

DECLARATION

GENDER EQUALITY AND INTEGRATION OF THE GENDER PERSPECTIVE AT BUT

Gender Dimensions in Science, Research and Projects

Brno University of Technology (BUT) has developed and published the [Gender Equality Plan \(GEP\) for 2025–2028](#), which complies with the requirements of the European Commission.

The GEP includes measures to support equal opportunities, the integration of the gender dimension into research and education, and the systematic collection of gender-disaggregated data.

The GEP has been approved by the university management, is publicly available on the BUT website, and has allocated financial and human resources for its implementation.

The area of equal opportunities is supported by a dedicated section on the university website [Support and Development of Employees and Students](#), where information on the gender audit, explanations of the topic, and links to materials and videos can be found.

BUT has also adopted [the Code of Gender-Sensitive Communication](#) and [the Guide for Work-Life Balance](#).

The university organizes seminars for various staff groups and PhD students focused on the gender dimension in research and projects, for example, in cooperation with NKC – Gender and Science. These events raise awareness of the importance of gender equality and share practical experiences.

A network of contact persons for the area of social safety and equal opportunities was established, consisting of representatives from each Faculty and University Institute of BUT. These individuals serve as contact points for addressing issues related to inappropriate behaviour and equality. More information is available on [the Social Safety at BUT website](#).

BUT supports an intersectional approach, which considers not only gender but also other factors that influence access to opportunities and diversity, such as age, ethnicity, disability, and socioeconomic status.

Agenda Administrator for BUT
Ing. Bohdana Šlégrová
Human Resources Department / Personnel Development Department