

# GENDER EQUALITY PLAN

## Neuro-Advance, občianske združenie

2026 – 2029 | Document No. GEP-01/2026

Field	Details
Organisation name	Neuro-Advance, občianske združenie
Legal form	Civic association (OZ) registered under Slovak law
Registration number (IČO)	56 285 710
Registered address	Garbiarska 3305/14, 040 01 Košice – Staré Mesto, Slovak Republic
Date of registration	5 June 2024
Statutory representative	Mgr. Jana Schrötter, PhD. – Director
Contact	neuro-advance@protonmail.com
Document number	GEP-01/2026
Valid from	24 March 2026
Next review	24 March 2027

## 1. Organisational Profile and Mission

Neuro-Advance is a Slovak civic association founded in 2024 and headquartered in Košice. The organisation pursues the following statutory objectives:

- Support and development of science, research, and publication activities, and support for professionals in participating in scientific and educational events.
- Transfer of innovative diagnostic and therapeutic methods from abroad to Slovakia.
- Support, counselling, education, and development in the areas of physical and mental health and psychomotor development across all age groups.
- Professional and systematic care focused on neurodevelopmental disorders (autism, ADHD, and related conditions).
- Comprehensive support for families of persons with disabilities, including access to healthcare aids and therapies beyond standard insurance coverage.
- Development of physical and mental well-being through leisure and lifestyle activities.

Neuro-Advance operates as a research-active civic organisation. Its membership consists of qualified professionals in the fields of psychology, neurodevelopment, and allied health sciences. The organisation engages in evidence-based practice, publishes findings, and participates in international scientific networks.

## 2. Scope and Purpose of This Gender Equality Plan

This Gender Equality Plan (GEP) has been developed in accordance with the requirements of Horizon Europe and the European Commission's commitment to institutional gender equality as set out in the Gender Equality Strategy 2020–2025. It applies to all members, volunteers, collaborators, and partners of Neuro-Advance.


The purpose of this GEP is to:

- Formalise Neuro-Advance's commitment to gender equality in all its activities.
- Establish transparent processes for monitoring gender balance and reporting progress.
- Embed gender-sensitive practices into research, governance, and organisational culture.
- Ensure compliance with Horizon Europe eligibility requirements for research organisations.

## 3. Commitment Statement

Neuro-Advance is committed to fostering a culture of equal opportunity, dignity, and respect for all individuals regardless of gender, gender identity, or gender expression. We recognise that gender equality is not only a fundamental right but also a prerequisite for excellence in research and community service.

This GEP has been reviewed and approved by the statutory representative of Neuro-Advance and is published on the organisation's public website. It is binding on all members and persons acting on behalf of the organisation.

Approved by	Mgr. Jana Schrötter, PhD. – Director / Statutory Representative
Date of approval	24 March 2026
Signature	
Publication	Available at the organisation's website

## 4. Mandatory Requirements: Compliance Status

The European Commission requires GEPs to address four minimum procedural requirements. The table below documents compliance of Neuro-Advance with each requirement.

Requirement	How Neuro-Advance meets this requirement
<b>1. Public document signed by top management</b>	This GEP (GEP-01/2026) is signed by the Director and published publicly on the organisation's website.
<b>2. Dedicated resources and expertise</b>	The Director holds responsibility for GEP implementation. In project contexts, a designated GEP contact person will be identified. Where external expertise is needed, the organisation will seek advisory support from qualified professionals.

<p><b>3. Data collection on personnel disaggregated by gender with annual reporting</b></p>	<p>Neuro-Advance maintains a membership register with gender-disaggregated data. An annual gender statistics report will be produced by 31 January each year, beginning January 2027. Current membership: 2 female members, 1 male member (note: Ervin Drozd, born 2015, is a junior/family member).</p>
<p><b>4. Training on gender equality and unconscious bias</b></p>	<p>All members and collaborators are required to complete training on gender equality and unconscious bias at onboarding and at least annually thereafter. Training may be completed via online platforms (e.g., European Institute for Gender Equality resources, Coursera, or equivalent). Completion is documented by the Director.</p>

## 5. Gender Equality Objectives and Action Plan

The following objectives and actions are set for the period 2026–2029. Progress will be reviewed annually.

