the UoD and its components	continuously	VRIMQ, cooperation of administrators of management acts at the UoD level, managers of components
	<p>Evaluation of 2024: In the given period, the requirement was incorporated into the Human Resources Strategy for Researchers (HRS4R) of the University of Defence - Action Plan. The Rector's internal regulations and measures correspond to the given requirement. The principle of equal treatment of women and men was maintained during the creation and updating of the UoD management acts in 2024. The follow-up revision will be carried out as part of updates to the internal regulations and measures of the Rector in connection with changes to the Higher Education Act. This task has been fulfilled at FML and MFM; at the faculty level of FMT, the dean's measure in 2024 does not explicitly consider the principles of gender equality as there is no distinction. The FMT regulations in 2024 were not supplemented by the gender equality policy because there is no distinction. Institutes and centres: they do not have the type of management acts that would require the inclusion of provisions considering the principle of equal treatment of women and men. The management acts issued by the University shall govern in this area.</p> <p>Monitoring indicator evaluation: The tasks set out in the Human Resources Strategy for Researchers (HRS4R) of the University of Defence - Action Plan for 2024 are evaluated.</p> <p>ACHIEVED</p>			
To monitor the social structure of the University with regard to gender	To prepare a quantitative gender analysis	Quantitative gender analysis in the form of a separate document	once a year	PM
	<p>Evaluation of 2024: Every year in January - March, the University processes gender statistics of staff and students at individual faculties in individual types and forms of study programs as part of its annual report (i.e. in 2024 for 2023; similarly, the 2024 overview will be produced in 2025).</p> <p>Monitoring indicator evaluation: see the annual report of the University for 2024 - part B and C.</p> <p>ACHIEVED</p>			

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To raise awareness of gender issues and the elimination of stereotypes, paying attention to using gender-sensitive language	To organize awareness-raising educational activities, seminars, workshops, training; to focus on debunking gender myths	The number of conducted activities The number of people involved	continuously	BUR, in collaboration with PM, CH (through CSVc)
	<p>Evaluation of 2024:</p> <p>A course on "Equal Opportunities" was prepared for all members of the University (staff and students) in the second half of 2024, through which they had the opportunity to gain insight into gender issues. The course was created in Moodle and divided into thematic areas focused on gender stereotypes, gender-sensitive language and gender-based violence. The purpose of this educational activity was to support the creation and improvement of a fair and open university environment.</p> <p>Based on their interest, members of the University were also allowed to participate in departmental and non-departmental events focused on equal opportunities. Specifically, it was a lecture on "Bullying of Women and Men in Cyberspace", which was delivered as part of the XXth lecture series on equal opportunities for women and men organized by the State Secretary Division of the MoD (5 participants) and the 8th National Conference on Gender and Science "Social Environment: From Measure to Action" organized by the National Contact Centre - Gender and Science. The conference was focused on safe and dignified working and learning environments with a focus on gender-based violence (number of participants 2 online).</p> <p>Monitoring indicator evaluation - number of carried-out events: 3 Monitoring indicator evaluation - number of participants: 2416 (staff and students)</p> <p>ACHIEVED</p>			
To provide employees and students with up-to-date information on gender issues	To prepare and manage a repository of documents on the UoD Intranet and to publish news on gender issues	Information repository - entitled "Equal Opportunities"	continuously	VRIMQ, in collaboration with BUR
	<p>Evaluation of 2024:</p> <p>The repository was established in 2023 and is continuously updated. Transfer of the repository to the new UoD IS in October 2024. Monitoring indicator evaluation: UoD Documents - Equal opportunities - All documents. Faculties, institutes and centres use the UoD repository.</p> <p>ACHIEVED</p>			

