

Gender Equality Policy

Our organization is committed to promoting **equality, diversity, and inclusion** in line with **our values** and in compliance with the Israel Employment Equal Opportunities Law of 1988. This Gender and Diversity Policy (GDP) is approved by the Institute's Executive Committee.

We strive to:

1. **Ensure Equal Opportunity:** All individuals—regardless of gender, age, race, ethnicity, religion, disability, sexual orientation, or socio-economic background—will have equal access to employment, advancement, and participation.
2. **Promote Gender Equality:** We actively support gender balance across all levels of our operations, prevent gender-based discrimination or harassment, and integrate gender perspectives into our policies, programs, and decision-making.
3. **Foster Inclusive Work Environments:** We are committed to creating safe, respectful, and inclusive spaces where all voices are valued and diversity is seen as a strength.
4. **Implement Fair Practices:** Recruitment, promotion, pay, and working conditions will be based on merit, transparency, and respect for human dignity.
5. **Monitor and Improve:** We regularly assess our progress on gender and diversity goals, promote awareness and training, and update our practices to meet evolving standards and obligations.

This policy applies to all staff, partners, contractors, students and alumni, stakeholders and beneficiaries involved in our work.

The Institute will produce and maintain a yearly gender equality plan including:

- **Data collection and monitoring:**
 - o disaggregated data on personnel, students, and beneficiaries regarding gender, age, race, ethnicity, religion, disability, sexual orientation
 - o Data collection and monitoring will be collected and reported on half-yearly and made public to the staff, students, and general public.
- **Training:** Awareness raising/trainings on gender equality, diversity, and unconscious biases will be held yearly for staff and decision-makers.
- **Targets:** the plan will set yearly targets regarding:
 - work-life balance and organizational culture;
 - gender balance in leadership and decision-making;
 - gender equality in recruitment and career progression;
 - integration of the gender dimension into research and teaching content;

Responsibility: The creation and implementation of the gender equality plan is the responsibility of the Gender and Diversity committee run by the Deputy Director, and including the Human Resource Manager, a staff member of the Academic Department, the compliance officer, and the MEL expert.

Dissemination: The plan will be signed by the top management, distributed to staff and students, and published on the Institution's website.

Sexual harassment prevention policy is outlined in 17.8 and article 18 of the policy manual.