

EQUALITY AT INP - GENDER EQUALITY AND EQUAL OPPORTUNITIES.

We provide fair and equitable life and access opportunities for all. INP actively promotes equality for both women and men as well as for persons with disabilities and creates family-friendly working conditions. The topics of equal opportunities, non-discrimination, family-friendliness and compatibility of family and career are an integral part of the institute's culture at all organizational levels and are enshrined in INP's mission statement. We see it as the responsibility of all of us to live and secure these values. To this end, we offer a wide range of measures and instruments tailored to the needs of our employees.

The goals of INP are:

- A) *Promoting family-friendliness at the institute in all areas of work in favour of a good work-life balance for all employees and increased attractiveness as an employer.*
- B) *Promoting the filling of positions with women in order to further increase the proportion of women at the Institute. Particular attention is paid here to those areas in which the proportion of women is significantly below the institute's average.*
- C) *Eliminating and counteracting any form of discrimination against women in job appointments, appointment procedures, and career advancement.*

INP has an active gender equality policy that is comprehensive in scope and includes across-the-board elements of equal opportunity, appreciation of diversity, and reconciliation of work and caring responsibilities. A Gender Equality Officer and a Deputy Gender Equality Officer, who are elected every four years by the female work-force, support INP in this.

INP has committed itself to the application of the Implementation Agreement on Equality (AV Glei), the Federal Equality Act (BGleG) and the Equality Act of the State of Mecklenburg-Vorpommern (GIG M-V). The Leibniz Association has defined the Implementation Agreement on Equality (AV-Glei) as the legal framework for its jointly funded research institutions.

In accordance with the guidelines of the Joint Science Conference (GWK), the INP has defined target quotas for the proportion of women among scientific personnel according to pay groups as well as management levels. The determination of the target quotas is based on the cascade model of the „Research-oriented Equal Opportunity Standards“ of the DFG. According to this model, the proportion of women at a certain personnel level is taken as the starting point for determining the target quota for the next higher level.

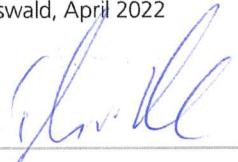
Since 2014, INP has been awarded the Total E-Quality certificate for its efforts to create equal opportunities between the sexes in research. The Gender Equality Officer is provided with an annual budget for the associated measures and evaluations, as well as for further training, mentoring costs and the parent-child office. The INP actively promotes participation in regional or national mentoring programs, such as Leibniz Mentoring, Career Paths Mentoring, and Mentoring of the Universities of Rostock and Greifswald for young female scientists (Karrierewege Mentoring), and the mentoring program „Aufstieg in Unternehmen“ for junior staff in the science support sector.

Extensive opportunities exist at INP for continuing education and training for all employees in the science and science-support areas. A series of guidelines and handouts also support managers and employees in questions of gender equality and work-life balance.

Aspects of equality such as diversity, structural disadvantages and unconscious prejudices are part of training and further education measures, for example on communication and cooperation or on qualification for management tasks. At irregular intervals, there are events and further training courses at INP that address border violations, discrimination and sexualized harassment.

The gender equality activities of the INP are based, among other things, on a gender equality plan for all employees in the scientific area and in the science support area of the INP. The Board of Directors in consultation with the Gender Equality Officer drafts every four years a Gender Equality Plan. Its statistical part is updated every other year. The Gender Equality Plan and its updates are available to all employees on the intranet and is valid in its current version until 2023. The analysis of the employment structure is updated annually. The achievement of the target quotas for the proportion of women based on the Leibniz cascade model is presented annually to the Board of Trustees and the Scientific Advisory Board of INP. This documents whether and to what extent the targets are met. The Board of Trustees is regularly informed about the equality work.

Greifswald, April 2022



Board member



Board member