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
	To prepare and manage a repository of documents on the UoD Intranet and to publish news on gender issues	Publishing news	continuously	managers of the UoD, its components and workplaces, collaboration with CH
	<p>Evaluation of 2024: Information on gender issues (from governmental, departmental and university documents, educational materials) was published through the established repository (see IS UoD - Documents section / Strategic and conceptual materials / Equal opportunities folder) and News in IS UoD (offers of educational activities). The updated Gender Equality Strategy 2021-2030 - a selection of tasks related to the MoD, Priorities and Procedures of the MoD in promoting gender equality 2021+ and the governmental Gender Equality Strategy 2021-2030 were made available to the employees and students of the UoD in 2024. In addition, CSVCM prepared and made available information and study materials in the form of PowerPoint presentations and infographics on the issues of gender stereotypes, sensitive communication and gender-based violence to university employees and students within the Equal Opportunities course (LMS Moodle UoD). In January, April and July, the RDI Portal published news related to gender issues (Gender in Research and Development; Gender in the Activities of the GA of the Czech Republic; Technology Agency of the Czech Republic and Gender in the Content of Research and Innovation - the Czech Republic; information on the 8th national conference organized by the NCC - Gender and Science on Social Security: from Measure to Action.)</p> <p>Monitoring indicator evaluation: UoD Documents - Equal Opportunities - All documents, study materials in the Equal Opportunities course by the Counselling Services group, RDI Portal - News section.</p> <p>ACHIEVED</p>			
To survey the awareness, opinions, ideas and experience of employees and students	To incorporate gender-oriented questions into regular surveys	Final report from the conducted survey	continuously	CSVCM
	<p>Evaluation of 2024: The gender-oriented question was included in one regular survey - as part of the "Graduates 2024" survey conducted in the context of the evaluation of educational activities at the UoD, the graduates (from 2024) were asked: "Have you encountered any inappropriate behavior during your studies in the UoD environment? Inappropriate behavior can include sexual harassment, bullying or threats." In the case of a positive answer, a supplementary open-ended question followed: "Can you please describe what inappropriate behavior was involved? Who, against whom, whether it was a repeated act, whether it was dealt with in any way...".</p>			

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
	Monitoring indicator evaluation: Final report "Graduates 2024". ACHIEVED			

Priority area 2: Harmonization of personal and work life

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To support the reconciliation of the personal and work lives of employees	The adjustment of working hours for employees caring for children or a dependent person	The number of employees caring for children or a dependent person with the adjustment of working hours	continuously	PM
	<p>Evaluation of 2024: The possibility of adjusting working hours is used by both professional soldiers and civilian employees, based on the request of the employees themselves. 48 employees caring for children or a dependent person asked for adjustment of working hours. All requests were granted.</p> <p>Monitoring indicator evaluation: 48</p> <p>ACHIEVED</p>			
To support the reconciliation of the personal and work lives of employees	Enabling reduced working hours for employees caring for children or a dependent person	The number of employees caring for children or a dependent person with reduced working hours	continuously	PM
	<p>Evaluation of 2024: The possibility of part-time work is used by civilian employees at their own request. 17 employees caring for children or a dependent person applied to be allowed part-time work. All requests were granted.</p> <p>Monitoring indicator evaluation: 17.</p> <p>ACHIEVED</p>			
	Extension of a fixed-term contract by the time spent on maternity and parental leave	The number of employees with an extended contract	continuously	PM
	<p>Evaluation of 2024: The University reflects the possibility of extending the fixed-term contract by the time spent on maternity and parental leave. 1 employee had their fixed-term contracts extended to include time spent on maternity and parental leave.</p> <p>Monitoring indicator evaluation: 1</p> <p>ACHIEVED</p>			

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To support the reconciliation of the personal and work lives of employees	To be mindful of setting the dates and time frame for regular meetings of bodies and committees in the annual plan	The annual plan of the UoD and its components	continuously	DRMA, managers of the components
	<p>Evaluation of 2024: The dates and time frame of the regular meetings of the bodies and committees were set in the ASP and the 2024 UoD Annual Plan, ref. no. MO 911923/2023-2994 and were subsequently set out in the annual plans of the faculties, institutes, centres and the School Regiment. Deadlines and time-frames are adhered to as far as possible. Members of the University serve on a number of committees (both at the garrison and at the University) whose meetings are often irregular for objective reasons. However, the management of the University and the units creates conditions for active participation of their employees in the meetings of these committees.</p> <p>Monitoring indicator evaluation: plans have been created.</p> <p>ACHIEVED</p>			
To support employees when returning to work after a career break	To make provision for childcare activities	The preschool facility established	by 31/8/2023	BUR
	<p>Evaluation of 2024: The operation of the children's group started in the premises of Dobrovského 27 on 1 September 2023. The pre-school facility was open all year round.</p> <p>ACHIEVED</p>			
To support employees when returning to work after a career break	The establishment of childcare	The number of children in the childcare group	by 31/8/2023	BUR
	<p>Evaluation of 2024: The operation of the children's group started on 1 September 2023. The pre-school facility is open. As of 31 December, 2024, 16 children of the MoD employees of the Brno garrison attended the CG, out of which 10 children of the UoD employees.</p> <p>ACHIEVED</p>			
	The assistance with administrative-organizational matters connected with the return of an employee	The number of persons supported	continuously	managers

