



Gender Equality Policy, KCORC

Gender balance, as well as the opening to inclusiveness issues, constitute priorities for KCORC

A new eligibility criterion to get access to Horizon Europe funding for public bodies, research organisations and higher education establishments will be required, starting in 2022. This criterion is linked with the obligation of the partners to have a gender equality policy (GEP) in place.

KCORC, having considered the utmost importance of this issue and in order to keep up with the requirements of the European Commission, has recently adopted its Gender Equality Policy (GEP).

The GEP is dedicated to promoting equal opportunities for all and an operational environment that is free of discrimination, harassment, and retaliation. The GEP establishes the following:

- The GEP is to be published on the KCORC website;
- KCORC is responsible for promoting Gender Equality in all internal activities related to its mission and in all others, such as governance, dissemination and networking;
- KCORC is responsible for promoting Gender Equality in all activities involving external parties
- KCORC strives towards recruiting a diversified gender structure among members and employees, Board and Committees;
- The KCORC Chairman of the Board is the contact point for any comments, complaints and suggestions related to issues of equality and/or inclusiveness;
- In case of issues related to gender equality, the Parties will strive to settle disputes arising out of or in connection with the Gender Equality Policy amicably or through an independent, third party Mediator appointed by the Parties involved (or KCORC?). In case disputes arise that cannot be settled by the aforementioned means, these shall be finally settled by the District Court of The Hague;
- The KCORC Chairman is to report GEP-related data and information to the Board on an annual basis. That report is to be included in a section of the KCORC yearly report
- The Board will arrange training on Gender Equality for all its employees. Such training will be arranged according to the moral, ethical, principal or philosophical trends dominating European Universities during the same year as the training.

Information on equal opportunity and gender bias can be found here [\[link\]](#).