

SPORT UNION "EXTREME SPORTS"

GENDER EQUALITY PLAN

GEP

FOR THE PERIOD 2025–2029

FORMAL ADOPTION AND PUBLICATION

Document version

1.05

Adoption decision number

3/25

Date of adoption

20.06.2025

Body adopting the Plan

Board of Directors

Public URL of the document

www.paraglidingserbia.com/gep_105.pdf

Organisation website

www.paraglidingserbia.com

Arilje, 2025



Sign of represent

Aleksandar Ćirković

STATUS AND PURPOSE OF THE DOCUMENT

Document purpose

This draft has been prepared as an institutional Gender Equality Plan for a sports organisation active in extreme and air sports, with particular emphasis on inclusion, equal participation and safety in paragliding. The document covers the four mandatory process-related requirements and the five recommended thematic areas used in the Horizon Europe approach to Gender Equality Plans.

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Finalisation note

Before signature, verify the exact registered name of the legal entity against the Statute and official register, the competent body for adoption, the name and position of the signatory, the decision number and date, the budget commitment, the GEP Coordinator and reporting channels. The final version should be signed and published as an easily accessible PDF on the organisation's website.

1. INTRODUCTION AND STATEMENT OF COMMITMENT

Sport Union "Extreme Sports" – hereinafter referred to as the Organisation – confirms its full commitment to gender equality, equal opportunities, dignity, inclusion and the safety of every person participating in its work and activities.

The Organisation recognises that extreme and air sports, including paragliding, should be accessible to all interested persons who meet the prescribed health, professional and safety requirements, without discrimination on the grounds of sex, gender, gender identity, age, disability, family status, national or ethnic origin, sexual orientation, economic status or any other personal characteristic.

Gender equality within the Organisation does not mean lowering professional, medical, operational or safety standards. It means applying those standards objectively, transparently and equally, without stereotypes or preconceived assumptions about the abilities of women or men.

The Organisation commits to:

- developing a culture of mutual respect and equal opportunity;
- increasing women's participation in paragliding and other extreme sports;
- supporting women's progression towards instructor, mentor, project and leadership roles;
- preventing discrimination, gender-based violence and sexual harassment;
- collecting and analysing the data required for informed decision-making;
- providing the human and financial resources required to implement this Plan;
- regularly publishing results and taking corrective action.

This Plan is a formal institutional document of the Organisation and applies to employees, contracted personnel, members, volunteers, instructors, trainees, applicants, members of governing bodies, project teams, event participants, associates, partners and service providers.

2. PURPOSE AND PERIOD OF VALIDITY

The Plan applies from the date of its adoption until 31 December 2029.

The purpose of the Plan is to establish a sustainable system for:

1. identifying gender inequalities and barriers;
2. planning and implementing concrete measures;
3. assigning responsibilities, deadlines and resources;
4. measuring results through clearly defined indicators;
5. publishing an annual public report;
6. regularly improving organisational policies and practices.

The Plan has been prepared in accordance with the process-related requirements and recommended thematic areas of Horizon Europe and adapted to the work of a sports organisation in paragliding and extreme sports.

3. CORE PRINCIPLES

Implementation of the Plan is based on the following principles:

- equal opportunities and non-discrimination;
- participant safety and dignity;
- objective and transparent decision-making;
- management accountability;
- evidence-based decision-making;
- confidentiality and personal data protection;
- zero tolerance of harassment and violence;
- protection against retaliation for reporting misconduct;
- member participation in the assessment and improvement of measures;
- recognition of intersectional discrimination and different life circumstances;
- preservation of all professional and aviation safety standards.

4. FOUR MANDATORY PROCESS-RELATED REQUIREMENTS

4.1. Public document

The adopted Plan shall:

- be signed by the President, legal representative or another highest authorised manager of the Organisation;
- be published in an easily accessible section of paraglidingserbia.com;
- state the date of adoption, period of validity and decision number;
- be communicated to employees, members, instructors, project teams and associates;
- be presented at a membership meeting or through a dedicated internal presentation;
- be referred to in relevant project applications and organisational documents.

Annual implementation reports will also be published on the website, while protecting confidential and personal data.

4.2. Dedicated human and financial resources

The highest level of management shall appoint:

1. a Gender Equality Coordinator;
2. a GEP Working Group with at least three members;
3. a person responsible for receiving reports of discrimination and harassment;
4. an alternative or independent contact person where a conflict of interest may arise.

The Organisation shall allocate at least:

- 80 working hours per year for the GEP Coordinator;
- 20 working hours per year for each member of the Working Group;
- an annual dedicated budget equivalent to at least EUR 1,000 in Serbian dinars, excluding regular staff time;
- funding for training, data collection, communication, expert support and safety measures;
- engagement of an external gender equality expert at least once during the validity of the Plan.

The exact annual budget shall be confirmed in the Organisation's annual financial plan.