	<p>Evaluation of 2024: Faculties, institutes and centres have set up assistance with administrative-organizational matters connected with the return of an employee. At FML, it is implemented through a newly introduced adaptation process. At FMT (K-205), return to work is solved by allowing home office and by supervisor's support with administrative and organizational matters within the adaptation process. The MFM has an entry ticket in place which is an administrative and organizational aid for the returning employee and their supervisor. There were no returns to work after a career break at the IIS, NBCDI, LC and PTSC during 2024.</p> <p>Monitoring indicator evaluation: 9</p> <p>ACHIEVED</p>
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Priority area 3: Gender equality in leadership and decision-making positions

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To monitor the representation of women and men in leadership positions and in University bodies	To prepare statistical reports with regard to the representation of women and men	Statistical overviews, part of a quantitative gender analysis	once a year	PM
	<p>Evaluation of 2024: Every year in January - March, the University compiles statistical summaries with regard to gender representation as part of its annual report (i.e. in 2024 for 2023; similarly, the 2024 overview will be produced in 2025).</p> <p>Monitoring indicator evaluation: see the annual report of the University for 2024 - part B and C.</p> <p>ACHIEVED</p>			
To support and motivate women to apply for leadership positions	To organize activities focused on mentoring, coaching, acquiring leadership skills with an emphasis on the gender aspect	The number of conducted activities The number of people involved	continuously	BUR and managers of the components, in collaboration with PM, CH (through CSVC)
	<p>Evaluation of 2024: Faculties, institutes and centres use the possibilities of the pedagogical minimum course and the compulsory course "Equal opportunities" in the Moodle environment. Methodology days are also used within the University components to implement activities focused on mentoring, coaching and leadership skills. In May, a one-day course "Basics of Coaching" was held at the University under the guidance of an external lecturer, an accredited coach. The course focused on the basic principles of coaching, communication skills in coaching, coaching techniques and self-coaching.</p> <p>Monitoring indicator evaluation - number of carried-out events: 21 Monitoring indicator evaluation - number of participants: 122</p> <p>ACHIEVED</p>			

Priority area 4: Gender equality in selection and career growth

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To strive for a gender-balanced composition of selection committees	To follow the principles of gender equality when setting up selection committees	The proportion of women and men in selection committees	continuously	PM
	<p>Evaluation of 2024: Proportion of women and men in selection commissions in 2024 corresponded to the overall proportion of men and women in academic staff positions. The need for a gender-balanced composition of selection commissions has also been incorporated as a task in the Human Resources Strategy for Researchers (HRS4R) of the University of Defence - Action Plan (Actions No. 5).</p> <p>Monitoring indicator evaluation: proportion of women 29%.</p> <p>ACHIEVED</p>			
	To integrate the requirement for a balanced composition of selection committees corresponding to the field of study and nature of workplaces into the rector's relevant measure	The update of the rector's measure	by 31/12/2023	VRIMQ
	<p>Evaluation of 2024: On 9 July 2024, the Rector of the University of Defence issued and subsequently published Measure No. 10/2024 Details of the Selection Procedure Regulations for Filling of Academic Staff Positions at the University of Defence, which stipulates as one of the requirements for the appointment of selection commissions the requirement that "the composition of the Commission is, as far as possible, reasonably gender-balanced" (Article 7). The requirement for a balanced composition of selection commissions corresponding to the field of study and nature of workplaces is also reflected in Annex 4 of the Measure. Incorporation of the requirement for a gender-balanced composition of selection commissions was also a result of the task set out in the Human Resources Strategy for Researchers (HRS4R) of the University of Defence - Action Plan (Actions No. 5).</p> <p>Monitoring indicator evaluation - updated document: Measure of the Rector of the University of Defence No. 10/2024 Details of the Selection Procedure Regulations for Filling of Academic Staff Positions at the University of Defence.</p> <p>ACHIEVED</p>			

