



Moravian Business College Olomouc

Equal Opportunities Plan MVSO (GEP 2026–2028)

The structure aligns with the European Commission’s recommended thematic areas and builds on the gender analysis that was conducted, which provides data on the staff composition and situation at Moravian Business College Olomouc, (hereinafter “MVSO”).

Monitoring and Evaluation of the Equal Opportunities Plan

The implementation of the Equal Opportunities Plan is coordinated and monitored by the Human Resources, Operations, and Finance Department in collaboration with selected units, including: the university administration, the Vice Rector for R&D and Innovations, the Academic Careers Centre, and the Ethics Committee.

The implementation of individual measures is evaluated once a year based on established indicators. The data collected is analysed to identify any inequalities and take targeted measures. The results of the evaluation are presented to the university administration and subsequently to all employees during school-wide meetings. The information is also continuously updated on the university's website.

The implementation of individual measures is ensured within the personnel and organizational capacities of the MVSO. Activities are integrated into the day-to-day operations of the relevant departments. If necessary, the activities will be provided by external contractors.

MVSO systematically supports employee training in the areas of equal opportunity and related topics. These are subsequently incorporated into the onboarding process for new employees as well as into the professional development programs for both new and existing employees. These include, especially the topics related to raising awareness of the principles of equality and non-discrimination, promoting an inclusive work environment, and developing managerial competencies of leaders in the areas of diversity and leadership.

MVSO views equal opportunities within the broader context of diversity. In addition to gender equality, it also takes into account other factors, including age, nationality, parenthood, health status, and work experience. The goal is to create an inclusive environment that promotes equal treatment and enables the development of all employees regardless of their individual characteristics.

The principles of equality and inclusion are actively communicated throughout the entire organization. MVSO promotes an open and respectful work culture based on collaboration, transparency, and fairness. Employees are informed through school-wide meetings and organized workshops.

MVSO is aware of potential limitations in implementing the plan, according to the school's size and limited staff capacity. These risks are continuously monitored and taken into account when designing measures to ensure they are realistic, effective, and sustainable in the long term.

1) *Gender Equality in Recruitment and Career Advancement*

Objective: To strengthen transparency, fairness, and non-discriminatory practices in the recruitment, career advancement, and compensation of MVSO employees.

Objective	Measure/Action Description	Target Group	Deadline	Indicator	Responsibility
Revision of the recruitment process	OTM-R Policy Implementation of the principles of open, transparent, and merit-based recruitment. Publication of salary ranges in job postings.	Job seekers	4Q/2026	Update of the Guidelines on the commencement and termination of employment. Revised job postings regarding salary ranges.	HR Specialist
	Transparent recruitment processes Formalization of processes for filling leadership positions. Requirement for gender-balanced selection committees where possible, and public disclosure of their composition prior to the start of the recruitment process.	Job seekers	3Q/2026	Update of the Guidelines Regulations for the Selection Process for Academic Positions	HR Specialist
Adaptation methodology development	Establishing a formal and inclusive onboarding process for new employees that includes an introduction to gender equality policies, ethics, and work-life balance options.	New employees	2Q/2026	Report on Activities Completed During the Orientation Period	HR Specialist
	Return-to-Work Policy Information for employees leaving for or returning from maternity or parental leave. Staying in touch during maternity or parental leave.	Employees leaving or returning from maternity or parental leave	4Q/2026	Amendment to the Work Rules regarding information for employees leaving or returning from maternity or parental leave.	HR Specialist

Revision of the Career Regulations	Talent Development Identifying potential leaders and supporting their development.	MVSO employees	1Q/2027	Number of people receiving support	Director of Human Resources and Finance
	Career Planning Implement systematic career planning for all employees, taking gender barriers into account.	MVSO employees	1Q/2027	Formal career plans in the EVAK system	Director of Human Resources and Finance
Improve evaluation of employees	Unconscious gender bias is eliminated during employee evaluations (e.g., when assessing assertiveness, teamwork, or performance while balancing family responsibilities).	MVSO employees	Annually, prior to each evaluation	Training for Evaluators (Department Heads, Vice Rectors)	HR Specialist
Analysis of the Equal Pay and Benefits System	Pay Gap Audit Analysis of salaries for the same positions by gender. Implementation of a methodology for calculating the pay gap.	MVSO employees	1Q/2027	Payroll Audit Report	Director of Human Resources and Finance

2) Organizational Culture and Work-Life Balance

Objective: To enable employees to effectively balance their careers and family lives, which is key to retaining talented employees.

