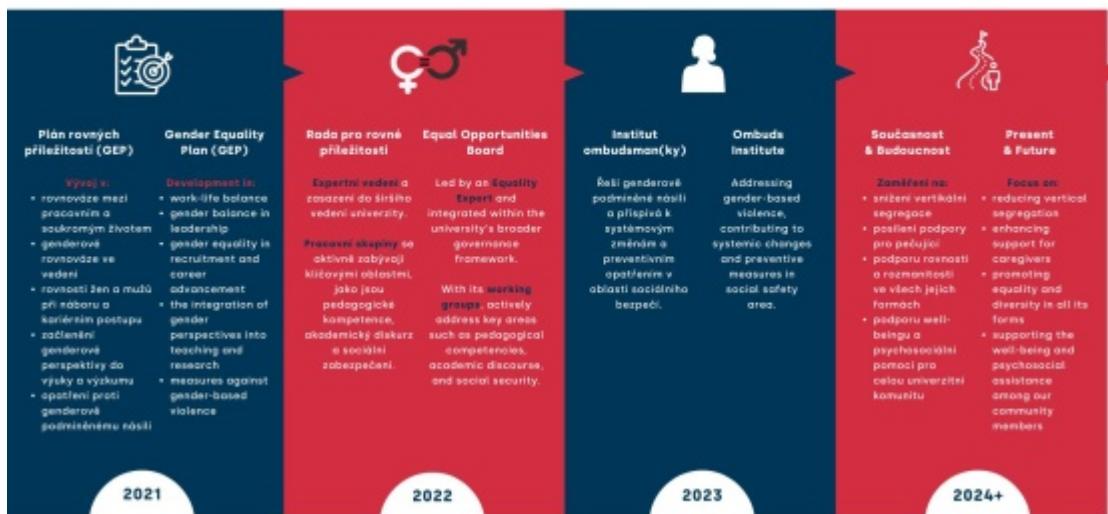


Ethics

Ethics and academic freedoms have always been fundamental areas for Charles University. However, implementation of the HR Award has gradually expanded the scope of topics and activities that need active attention. From the existence of key bodies such as the **Ethics Committee** and the Committee for Ethics in Research, the university has developed its own strategic Equal Opportunities Plan and established the Equal Opportunities Board as an advisory body to the Rector, as well as instituting the position of a university-wide ombuds.



Equal opportunities and social safety

Ensuring equal opportunities and social safety for the entire academic community and all employees is a clearly declared priority of the university. This can be seen in the systemic measures being implemented by the ombuds, as well as in understanding equal opportunities as a cross-cutting theme that requires attention not only in balancing family and work life, during selection processes, and in preventing unequal treatment and inappropriate behaviour, but also in developing pedagogical competencies and the gender dimension in research.

EQUAL OPPORTUNITIES BOARD

Working groups

3 key areas:
pedagogical competencies
academic discourse
social safety



Ombuds Institute

Permanent guest of the Board, addressing gender-based violence and contributing to systemic changes.

Equal Opportunities Board

Ensures equal representation of all faculties and a balanced number of men and women in different positions.

Equality Expert

Chair of the Equal Opportunities Board.