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PART ONE

Article 1

Introductory provisions

- (1) This Rector's Directive defines the basic principles of equal opportunities at Tomas Bata University in Zlín (hereinafter referred to as "TBU") based on the relevant legislation of the Czech Republic, in particular the Act on Equal Treatment and Legal Means of Protection against Discrimination and on Amendments to Certain Acts (the so-called "Anti-Discrimination Act").
- (2) The principle of equal opportunities means combating discrimination on the grounds of gender, race, ethnic origin, religion, belief, disability, age or sexual orientation and political opinion.
- (3) This Rector's Directive further defines the basic principles of equal opportunities for women and men that are applied at TBU, both in terms of employment relations at TBU and in terms of access to and provision of education, including professional training.
- (4) Promoting and ensuring true equality between men and women is included in TBU's internal regulations and strategic documents and is part of the ethical values and standards on which TBU is based and which are reflected in all TBU's activities.
- (5) The principles of ethical behaviour of persons working and studying at TBU are enshrined in the Code of Ethics of TBU, which forms an Annex to the TBU Statute.

PART TWO

Article 2

Principles of equal opportunities for men and women

- (1) In order to ensure equal opportunities for men and women, without prioritising this policy over the criteria of quality and ability, TBU adheres in particular to the following principles:
 - a) Gender equality is applied in all management processes, institutional and personnel policies, teaching and research activities and other activities of TBU.
 - b) TBU implements and supports measures to achieve gender balance at all levels and in all positions.
 - c) TBU maintains a policy of equal opportunities in the recruitment process and in the other stages of the career development process.
 - d) TBU ensures gender diversity in selecting and evaluating committees and research teams.
 - e) TBU takes measures to balance work and personal life for both men and women. It allows flexible working hours, part-time work and supports increased returns after parental leave. The internal evaluation takes into account career breaks due to parenthood, long-term illness or caring for a loved one.
 - f) TBU pays attention to polite and respectful use of written and spoken language that does not ridicule, disparage or discriminate against any person on the basis of gender, race, ethnic origin, religion, belief, disability, age, sexual orientation or political opinion.
- (2) Discrimination may be direct or indirect. Discrimination includes harassment, sexual harassment, victimisation, giving instructions to discriminate and incitement to discrimination.
- (3) Direct discrimination means conduct, including omissions, in which one person is treated less favourably than another person in a comparable situation on the grounds of sex, race, ethnic origin, religion, belief, disability, age or sexual orientation, nationality, worldview, citizenship or political opinion.
- (4) Discrimination on the grounds of sex shall be deemed to include discrimination on the grounds of pregnancy, maternity, paternity and gender identification.
- (5) Indirect discrimination means an act or omission where, on the basis of an apparently neutral provision, decision, criterion or practice, a person is disadvantaged in relation to others on grounds of gender, race, ethnic origin, religion, belief, disability, age or sexual orientation and political opinion.
- (6) No discrimination or unequal treatment of any kind is permitted at TBU.
- (7) Sexual and gender-based harassment is particularly unacceptable at TBU, i.e. conduct of a sexual nature which has the purpose or effect of undermining the dignity of a person and of creating an intimidating, hostile, degrading, humiliating or offensive environment, or which could reasonably be perceived as a condition for a decision affecting the exercise of rights and obligations arising from legal relationships.

- (8) TBU shall regularly collect and analyse data on the achievement of equal opportunities in order to monitor changes and to provide the basis for further measures to ensure equal opportunities and measures that are a prerequisite for effective protection against discrimination.
- (9) TBU shall regularly carry out evaluations, audits and investigations to assess how the principles of equal opportunities are being complied with. Based on the results of these evaluations, TBU shall take measures to ensure that the principles of equal opportunities are respected and to prevent discriminatory behaviour.

Article 3

Obligations of persons working at TBU in relation to equal opportunities

- (1) The obligations of persons working and studying at TBU in relation to equal opportunities are regulated in the Annex to the TBU Statute, “TBU Code of Ethics”. In this context, persons working and studying at TBU are obliged to respect the uniqueness of every person regardless of origin, ethnicity, race, skin colour, gender, sexual orientation or religious and political beliefs.
- (2) The obligations of persons working at TBU in relation to equal opportunities are regulated by the internal regulation issued by TBU, namely the “Work Regulations”.
- (3) Persons working at TBU are obliged, in connection with the performance of their work, to observe the principles of cooperation with other persons working at TBU, to ensure that interpersonal relations in the workplace are not disturbed, to observe the principles of equal opportunities for men and women and to refrain from any discriminatory conduct.
- (4) Persons working at TBU in managerial positions are obliged to act in such a way as to avoid violating the principles of equal opportunities or practising any other form of discrimination when determining and assigning work tasks to subordinate employees and when organizing, managing and controlling their work.
- (5) Each person in a managerial position at TBU is responsible for ensuring that the workplace he/she manages does not violate the principles of equal opportunity and that no other form of discrimination is practised there. To this end, he/she shall continuously take appropriate measures.

PART THREE

Article 4

Procedure for breaches of equal opportunities principles

- (1) In the event of a breach of the rights and obligations arising from the principles of equal opportunities and in the event of discriminatory conduct (hereinafter collectively referred to as “discriminatory conduct”), the person affected by the discriminatory conduct shall be entitled to demand that the discriminatory conduct be discontinued and that its consequences be eliminated.

- (2) A person affected by discriminatory conduct is entitled to address his/her complaint to the TBU Ombudsperson at the TBU level. The activities of the TBU Ombudsperson are regulated by the relevant internal regulation issued by TBU.
- (3) A person affected by discriminatory conduct may also file a complaint with the TBU Ethics Committee. The formal requirements of the complaint and the procedure of the TBU Ethics Committee are regulated by the relevant internal regulation issued by TBU.
- (4) A person working at TBU who is affected by discriminatory conduct may also appeal to his or her immediate superior or to a superior at a higher level of management.
- (5) A superior is obliged to give careful consideration to the complaints of his/her subordinates, to propose and take appropriate measures to eliminate deficiencies, or to draw consequences against subordinates who have violated the principles of equal opportunities or practised other forms of discrimination.
- (6) A person working at TBU affected by discriminatory conduct may also appeal to the Basic Organization of the TBU Trade Union Association.
- (7) Additional remedies for persons who are victims of discriminatory conduct are provided for in the Anti-Discrimination Act.
- (8) In the event that a person working at TBU is found to have acted in a discriminatory manner towards third parties, appropriate employment consequences will be imposed on such person depending on the intensity of such discriminatory conduct.

This English version of the internal regulation is not legally binding; it is for informational purposes only and does not have to correspond to the Czech version of the document.