Objective	Measure/Action Description	Target Group	Deadline	Indicator	Responsibility
Support for Work-life Balance Policies	Adoption of the official “Declaration of Support for Work-Life Balance Policies.” The objectives outlined in this declaration will subsequently be incorporated into strategic documents and actively communicated to employees.	MVSO employees	4Q/2027	Adopted Declaration / Update to Internal Documents	Director of Human Resources and Finance
Flexible work arrangements	Revision of the Work Rules regarding home office and flexible hours. Clear rules for everyone.	MVSO employees	4Q/2027	Revised Work Rules / Number of employees using home office	Director of Human Resources and Finance

3) *Strategically promoting gender equality in leadership and decision-making positions.*

Objective: To strategically increase and maintain a balanced representation of both genders in the leadership and academic governing bodies of higher education institutions.

Objective	Measure/Action Description	Target Group	Deadline	Indicator	Responsibility
Proactive talent identification	Creating an internal database of qualified women and men with the potential for leadership roles, with a view to actively nominating them to internal and external school bodies.	MVSO employees	3Q/2026	List of qualified candidates	Director of Human Resources and Finance
Training on Unconscious Bias	Mandatory training for all members of appointment bodies, senior staff, and members of the academic senate, focused on identifying and eliminating gender and other unconscious biases in appointments and promotions.	Heads of Departments, Vice-rectors	1Q/2027	Number of trained managers	Director of Human Resources and Finance

4) *Integrating a gender perspective into teaching and research*

Objective: To incorporate gender considerations into specialized economic and management topics and to **improve success rates in grant competitions.**

Objective	Measure/Action Description	Target Group	Deadline	Indicator	Responsibility
Gender in the relevant courses	Course Updates Incorporating topics such as “Diversity Management” and “Gender Pay Gap” into relevant courses.	MVSO Students	3Q/2026	Number of updated syllabi	Course Coordinators
Gender in Research Projects	Methodological support and training for researchers focused on integrating the gender dimension into research content (Research Design). Preparation for the requirements of grant agencies (e.g., Horizon Europe, TAČR) regarding how to account for gender as a variable (e.g., testing or marketing research).	Academic/Research Staff at MVSO	On an ongoing basis 2026 2027 2028	Number of training sessions conducted	Vice Rector for R&D, and Innovation

5) *Prevention of inappropriate behaviour and gender-based violence*

Objective: Zero tolerance for bullying and harassment; ensuring a safe environment for students and staff.

Objective	Measure/Action Description	Target Group	Deadline	Indicator	Responsibility
Update of the Equal Opportunity Plan	Regular data collection Introduction of annual reporting on gender statistics in the annual report.	MVSO	3Q/2027	Data published in the annual report	Director of Human Resources and Finance
	Gender-Balanced Communication Review of marketing materials on the MVSO website. Ensure that visuals do not discourage women from pursuing economics-related fields or men from pursuing HR-related fields.	Prospective students, current students, staff	3Q/2027	Promotional materials / School website	Director of Human Resources and Finance
	Institutional Framework Appointment of the person responsible for the GEP.	The designated person	2Q/2026	Appointment Decree	Managing Director
Implementation of a Zero-tolerance policy on gender-based violence	Establish an anonymous channel (e.g., a suggestion box—either in person or online) for feedback from students and staff.	Employees, students	2Q/2026	Functional notification system	Ethics Committee
	Reporting System Establishment of a confidential advisor/ombudsman role to handle complaints (may be an external consultant).	Employees, students	2Q/2026	The designated person	Ethics Committee
	Awareness and Prevention Training for employees and an information campaign for students (as part of Orientation Week) on what constitutes inappropriate behaviour.	Employees, students	3Q/2026	Number of people trained	Ethics Committee