

## GENDER EQUALITY POLICY

1. The NCCR is committed to promotion and practice of equal opportunity between women and men and to elimination of all bias, discrimination, or harassment.
2. The NCCR monitors the gender aspect of recruitment and progress of students and researchers. The results and statistics of this assessment are published on the NCCR website.
3. Together with the host institutions, the NCCR provides guidance and support to female researchers in pursuit of their careers. A member of the NCCR is appointed to represent the needs of women in the activities of the NCCR and as a contact person for all questions related to the advancement/equal opportunities.
4. The NCCR supports the advancement of women in their research careers by implementing special prizes or distinctions for scientific successes.
5. The NCCR aids women and young families to reconcile careers with their family needs. It will implement several measures in this aspect including part-time job opportunities and financial contributions to childcare.
6. The educational and school outreach programs of the NCCR address the “gender gap” problem via some of its activities.
7. The gender equality issues are addressed in communication of the NCCR including website and newsletters.