

GENDER EQUALITY PLAN

Institutional Policy · 2027–2030

Transdisciplinary Research Laboratory

LAPIEZA-LAB

Legal entity: LAPIEZA ASOCIACIÓN CULTURAL

Independent non-profit research organisation

CIF G85802478 · PIC 948224568

O Vicedo, Lugo · Spain

<https://lapieza-lab.es/>

Approved by the IX Extraordinary General Assembly
of LAPIEZA-LAB.

CONTENTS

- 01 Institutional Statement
- 02 Scope and Legal Framework
- 03 Governance and Dedicated Resources
- 04 Data Collection and Monitoring
- 05 Training and Awareness
- 06 Work-Life Balance and Organisational Culture
- 07 Leadership and Decision-Making
- 08 Recruitment and Career Progression
- 09 Gender in Research and Education
- 10 Gender-Based Violence and Harassment
- 11 Review and Publication · 12 Approval

Implementation Framework

01 INSTITUTIONAL STATEMENT

LAPIEZA-LAB recognises substantive equality, non-discrimination and freedom from harassment as structural conditions of research, cultural production, education, cooperation and knowledge transfer. This Plan applies to its governing bodies, members, staff, collaborators, participants and projects. Selection, remuneration, representation, authorship, resources and participation shall follow explicit and traceable criteria.

02 SCOPE AND LEGAL FRAMEWORK

The Plan follows Articles 9.2 and 14 of the Spanish Constitution; Organic Law 3/2007; Law 15/2022 on equal treatment and non-discrimination; and Law 4/2023 on trans and LGBTI equality. It also follows Articles 21 and 23 of the EU Charter of Fundamental Rights, Directive 2006/54/EC and the [Horizon Europe Gender Equality Plan criterion](#), together with CEDAW, the Beijing Platform for Action, ILO Convention No. 190 and Sustainable Development Goal 5.

03 GOVERNANCE AND DEDICATED RESOURCES

The Board guarantees implementation. The Secretary acts as Equality Officer, maintains the record and receives confidential communications; the President integrates equality into strategy, projects and financial decisions. LAPIEZA-LAB assigns at least sixteen management hours each year, plus resources required by funded projects. The Equality Officer coordinates implementation using environmental-psychology and organisational expertise and will obtain independent legal or gender-equality expertise whenever a matter exceeds internal competence.

04 DATA COLLECTION AND MONITORING

Within ninety days of adoption, LAPIEZA-LAB will establish a GDPR-compliant aggregated baseline. Sex- and gender-disaggregated monitoring will cover personnel and regular collaborators, governance, responsibilities, recruitment, remuneration, authorship, training and participation. Indicators will include documented selections, gender distribution, projects reviewed, training delivered, response times and corrective measures. The Board will review the data annually and publish a concise report at least every two years.

05 TRAINING AND AWARENESS

At least once each year, LAPIEZA-LAB will provide or commission gender-equality awareness training for staff, regular collaborators and Board members. Training will explicitly address unconscious gender bias, inclusive recruitment and evaluation, respectful working environments, gender-sensitive research and the prevention of sexual harassment and gender-based violence. Attendance, content and follow-up actions will be recorded.

Measures and Targets

06 WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

Meetings and deadlines will use reasonable notice and hours; flexible or remote participation will be available where compatible with the work; and care responsibilities, health and accessibility needs will be considered without career penalty. The annual review will record requests, measures adopted and unresolved barriers.

07 LEADERSHIP AND DECISION-MAKING

The Board will review gender balance annually across governance, project leadership, committees, authorship and spokesperson roles. New appointments will use transparent criteria and actively seek balanced representation while preserving competence and the association's statutory procedures.

08 RECRUITMENT AND CAREER PROGRESSION

Every recruitment, contracting and promotion decision will use documented criteria, equal-pay principles and a recorded decision. Calls and invitations will use inclusive language; shortlists and evaluation groups will avoid unnecessary gender homogeneity where the candidate field permits. Access to training, responsibility, authorship and visibility will be reviewed annually.

09 GENDER IN RESEARCH AND EDUCATION

Every research, educational or public programme will record whether sex, gender or intersecting inequalities are relevant to its questions, methods, participation, data and effects. Where relevant, projects will integrate gender analysis, disaggregated evidence and inclusive participation; where not relevant, the decision will be documented.

10 GENDER-BASED VIOLENCE AND HARASSMENT

LAPIEZA-LAB maintains zero tolerance for discrimination, sexual harassment and gender-based violence. A confidential channel will acknowledge reports within five working days. The Secretary will assess them, or an independent person appointed by the Board will act where conflict exists. The procedure protects privacy, the presumption of innocence and freedom from retaliation and refers serious matters to competent authorities.

11 REVIEW AND PUBLICATION

The signed Plan will remain publicly accessible on the institutional website and will be actively communicated to members, staff and collaborators. Implementation will be reviewed annually, reported publicly at least every two years and evaluated before 31 December 2030. Earlier and superseded versions will remain archived where available.

12 APPROVAL

Approved by the IX Extraordinary General Assembly of LAPIEZA-LAB.

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