4.3. Data collection and monitoring

The Organisation shall maintain and analyse data, disaggregated at least by sex, for the following categories:

- employees and other contracted personnel;
- Organisation membership;
- members of governing bodies and committees;
- instructors, mentors and professional staff;
- applicants for employment, engagement or volunteering;
- applicants and participants in pilot, tandem and instructor training;
- participants in sports, educational and project activities;
- project and work-package leaders;
- lecturers, panellists and public representatives of the Organisation;
- persons who completed or withdrew from training;
- recipients of financial, logistical, mentoring or professional support.

Data on gender identity, disability, parenthood or other sensitive circumstances shall be collected only where there is a justified purpose, a lawful basis and voluntary consent.

Public reporting shall use aggregate data. Data for groups of fewer than five persons will not be published in a manner that could enable individual identification.

The annual report for the previous calendar year shall be prepared by 31 March.

4.4. Training and awareness-raising

The Organisation shall organise at least one annual training activity covering:

- the fundamentals of gender equality;
- recognition of direct and indirect discrimination;
- unconscious gender bias;
- objective candidate selection and decision-making;
- gender-sensitive communication;
- prevention of sexual harassment and gender-based violence;
- safe and confidential handling of reports;
- specific barriers faced by women in extreme and air sports.

Training shall be completed by:

- 100% of management members and decision-makers;
- 100% of persons participating in recruitment and candidate selection;
- at least 80% of instructors, employees, project associates and active volunteers each year;
- every newly appointed decision-maker within 90 days of taking up the role.

5. DIAGNOSIS OF THE CURRENT SITUATION

5.1. Purpose of the initial assessment

The initial assessment shall identify:

- the representation of women and men in different roles;
- differences in access to training, resources and opportunities;
- barriers to women entering and remaining in paragliding;
- reasons for withdrawing from training or activities;
- women's representation in leadership and among instructors;
- experiences relating to organisational culture and safety;
- possible cases of discrimination, harassment or inappropriate conduct;
- needs for adapting equipment, logistics, schedules and communication.

5.2. Methodology

A. Document review

The review shall cover:

- the Statute and other general acts;
- appointment decisions;
- membership records;
- training and licensing data;
- advertisements and calls for participation;
- project applications and reports;
- training policies and manuals;
- promotional materials, photographs and website content;
- safety, incident and complaint procedures;
- data on allowances, travel and equipment use, where applicable.

B. Quantitative analysis

Available data for the previous three years shall be analysed, including:

- the number of applicants, accepted persons and trained persons by sex;
- training completion and withdrawal;
- representation in leadership and professional roles;
- use of mentoring, financial and logistical support;
- participation in events and projects;
- the number of teaching, instructor and public-speaking engagements.

C. Anonymous survey

The survey shall be distributed to employees, members, instructors, volunteers and trainees.

The target response rate is at least 60% of active membership or at least 30 responses, whichever is more appropriate to the size of the Organisation.

The survey shall cover:

- sense of belonging and acceptance;
- equal opportunities;
- access to equipment, training and mentoring;
- experience of communication with instructors and management;
- organisation of schedules and travel;
- perception of safety;
- experiences of discrimination or harassment;
- awareness of reporting mechanisms;
- suggestions for improvement.

D. Interviews and focus groups

The following shall be conducted:

- interviews with management and instructors;
- at least one focus group with women who participate or wish to participate in activities;
- interviews with persons who discontinued training, where they are available;
- consultations with partners and experts in safety and gender equality.

E. Gender-sensitive safety review

The review shall examine:

- availability of suitable harness, helmet and other equipment sizes;
- individual equipment adjustment to body shape;
- safety of locations, transport, accommodation and evening activities;
- sanitary and hygiene conditions;
- the way risk is communicated and feedback is provided;
- privacy during changing and preparation;
- procedures in the event of injury, an incident or harassment.

5.3. Baseline report

The baseline report shall be completed no later than 31 December 2026.

The report shall contain:

- baseline values for all indicators;
- identified gender gaps and barriers;
- recommendations;
- any necessary adjustment of target values;
- proposed priorities for 2026–2029.

6. SMART OBJECTIVES

OBJECTIVE 1 – Data and accountability

By 31 December 2026, establish a baseline database of sex-disaggregated data covering at least 95% of employees, contracted personnel, active members, instructors and trainees, with an approved set of indicators and designated responsible persons.

OBJECTIVE 2 – Gender balance in leadership

By 31 December 2029, achieve at least 30% representation of the underrepresented sex in standing governing and decision-making bodies, or an increase of at least 15 percentage points compared with the baseline. In each standing body with at least three members, the Organisation shall seek to include at least one woman, while respecting the Statute, required qualifications and democratic election procedures.

OBJECTIVE 3 – Women's participation in activities and training

By the end of 2029, increase the share of women among new trainees and participants by at least 15 percentage points compared with the baseline, with a target of women accounting for at least 30% of new participants in programmes where no objective regulatory constraints apply.

OBJECTIVE 4 – Instructor and mentoring pathway

From 2027, include at least two women each year in a mentoring or development programme for advanced pilot, tandem, instructor, project or leadership roles. By the end of 2029, at least one woman should be qualified, or be in a formally documented process of meeting the requirements, for an instructor or mentor role, provided that interested candidates meeting the regulatory and safety prerequisites are available.

