

**R!M**

Research and Innovation Management

# **Gender Equality Plan Equality Policy**

**Research and Innovation Management  
GmbH is committed to encouraging  
equality and diversity among our  
workforce, and eliminating unlawful  
discrimination.**

**Dr. Katharina Fellnhofer**

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## Aim and purpose

Our objective is that in the Research and Innovation Management GmbH (RIM) each individual feels to be respected. The Research and Innovation Management GmbH is fully committed against unlawful discrimination.

RIM policy's aim and purpose is to:

- ✓ provide respect and equality for all in our organisation
- ✓ try to avoid unlawful discrimination (e.g. gender, race, age, disability, belief, partnership, religion, sexual orientation)

# Commitments

The following commitments are fully supported by the management.

RIM commits to:

- ✓ promoting respect for all
- ✓ encourage diversity in our work
- ✓ encourage equality in our work free of unlawful discrimination
- ✓ providing support for our staff to support equal opportunities
- ✓ review, monitor and update our practices to ensure our aims

# Checklists<sup>1</sup>

For facilitating gender-sensitive approach:

- ✓ We are discouraging gender segregation and considering increasing diversity.
- ✓ Our working conditions aim to support men and women equally.
- ✓ Our research questions take both females and males into consideration.
- ✓ We are looking for gender-sensitive publications.
- ✓ We have representative females and males in our samples.
- ✓ Our methodology is tackling both females and males equally.
- ✓ We use gender-sensitive language.
- ✓ We disaggregate data by sex.
- ✓ Our research relates to gender inequalities in the society.
- ✓ We are aiming at a balanced number of female and male individuals.
- ✓ We are stimulating others to work in gender-mixed groups.
- ✓ We highlight the importance of gender-sensitive language.
- ✓ We make others more aware about gender stereotypes.
- ✓ We make others aware about gender inequalities.
- ✓ We use gender-sensitive language.

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<sup>1</sup> Source: [https://eige.europa.eu/sites/default/files/garcia\\_toolkit\\_gender\\_research\\_teaching.pdf](https://eige.europa.eu/sites/default/files/garcia_toolkit_gender_research_teaching.pdf) GARCIA WORKING PAPERS Toolkit for Integrating Gender- Sensitive Approach into Research and Teaching. Jovana Mihajlović Trbovc and Ana Hofman.