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To support employees in their adaptation period	To create an adaptation program for employees (reflecting the specifics of different groups of employees - e.g., newly arrived employees, after returning from maternity and parental leave, female scientists)	The number of implemented activities The number of supported employees	continuously	managers
	<p>Evaluation of 2024: As part of the work adaptation, K 104 prepared and implemented a Pedagogical Minimum Course for academic staff interested (7 people graduated). Faculties, institutes and centres make use of already set up courses or adaptation programs to facilitate entry into employment.</p> <p>Monitoring indicator evaluation - number of carried-out events: 8 Monitoring indicator evaluation - number of supported employees: 38</p> <p>ACHIEVED</p>			
To support the career development of employees caring for a dependent person	To consider the specific position of employees care for a dependent person when compiling and evaluating Career development plans / annual assessment tasks	Career development plans (in academic staff) The annual evaluation of the employee	performed/ not performed	managers
	<p>Evaluation of 2024: Within the framework of the internal departmental methodology, career plans are created with all academic workers. Regular annual evaluations are carried out for all staff (including the evaluation of career development plans for academic staff). When drawing up and assessing Career Development Plans/Annual Evaluation Tasks, senior staff take into account the specific situation of staff caring for a dependent person (adjustment of working hours, part-time work, ERASMUS, business and work trips) and it is taken into account comprehensively. 48 employees caring for children or a dependent person asked for adjustment of working hours. All requests were granted.</p> <p>Monitoring indicator evaluation: 48</p> <p>ACHIEVED</p>			

Priority area 5: Integration of the gender dimension into creative and educational activities

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To consider the gender aspect in the subject and outputs of creative activities	To verify whether the applications (proposals, tender documentation, etc.) of the RDI projects contain an evaluation of the gender dimension	The proportion of the RDI projects containing an evaluation of the gender dimension	continuously	VRSEA, managers of the components, project managers in charge
	<p>Evaluation of 2024:</p> <p>The inclusion of a gender dimension in UoD project proposals is taken into account if the subjects of the research or the users of its results are people or if the results have an impact on their lives.</p> <p>Therefore, according to the approved Gender Equality Plan of the University of Defence for the period 2022-2030, it is verified whether the evaluation of the gender dimension is included in the RDI project proposals. All equal opportunities for scientists and researchers are promoted and gender equality principles are taken into account when building research teams.</p> <p>In scientific research projects, it is necessary to properly assess whether it is relevant to consider the possible role of sex or gender in the issue at hand. Taking a gender perspective into account may not be appropriate for every project. There is a need to reflect possible physical differences (gender) or possible differences in experience, abilities, perspectives and needs of women and men. However, gender equality always makes sense when people are the subjects of the research, users of the results or potentially directly affected by the results and outputs of the creative activity.</p> <p>In the project proposals, the researchers indicate how the research results will be used by different population groups, taking into account the gender dimension of the subject and impact of the research. The science and research officers incorporate individual gender equality measures into the methodological and support materials for the preparation and implementation of science and research projects, with reference to the procurement documents of the providers of functional financial support.</p> <p>The evaluation of the gender dimension is included in projects: 2</p> <p>Monitoring indicator evaluation - the proportion of projects that include an assessment of the gender dimension is 5%.</p> <p>ACHIEVED</p>			

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To promote equal opportunities of scientists and researchers	To consider the principle of gender equality when setting up research teams	The proportion of women and men in research teams	continuously	VRSEA, managers of the components, project managers in charge
	<p>Evaluation of 2024: The principle of equal opportunities for men and women was consistently applied in career advancement, recruitment, senior positions, appointments to professional bodies, evaluation and remuneration during the period under review. The research teams include women and men in the positions of responsible investigator or project investigator. Reporting on equality issues to the State Secretary Division of the MoD in the form of the document Evaluation of the fulfilment of the tasks of departmental measures to promote equal opportunities for women and men will be carried out for 2024 together with the report for 2025 (the evaluation methodology has been changed).</p> <p>Monitoring indicator evaluation: 25% of women in research teams, with a 3% increase in the number of women in research teams compared to 2024.</p> <p>ACHIEVED</p>			
	To support an open and supportive environment for creative activities considering the gender aspect	Discussions and debates of academic, scientific and DSP researchers and students with trained respected persons (mentors) in the field of practical implementation of the gender aspect in creative activities and in the preparation of grant applications, where the gender dimension of research is included in the application	continuously	VRSEA, managers of the components, project managers in charge
<p>Evaluation of 2024: On 10 September 2024, the 8th National Conference (online registration also possible) was held, organized by the NCC - Gender and Science of the CAS Institute of Sociology on the topic Social Security: from Measure to Action. It focused on the topic of safe and dignified working and learning environments with a focus on gender-based violence. An update on this conference was posted on the RDI Portal on 12/7/2024.</p>				

