

DRUŠTVO JADRALNIH PADALCEV ALBATROS CELJE
GENDER EQUALITY PLAN
2026–2030

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Organisation	Društvo jadranih padalcev Albatros Celje

Institutional document for equal opportunity, inclusion, dignity and safety in paragliding and related activities.

1. PURPOSE AND COMMITMENT

Društvo jadranih padalcev Albatros Celje (the Organisation) commits to equal opportunities, dignity, inclusion and safety for all persons involved in its activities. The Plan is adapted to the specific environment of paragliding and extreme sports and follows the process and thematic approach used for Horizon Europe Gender Equality Plans.

Gender equality does not reduce professional, medical, operational or aviation-safety standards. The same objective standards apply to everyone, without assumptions based on sex or gender.

- promote a respectful and inclusive organisational culture;
- increase women's participation in paragliding, training and projects;
- support access to instructor, mentor, project and leadership roles;
- prevent discrimination, harassment and gender-based violence;
- use relevant data to identify barriers and measure progress;
- provide appropriate resources and publish implementation results.

The Plan applies to employees, members, instructors, trainees, volunteers, project teams, governing bodies, event participants, partners and service providers.

2. SCOPE, PRINCIPLES AND VALIDITY

The Plan establishes a practical system for identifying inequalities, implementing measures, assigning responsibility, monitoring results and improving organisational practice. It enters into force upon adoption and remains in force through 31 December 2030.

- equal opportunity and non-discrimination;
- participant safety and dignity;
- transparent and evidence-based decisions;
- management accountability;
- confidentiality and personal-data protection;
- zero tolerance of harassment and violence;
- protection against retaliation;
- equal access to professional and aviation-safety opportunities.

3. GOVERNANCE AND RESOURCES

The Organisation shall appoint a GEP Coordinator, a Working Group of at least three members, and designated reporting contacts. An alternative contact shall be available where a conflict of interest exists.

The Organisation shall provide sufficient working time and an annual implementation budget, including resources for training, data collection, communication, expert support and safety measures. An external gender-equality expert should be engaged at least once during the Plan period.

The GEP Coordinator coordinates implementation, data collection, training and reporting. Management provides resources and approves corrective measures. The Working Group supports analysis, consultation and review.

4. BASELINE ASSESSMENT

A baseline assessment shall be completed by 31 December 2026. It will establish the starting position and identify barriers affecting participation, progression, leadership and organisational culture.

- review of the Statute, membership, training, project and communication records;
- analysis of available data from the previous three years, disaggregated by sex where appropriate;
- anonymous survey of members, trainees, instructors, volunteers and staff;
- interviews/focus groups, including with women participating or wishing to participate;
- review of equipment, facilities, transport, accommodation, schedules, privacy and safety.

Sensitive data shall only be collected where justified, lawful and voluntary. Public reporting will use aggregate data and must not enable identification of individuals.



5. SMART OBJECTIVES 2026–2030

1. **Data & accountability** — By 31 December 2026, establish a baseline system covering at least 95% of relevant members, staff, instructors and trainees, with approved indicators and assigned responsibilities.
2. **Leadership** — By 31 December 2029, reach at least 30% representation of the underrepresented sex in standing decision-making bodies, or improve the baseline by at least 15 percentage points, while respecting qualifications and democratic procedures.
3. **Participation** — By the end of 2029, increase women's share among new trainees and participants by at least 15 percentage points, with a target of at least 30% where no objective regulatory constraints apply.
4. **Instructor & mentoring pathway** — From 2027, offer at least two women per year a mentoring/development opportunity for advanced pilot, tandem, instructor, project or leadership roles, subject to interest and safety requirements.
5. **Training** — Train 100% of managers and decision-makers and at least 80% of instructors, employees, active volunteers and project associates each year.
6. **Gender dimension** — From 1 January 2027, apply a gender-equality and inclusion checklist to all new projects, training programmes, events, surveys and educational/promotional materials.
7. **Harassment prevention** — By 31 March 2027, adopt a procedure covering discrimination, gender-based violence and sexual harassment, with at least two accessible reporting channels.
8. **Organisational culture** — By the end of 2029, improve positive responses on flexibility, belonging, respect and equal opportunities by at least 10 percentage points against the baseline.

