



Gender Equality Plan

We are committed to dedicating human resources and gender expertise to implement the Gender Equality Plan.

We will collect and monitor sex/gender disaggregated data on personnel and students (for establishments concerned) to ensure that we are meeting our gender equality objectives. We will report annually on our progress based on key performance indicators (KPIs) that we will develop.

We will provide awareness raising/training on gender equality and unconscious gender biases for staff and decision-makers. We will provide mandatory training for all new employees and refresher training for existing staff on an annual basis.

We will focus on the following areas and implement concrete measures and targets to ensure gender equality.

Creating a supportive work culture that values work-life balance:

We will implement flexible working arrangements and encourage employees to take advantage of them. We will conduct regular surveys to monitor the satisfaction of our employees with the work-life balance offered by our institution. We will aim to create an organisational culture that is inclusive and supportive of all employees, regardless of gender.

Achieving a balanced representation of genders in leadership and decision-making positions:

We will aim for gender balance in all leadership and decision-making roles. We will establish targets and regularly monitor progress to ensure that we are making progress towards gender balance.

Achieving gender equality in hiring and career advancement opportunities:

We will ensure that our recruitment processes are gender-neutral and that we are actively recruiting and promoting women to ensure gender balance in all areas of our institution. We will establish targets and monitor progress to ensure that we are meeting our gender equality objectives.

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Infmedia s.r.l.
Piazzale Caduti della Montagnola, 72
00142 - Roma

Capitale Sociale: 10.000,00 Euro
Codice Fiscale - P.Iva: 12542231001
info@infmedia.it

www.infmediaweb.com

Incorporating gender perspectives into research and teaching content:

We will ensure that the gender dimension is integrated into all research and teaching content. We will work to increase the number of women in research and teaching positions and encourage research on gender-related topics.

Strategies to prevent and respond to gender-based violence and sexual harassment:

We will have a zero-tolerance policy towards gender-based violence and sexual harassment. We will ensure that all employees are aware of our policies and procedures and will take appropriate action against perpetrators.

We will regularly review and update our Gender Equality Plan to ensure that we are meeting our gender equality objectives.

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