

Gender Equality Plan (GEP) – Blue Rivers Foundation

Adopted: January 2026

Validity: 2026–2029

Commitment

Blue Rivers Foundation is committed to promoting equality, diversity, and inclusion across all its activities. We ensure equal opportunities regardless of gender and foster a respectful, inclusive, and supportive working environment.

Scope

This plan applies to all staff (research, technical, and administrative), as well as all decision-making bodies within the Foundation

Objectives

- Promote gender balance in recruitment and career progression
- Strengthen gender representation in leadership and decision-making roles
- Support work-life balance and inclusive working conditions
- Integrate gender considerations into research and innovation where relevant
- Prevent gender-based discrimination, harassment, and violence

Measures

- **Recruitment:** Transparent, gender-neutral procedures; balanced selection panels where feasible
- **Career Development:** Equal access to training, mentoring, and advancement opportunities
- **Leadership:** Encourage gender balance in committees and management positions
- **Work-Life Balance:** Flexible working arrangements according to Foundation policies
- **Research Dimension:** Include sex/gender analysis in research design when relevant
- **Harassment Prevention:** Clear procedures for reporting and addressing misconduct

Implementation

Responsibility for implementing this GEP lies with the Board of Blue Rivers Foundation. Actions are supported through existing organisational resources and procedures.

Monitoring

The Foundation collects and reviews gender-disaggregated data on staffing, recruitment, and career progression. Progress is assessed periodically, and findings are used to inform potential updates to the plan.

Training & Awareness

Gender equality principles are promoted internally through communication, awareness campaigns, and training activities.

Publication

This GEP is publicly available on the Foundation's website:

<https://blueriversfoundation.org/>

Review

The plan will be reviewed and updated as necessary during its validity period (2026–2029).

Horizon Europe compliance: This GEP meets the minimum requirements:

- Public document
- Assigned responsibility/resources
- Monitoring with data collection
- Training/awareness measures