6. ACTION PLAN

No.	Action	Responsibility	Indicator	Deadline
1	Adopt, sign and publish the GEP	Management / competent body	Signed and publicly available	30 Sep 2026
2	Appoint Coordinator, Working Group and reporting contacts	President / representative	Written appointments	Within 30 days
3	Provide annual budget and working time	Management / finance	Budget and hours recorded	Annually
4	Complete baseline assessment and survey	GEP Coordinator / Working Group	Baseline report	31 Dec 2026
5	Establish sex-disaggregated indicators	Coordinator / administration	≥95% relevant records covered	31 Dec 2026
6	Publish annual GEP report	Coordinator / management	Public results and corrective actions	31 Mar annually
7	Deliver equality and bias training	Coordinator / expert	100% management; ≥80% target groups	Annually
8	Standardise recruitment/selection criteria	Management / panels	Transparent criteria in all procedures	31 Mar 2027
9	Use inclusive language and encourage applications	Communication / project team	Checklist in public calls	From 2027
10	Open calls for committees, projects and leadership	Management / coordinators	Criteria published; participation monitored	From 2027
11	Run mentoring programme	Training centre / instructors	≥2 women/year where eligible	From 2027
12	Improve schedule compatibility	Coordinator / organisers	Advance notice; options where feasible	30 Jun 2027
13	Review equipment, facilities and safety	Training / safety leads	Review and adaptations recorded	30 Jun 2027; annually
14	Integrate gender dimension into training and safety	Instructors / Coordinator	Materials updated; completion/withdrawal analysed	30 Jun 2027
15	Apply GEP checklist to international projects	Project Coordinator	100% new project files	From 2027
16	Adopt code of conduct and reporting procedure	Management / Coordinator	Procedure + ≥2 channels	31 Mar 2027
17	Include equality and safe-conduct clauses in new agreements	Management / project leads	Clause in relevant agreements	From Apr 2027
18	Improve balanced visibility in communication	Communication team	Annual review	Annually
19	Mid-term review and adjustment	Working Group / management	Review and revised measures	30 Jun 2028
20	Final evaluation	Internal or external evaluator	Final report and recommendations	31 Dec 2030

7. WORK-LIFE / SPORT-LIFE BALANCE

- announce training, meetings and travel sufficiently in advance;
- avoid unnecessary late-evening commitments;
- enable online participation for suitable administrative/project meetings;
- support justified interruptions related to pregnancy, parenthood, illness or family care;
- allow trainees to resume training after interruption following an individual safety assessment;
- consider eligible transport, accommodation or childcare support in projects;
- avoid a culture where unnecessary risk-taking is treated as proof of ability.

8. LEADERSHIP, RECRUITMENT AND PROGRESSION

Selection for governing bodies, committees, projects and representative roles should use published criteria, transparent assessment and documented decisions. Women should be actively encouraged to apply and receive access to mentoring and relevant information.

Recruitment and engagement procedures shall focus on role-related qualifications and use standardised assessment where practical. Private questions unrelated to the role, including pregnancy or family-planning questions, are not appropriate. Progression to instructor, mentor, tandem, project-management or governing roles shall be based on defined professional, regulatory, safety and ethical criteria.

9. GENDER DIMENSION IN SPORT AND EDUCATION

New programmes, projects and educational materials shall consider whether women and men have equal access; whether schedules, costs, transport or accommodation create different barriers; whether equipment can be properly adjusted; whether communication contains stereotypes; and whether participation, completion and withdrawal differ by sex.

Technical and safety decisions shall always be based on individual ability, experience, body characteristics, psychophysical readiness, equipment requirements and flight conditions—not assumptions about sex.

