# Gender Equality Plan

This Gender Equality Plan (GEP) is developed for the Baltic Initiative on European Reform, reflecting its small, currently all-female management, current and projected staff numbers, and reliance on short-term research associates and event speakers. The plan sets explicit targets for 2028 across all relevant dimensions.

**Research Associates: Contract Diversity**

- Goal: Ensure at least 40% representation of men and at least 40% of women among new short-term research associates contracted annually, with active encouragement for non-binary applicants whenever possible by 2028.
- Process: Track gender of contracted researchers each year, report statistics in annual reports, and reach out to diverse academic networks when issuing calls for associates.

**Management and Staff: Gender Balance by 2028**

- Goal: Strive for at least one male or non-binary person in management or as core staff by 2028, aimed at moving toward gender diversity from the current all-female composition.
- Process: When a management or staff vacancy arises, proactively encourage applications from under-represented genders and ensure gender-neutral language in all job postings and outreach.

**Event Speakers: Gender Diversity**

- Goal: By 2028, guarantee that no less than 40% of invited event speakers each year are men and no less than 40% are women, with a commitment to include non-binary speakers where possible.
- Process: Collect gender data on invited/presented speakers, report annually, and regularly review speaker selection processes to identify and address biases.

**Anti-Harassment and Anti-Discrimination Policy**

The Baltic Initiative on European Reform maintains a strict zero-tolerance stance towards harassment, discrimination, and sexual misconduct in any form, both within the workplace and during all organizational activities.

## Policy Description

- Scope: The policy applies to all employees, board members, project-based associates, contracted researchers, event guests, and third parties participating in or representing the organization.
- Prohibited Conduct: Discrimination or harassment based on gender, gender identity, sexual orientation, ethnicity, religion, disability, age, or any other protected characteristic, including sexual harassment, bullying, and intimidation, is strictly forbidden.

## Confidential Reporting Mechanism

- Reporting: Any individual may confidentially report incidents of harassment or discrimination directly to the Board Member not serving as a leading employee, ensuring impartiality where possible.
- Process: Reports may be made via a dedicated confidential email address or by sealed letter. All reports are promptly acknowledged, reviewed, and handled with the highest degree of confidentiality.
- Resolution: The non-employee Board Member will investigate complaints objectively, consult with external experts if needed, and recommend remedial action, guaranteeing protection against retaliation for those making good-faith reports.

## Other Key Measures

- Data and Reporting: Annually collect and review gender-disaggregated data for staff, research associates, and event speakers.
- Training: Each staff member to complete one training per year on gender equality and unconscious bias, including guidance relevant for speaker and associate selection.