Area	Action	Timeline	Responsible
Governance & Leadership	Ensure gender balance is considered in all governance decisions and when appointing project leaders or representatives.	Ongoing	Director
Recruitment & Membership	Apply gender-aware criteria when inviting new members or engaging collaborators; actively encourage applications from underrepresented genders.	Ongoing from 2026	Director
Research & Publications	Integrate sex/gender analysis into research design where relevant; acknowledge gender dimensions in publications.	Ongoing	All researchers
Training & Awareness	Organise or facilitate at least one gender equality training per year for all active members and volunteers.	Annually from 2026	Director
Data & Monitoring	Collect and publish annual gender statistics report covering membership, roles, and project participation.	By 31 Jan each year	Director
Communication	Ensure all public communications use inclusive, gender-neutral language.	Ongoing from 2026	All members
Partnerships	Encourage partner organisations in joint projects to align with the principles of this GEP.	Per project	Project lead

Review & Update	Review and update this GEP annually or upon significant organisational change.	Annually	Director
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## 6. Current Gender Profile of the Organisation

As of the date of adoption of this GEP, the organisational profile is as follows:

Category	Data
Total members	3
Female members	1 (Mgr. Jana Schrötter, PhD.)
Male members (adult)	1 (Ing. Martin Schrötter, PhD.)
Junior / family members	1 (Ervin Drozd, born 2015)
Statutory representative	Female (Mgr. Jana Schrötter, PhD.)
Paid employees	0 (volunteer-run organisation)
Observation	The organisation is currently led by a woman. Gender balance will be actively monitored as the organisation grows.

## 7. Integration of Gender in Research Content

Neuro-Advance acknowledges that gender is a relevant dimension in its research areas, particularly in the fields of neurodevelopmental disorders, mental health, and therapeutic interventions. The organisation commits to:

- Considering sex and gender variables in the design of research studies where scientifically relevant.
- Reviewing literature with attention to gender-specific findings, particularly in neurodevelopment (e.g., differential diagnosis rates of autism and ADHD by gender).
- Avoiding gender bias in participant recruitment for studies or service evaluations.
- Acknowledging any limitations related to gender representation in published outputs.

## 8. Monitoring, Reporting, and Review

Neuro-Advance commits to the following monitoring and reporting cycle:

Activity	Details
Annual gender statistics report	Published internally and on the website by 31 January each year
GEP review	Conducted annually by the Director; updated version published on website
Training log	Maintained by the Director; records completion dates and content
Project-level reporting	In Horizon Europe or other EU-funded projects, gender equality progress reported per grant agreement requirements

## 9. Relationship to Existing Organisational Policies


This GEP complements and is consistent with the following existing internal documents of Neuro-Advance:

- Internal GDPR Directive (Smernica GDPR-01/2026, adopted 5 March 2026) – which already establishes principles of non-discriminatory data processing, confidentiality, and equal treatment of all data subjects.
- Statutes of Neuro-Advance (adopted 5 June 2024) – which affirm voluntary, non-discriminatory membership open to any natural or legal person.

Where this GEP introduces new obligations (e.g., training, reporting), these shall be incorporated into the organisation's annual planning cycle.

## 10. Declaration of Commitment

I, the undersigned, as the statutory representative of Neuro-Advance, hereby adopt this Gender Equality Plan on behalf of the organisation and commit to its implementation, monitoring, and annual review.

Name and title	Mgr. Jana Schrötter, PhD.
Function	Director / Statutory Representative
Organisation	Neuro-Advance, občianske združenie
Date	24 March 2026
Signature	

## Appendix: Key References

- European Commission, Gender Equality Strategy 2020–2025 (COM/2020/152 final)
- Horizon Europe Programme Guide – Gender Equality conditions for legal entities
- European Institute for Gender Equality (EIGE) – Toolkit for Gender Equality Plans in Research Organisations
- Regulation (EU) 2021/695 establishing Horizon Europe
- Internal document: Smernica GDPR-01/2026, Neuro-Advance
- Statutes of Neuro-Advance (registered 5 June 2024, MV SR file no. VVS/1-900/90-70030)