10. PREVENTION OF HARASSMENT AND VIOLENCE

The Organisation has zero tolerance for sexual harassment, unwanted sexual conduct, sexist insults, intimidation, gender-based threats, abuse of authority, non-consensual sharing of intimate content and retaliation against a person who raises a concern.

The rules apply during training and flights, preparation and transport, competitions and events, official travel, accommodation, meetings and related social activities, and communication through email, messaging services and social media.

At least two reporting channels shall be available, including a dedicated email/contact person and an alternative contact where a conflict of interest exists. Anonymous reporting may be offered with clear information about its limitations.

Reports shall be acknowledged within five working days. The Organisation shall assess urgent safety risks, protect privacy, appoint an impartial handler, provide an opportunity to respond, keep appropriate records, take corrective measures and refer matters to competent authorities where legally required. The internal procedure does not replace reporting to public authorities.

11. MONITORING AND EVALUATION

Quarterly monitoring will review the status of actions, deadlines, resources, risks and corrective measures. A simple traffic-light system may be used: GREEN = on track; AMBER = delay/risk; RED = not implemented or requiring management decision.

The annual report shall compare results with the baseline and previous year, describe activities and deviations, report resources used, and define corrective actions for the following year. The public version shall protect personal and confidential information.

A mid-term evaluation shall be completed by 30 June 2028. The final evaluation shall be completed by 31 December 2030 and assess each objective, changes in representation and organisational culture, effective and ineffective measures, and recommendations for the next Plan.

12. KEY INDICATORS

- representation of women and men among members, staff, instructors, mentors, leaders, applicants and trainees;
- training participation and completion/withdrawal;
- number and coverage of equality training sessions;
- application of the GEP checklist to projects and programmes;
- participation in mentoring and progression opportunities;
- perceptions of belonging, equal opportunity, communication and safety;
- awareness and use of reporting mechanisms;
- number and handling time of reports, without identifying data;

- resources and working time dedicated to implementation.

13. COMMUNICATION AND PUBLIC VISIBILITY

- publish the GEP in an accessible section of the Organisation's website;
- inform members, staff, volunteers and partners about its adoption;
- include key information in induction and training materials;
- make reporting channels visible at relevant activities;
- publish annual results in aggregate form;
- promote positive examples of women in paragliding and extreme sports;
- provide a concise English summary for international partners and project consortia;
- never disclose the identity of reporting persons or other confidential information.

14. DATA PROTECTION

Data collected under this Plan shall be limited to defined purposes, accessible only to authorised persons, protected by appropriate technical and organisational measures, published only in aggregate form, retained only as long as necessary, and processed in accordance with applicable personal-data protection law. Records concerning harassment or violence shall be kept separately from ordinary membership and training records.

15. RESPONSIBILITIES

Role	Main responsibilities
Highest management	Endorse the Plan; provide resources; approve corrective measures; review annual reports; ensure institutional implementation.
GEP Coordinator	Coordinate activities; collect and analyse data; organise training; monitor indicators; prepare reports; propose corrective actions.
Working Group	Support analysis and consultation; monitor the Action Plan; review survey results; advise management.
Training centre / instructors	Apply equal treatment; integrate the gender dimension into training and safety; ensure suitable equipment adjustment; support mentoring; record completion/withdrawal.
Project coordinators	Apply the GEP checklist; include the gender dimension in project work; maintain relevant data; ensure partner compliance.
All members and associates	Follow the Plan and code of conduct; participate in training; report serious misconduct; contribute to a safe and respectful culture.

16. FINAL PROVISIONS AND ADOPTION

The Plan enters into force on the date of adoption and may be amended following monitoring, evaluation, changes in applicable rules or legislation, or identified organisational needs. The GEP Coordinator coordinates implementation and interpretation, while the highest management remains institutionally accountable.

Place	<u>10.8.2026</u>
Date	
Authorised representative	<u>SRECHO JOST</u>
Position	<u>REPRESENTATIVE PERSON AND PRESIDENT</u>
Signature / official seal	<u>[Signature]</u>

