



Gender Equality Plan (GEP)

Innovative Systems for European Disability Models Association (ISED-M)

Commitment: The *Innovative Systems for European Disability Models Association* ensures gender equality, a harassment-free, inclusive environment, and equal opportunities in all its activities.

Scope: Members, officers, employees, volunteers, and project partners.

Governance: GEP Officer: Tamás Vedelek (President). Annual report to the Board; public summary is available.

Data Collection: Annual gender-disaggregated statistics on leadership and board composition, project teams, and recruitment.

Measures:

1. Inclusive recruitment and selection;
2. Flexible work arrangements and family-friendly policies;
3. Gender balance targets in leadership and succession planning;
4. Zero tolerance for harassment or discrimination, with reporting procedures;
5. Annual awareness-raising and unconscious-bias training.

Project Content: Where relevant, the “gender dimension” is integrated into research and activities.

Publication and Review: The GEP is published on the website and reviewed annually in Q1.

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