GEP PLAN SUMMARY

Asociația Școala de Valori [School of Values]

Perioada de implementare: 2025 – 2030

Școala de **Valori**

What this plan?

The School of Values believes that **equal opportunities and gender equality** are no longer just ideals, but real conditions for innovation, excellence, and a healthy society. The plan is a public commitment and a concrete strategy to create a fair and inclusive environment.

What is the plan based on?

- National and European legislation that guarantees equality and combats discrimination;
- Clear principles: non-discrimination, equal access to opportunities, balanced representation in decision-making, transparency, participation, zero tolerance for harassment, continuous improvement.

What are our goals (strategic objectives)?

1. A minimum of **40% representation** for each gender in management by 2030.
2. **Pay equity** and the elimination of unjustified differences by 2028.
3. **Equal access to professional training** for all staff, monitored by gender.
4. **Flexible working policies** (teleworking, flexible working hours, fair leave).
5. Zero tolerance for harassment and discrimination, with a confidential reporting mechanism.
6. Integration of a gender perspective into all educational projects by 2026.
7. Creation of an inclusive organizational culture through annual campaigns and surveys.
8. Annual public reporting with clear progress and indicators (in Romanian and English).

How do we put this into practice?

- Areas of action: leadership, pay equity, inclusive recruitment, work-life balance, harassment prevention, gender analysis projects, organizational culture.
- Each area has measures, progress indicators, deadlines, and responsible persons.

How do we monitor?

- We collect gender-disaggregated data annually (hiring, salaries, training, promotions, etc.);
- We publish a **GEP Annual Report** (RO/EN) with results and next steps;
- We involve employees, volunteers, collaborators, and partners in the feedback process.

What resources do we allocate?

- Dedicated team: GEP Officer, Equality Committee, managers, and external consultants;
- Annual budget for training, campaigns, and audits;
- Digital tools for data collection and confidential reporting.

Conclusion

The 2025–2030 plan is not just a strategy, but a **statement of values**: Școala de Valori wants to be a model of good practice, to build a safe and equitable environment, and to actively contribute to a **fairer, more inclusive, and more supportive** society.

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