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
	<p>Members of the university were allowed to participate in a departmental event - a lecture on "Bullying of Women and Men in Cyberspace", which was delivered as part of the XXth lecture series on equal opportunities for women and men organized by the State Secretary Division of the MoD.</p> <p>On 14 November 2024, a lecture on "Principles of Gender Equality at the MoD" was held at the University. All academic staff and employees working in the sphere of RDI participated in the e-learning course "Equal opportunities" prepared by the CSV. The course consisted of three areas - gender stereotypes, sensitive communication, and gender-based violence.</p> <p>Monitoring indicator evaluation - number of carried-out discussions and debates: 4</p> <p>ACHIEVED</p>			
To popularize the results of creative activities achieved by women	To publish articles on the outcomes of creative activities of women scientists, and to support the participation in conferences on women in science	The number of articles and conferences	continuously	VRSEA
	<p>Evaluation of 2024:</p> <p>Every year, information about the possibility of registering for the L'Oréal-UNESCO For Women in Science competition is posted in the News on the UoD RDI Portal. This year the information was posted on 22 October, 2024. Since its inception, the program, focusing on empowering women in many scientific disciplines, offers a platform to appreciate and support promising female scientists. In 2019, the winner of this competition was LTC Prof. PharmDr. Jana Žďárová Karasová, Ph.D. from the FMHS (now MFM).</p> <p>On 15 February 2024, there was an article published in the News on the UoD website about MAJ Ing. M. Vršecká, Ph.D., who works at the Department of Communication Technologies, Electronic Warfare and Radiolocation (FMT), where she is focusing on the field of wireless communication systems, especially mobile communication means and satellite communication.</p> <p>On 24 May 2024, an article was published about Dr. Dominika Kosárová, who received the Early Career Analyst Award for her STO research activities and for her leadership of the SAS-154 working group <u>Dominika Kosárová received the Early Career Analyst Award - unob.</u></p> <p>In 2024, the Rector's Award for Student Creative Activity "Student Head" was awarded to SGT Tereza Domesová (FML) and CPL Barbora Patočková (MFM) for the best results in the competition <u>Rector's Award for Student Creative Activity - unob.</u></p> <p>Monitoring indicator evaluation - number of articles: 2 Monitoring indicator evaluation - number of conferences: 1 Monitoring indicator evaluation - number of other activities: 2</p> <p>ACHIEVED</p>			

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To organize educational activities on gender issues for students	To include the topic of gender equality in the education of students as part of the primary prevention of risky behavior	The number of educational activities	continuously	DRMA
	<p>Evaluation of 2024: The topic of equal opportunities is included in the education of students. On 23 September 2024, a lecture was given as part of the student officers-in-waiting training on: Familiarization with the "UoD Rector's Methodological Aid for Handling Sexual Harassment Cases at the University of Defence" (1st year FML and FMT). In the period 16 October - 31 December 2024, the course "Equal Opportunities" included the topics "Gender stereotypes", "Sensitive communication", "Gender-based violence". This course was again attended by student officers-in-waiting. The course ended with a test.</p> <p>Monitoring indicator evaluation: 2</p> <p>ACHIEVED</p>			
To organize educational activities on gender issues for students	To continue including the issue of equal opportunities in study programs	Study programs	continuously	VRESA
	<p>Evaluation of 2024: All students are educated and raised to adhere to the principles of the Gender Equality Strategy 2021-2030. The majority of UoD students are officers-in-waiting and their higher education fulfils the requirements for a basic officer course, where future commanders are expected to have knowledge of the subject matter. Equal opportunities are addressed within the study subjects in the form of separate topics in individual subjects (sociology, law, ethics). Students can prepare seminar papers or final theses on the issue of equal opportunities.</p> <p>ACHIEVED</p>			
To organize educational activities on gender issues for employees	To include the topic of gender equality in employees education as part of the primary prevention of risky behavior	The number of educational activities	continuously	DRMA
	<p>Evaluation of 2024: As part of the inclusion of the topic of gender equality in the training of employees within primary prevention of risk behavior, a lecture on gender equality was held on 14 November 2024 with the topic "The Principle of Gender Equality within the Scope of the MoD". The lecture was attended by UoD permanent staff. A training course "Equal Opportunities" was held for the permanent staff of the UoD on the topics of "Gender stereotypes", "Sensitive communication", "Gender-based violence". This course took place in the period 16 October - 31 December 2024 in the form of e-learning (LMS Moodle environment) and was concluded with a test.</p> <p>Monitoring indicator evaluation: 2</p> <p>ACHIEVED</p>			

Priority area 6: Measures against sexual harassment and other forms of gender-based violence

