



## **GENDER EQUALITY PLAN (GEP) 2025-2027 FIVAN FOUNDATION**

**1. Institutional Commitment** Fivan Foundation is firmly committed to ensuring equal opportunities between women and men, promoting diversity, and fostering an inclusive working environment. This Gender Equality Plan (GEP) aligns our organization with the goals of the European Commission's Gender Equality Strategy and the eligibility criteria for Horizon Europe funding. We guarantee that a gender perspective is integrated into all our activities, from internal management to our clinical research and training programs.

**2. Dedicated Resources and Data Collection** Given the size of our organization, the Board of Trustees (*Patronato*) assumes direct responsibility for the implementation and monitoring of this plan.

- **Resources:** The Foundation allocates human and technical resources to ensure the GEP is executed effectively.
- **Data Monitoring:** We are committed to collecting and analyzing sex-disaggregated data on our staff, collaborators, and beneficiaries annually to identify potential gaps and track progress.

**3. Work-Life Balance and Organizational Culture** We promote an organizational culture that supports the reconciliation of personal, family, and professional life.

- **Flexibility:** We implement flexible working arrangements for our staff and volunteers to ensure a healthy work-life balance.
- **Inclusive Communication:** We use gender-neutral and inclusive language in all our external communications, training materials, and website content.

**4. Gender Balance in Leadership and Decision-Making** Fundación Fivan strives to achieve and maintain a gender-balanced representation within its decision-making bodies and project teams. We actively encourage the participation of women in leadership roles within our research and educational initiatives.

**5. Integration of the Gender Dimension in Research and Training** As an entity focused on neuro-rehabilitation and clinical training, we recognize the importance of sex and gender variables in health outcomes.

- **Research Content:** In all our R&D&I projects (including Horizon Europe proposals), we commit to analyzing how biological sex and sociocultural gender factors may affect research results, ensuring that our findings are relevant for all genders.
- **Training:** Our postgraduate courses promote awareness among health professionals regarding gender biases in clinical diagnosis and treatment.

**6. Measures Against Gender-Based Violence and Harassment** Fundación Fivan maintains a zero-tolerance policy towards sexual harassment and harassment based on

sex. We ensure a safe environment where any incident can be reported directly to the Presidency for immediate resolution and protection of the victim.

**Date:** November 22, 2025

**Signatory:**

A handwritten signature in blue ink, consisting of a large, stylized initial 'J' followed by a series of loops and a final flourish.

**Mr. Javier Chirivella Garrido** President Fivan Foundation