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To provide education in the field of gender-based violence	To organize awareness-raising educational activities, seminars, workshops, training	The number of conducted activities The number of people involved	continuously	BUR, in collaboration with PM, LSM, CH (through CSVCM)
	Evaluation of 2024: The issue of gender-based violence has been integrated into the "Equal Opportunities" course. Monitoring indicator evaluation - number of activities: 1 Monitoring indicator evaluation - number of participants: 2409 ACHIEVED			
	To provide information on sexual harassment through the information repository on the UoD Intranet	Information materials on gender-based violence and sexual harassment	continuously	CSVCM
	Evaluation of 2024: CSVCM participated in awareness-raising on gender-based violence in 2024 by creating an educational course "Equal Opportunities" for members of the University. The course was created in the Moodle environment on the UoD intranet. They created a separate PowerPoint presentation on the issue of gender-based violence. Among the materials, they included the UoD Rector's Methodological Aid for Handling Sexual Harassment Cases at the UoD, which is new to the University environment as of March 2024 and needs to be made known to all staff and students. ACHIEVED			
To provide education in the field of gender-based violence	To create information material for employees and students describing the procedure for dealing with sexual harassment and other undesirable behaviour, including descriptions of the effects and penalties for perpetrators based on already existing departmental documents regulating this area (aid PERS-51-1, OMoD No. 29/2002)	Information material	31/12/2023	LSM
	Evaluation of 2024: As of 11 March 2024, the UoD Rector's Methodological Aid for Handling Sexual Harassment Cases at the University of Defence was updated (approved by the Rector on 11 March 2024) and published in the UoD IS on 11 March 2024 (see Documents of the University of Defence - 4 Methodological Aids - UoD and MoD - All documents). ACHIEVED			

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To record the experience with gender-based violence in the University environment	To detect the manifestations of undesirable behavior - sexual harassment, and to include the issue in the investigation conducted by the UoD	Final report on the conducted investigation	continuously	CSVCM
	<p>Evaluation of 2024: As part of the "Graduates 2024" survey conducted in the context of the evaluation of educational activities at the UoD, the graduates (from 2024) were asked: "Have you encountered any inappropriate behavior during your studies in the UoD environment? Inappropriate behavior can include sexual harassment, bullying or threats." In the case of a positive answer, a supplementary open-ended question followed: "Can you please describe what inappropriate behavior was involved? Who, against whom, whether it was a repeated act, whether it was dealt with in any way...".</p> <p>Monitoring indicator evaluation: Final report "Graduates 2024".</p> <p>ACHIEVED</p>			

List of abbreviations

AW	academic worker
ASP	application software for planning
BUR	bursar
CAS	Czech Academy of Sciences
CG	childcare group
CH	chancellor
CSMSS	Centre for Security and Military Strategic Studies
CSVC	Counselling Services and Veterans Care
CSVCM	Counselling Services and Veterans Care Manager
CZERA	project Deepening the integration of the research and innovation ecosystem of the Czech Republic into the European Research Area and intensive international support of cooperation of research organizations and enterprises of the Czech Republic in research, development and innovation
D	dean
DRMA	Deputy Rector for Military Affairs
DSP	Doctoral Study program
FML	Faculty of Military Leadership
MFM	Military Faculty of Medicine
FMT	Faculty of Military Technology
GACR	Grant Agency of the Czech Republic
GEP	Gender Equality Plan of the University of Defence for 2022-2023
HR Award	full name "HR Excellence in Research Award", an award for excellence in human resource management in a scientific environment
HRS4R	Human resources strategy for researchers
IIS	Institute of Intelligence Studies
IS UoD	Information system of the University of Defence
JOC	Junior Officers Course
LC	Language centre
LSM	Legal Service Manager
MoD	Ministry of Defence

MEYS	Ministry of Education, Youth and Science
MoD SSD	State Secretary Division of the Ministry of Defence
NBCDI	NBC Defence Institute
NCC	National Contact Centre
PTSC	Physical Training and Sports Centre
PM	Personnel Manager
RDI	Research, Development and Innovation
RDI Portal	Research, Development and Innovation Portal
SOC	Senior Officers Course
TACR	Technology Agency of the Czech Republic
UoD	University of Defence
VRERI	Vice-Rector for External Relations and Internationalisation
VRESA	Vice-Rector for Education and Students Affairs
VRIMQ	Vice-Rector for Internal Management and Quality
VRSEA	Vice-Rector for Scientific and Expert Activities