OBJECTIVE 5 – Coverage of gender equality training

Each year, train 100% of managers and decision-makers and at least 80% of instructors, employees, active volunteers and project associates.

OBJECTIVE 6 – Gender dimension in sports, project and educational content

From 1 January 2027, apply a gender equality and inclusion checklist to 100% of new projects, training programmes, sports events, research and surveys, promotional campaigns, manuals and educational materials.

OBJECTIVE 7 – Prevention of harassment and violence

No later than 31 March 2027, adopt a procedure addressing discrimination, gender-based violence and sexual harassment, with at least two accessible reporting channels. Receipt of every report shall be acknowledged within five working days, and the initial safety and risk assessment shall be completed within ten working days.

OBJECTIVE 8 – Organisational culture and work–life/sport–life balance

By the end of 2029, increase by at least ten percentage points the share of respondents who positively assess flexibility, belonging, respect and equal opportunities, compared with the baseline survey.



7. ACTION PLAN

The Action Plan translates the objectives into concrete measures, responsibilities, success indicators and deadlines. Annual financial and operational plans should be aligned with this table.

No.	Measure and activity	Responsibility	Success indicator	Timeframe
1	Formal adoption, signature and publication of the GEP on the website	Highest management and competent body under the Statute	Signed document, decision number, date and active public URL	No later than 30 September 2026
2	Appointment of the GEP Coordinator, Working Group and reporting contact persons	President or legal representative	Written decision adopted, responsibilities and substitutes defined	Within 30 days of adoption
3	Allocation of the annual budget and working time	Management and finance officer	At least the equivalent of EUR 1,000 in Serbian dinars and recorded working hours	Annually
4	Initial gender audit, survey and focus groups	GEP Coordinator and Working Group	Baseline report completed; at least 60% response rate or 30 responses	By 31 December 2026
5	Database of sex-disaggregated data and standard indicators	GEP Coordinator and administration	At least 95% of relevant records covered by the system	By 31 December 2026
6	Publication of the annual GEP report	GEP Coordinator and management	Public report containing indicators and corrective measures	By 31 March each year
7	Training on gender equality and unconscious bias	GEP Coordinator and external expert	100% of management and at least 80% of target groups trained	First training by end of 2026, then annually
8	Gender-sensitive and non-discriminatory procedure for recruitment, engagement and volunteer selection	Management and selection panels	Transparent criteria and scoring record in 100% of procedures	By 31 March 2027
9	Gender-inclusive language and calls actively encouraging women to apply	Communication and project team	Checklist applied to 100% of public calls	From 1 January 2027
10	Open calls for committees, project teams, teaching and leadership roles	Management and project coordinators	Published criteria; applicants and selected persons monitored by sex	During 2027 and thereafter
11	Mentoring programme for women in paragliding and extreme sports	Head of the training centre and instructors	At least two participants annually, individual development plans	From 2027, annually
12	Review of training, meeting and event schedules to improve compatibility with family responsibilities	GEP Coordinator and activity organisers	Schedules announced in advance; at least two timing options where operationally possible	By 30 June 2027
13	Gender-sensitive review of equipment, infrastructure, transport and accommodation	Head of training and safety officer	Record of available equipment sizes and adaptations made	By 30 June 2027, then annually
14	Integration of the gender dimension into training programmes, safety briefings and withdrawal analysis	Instructor team and GEP Coordinator	Updated materials; completion and withdrawal analysed by sex	By 30 June 2027

No.	Measure and activity	Responsibility	Success indicator	Timeframe
15	GEP checklist for all EU and other international projects	Project Coordinator	Checklist included in 100% of new project files	From 1 January 2027
16	Adoption of a code of conduct and procedure against sexual harassment and violence	Management, GEP Coordinator and legal adviser	Procedure adopted, two reporting channels, members informed	By 31 March 2027
17	Non-discrimination and safe-conduct clause in agreements with partners and associates	Project coordinators and management	Clause included in all new relevant contracts and agreements	From 1 April 2027
18	More gender-balanced visibility on the website, social media and at events	Communication team	Annual analysis of photographs, interviewees, speakers and promotional stories	Annually
19	Mid-term evaluation and adjustment of the Plan	Working Group and highest management	Report with revised objectives and measures where required	By 30 June 2028
20	Final independent or internal evaluation	External expert or evaluation committee	Final report and recommendations for the next GEP	By 31 December 2029

8. WORK–LIFE AND SPORT–LIFE BALANCE AND ORGANISATIONAL CULTURE

To the extent permitted by weather conditions and flight safety, the Organisation shall:

- announce training, meetings and travel sufficiently in advance;
- avoid unnecessary late-evening meetings;
- enable hybrid or online participation in administrative and project meetings;
- allow justified absence due to pregnancy, parenthood, illness or care of a family member;
- ensure that absence due to parental or family responsibilities does not create a barrier to future participation or progression;
- enable trainees to resume training after an interruption, subject to an individual safety assessment;
- consider support for transport, accommodation or childcare in projects where such costs are eligible;
- prevent a culture in which unnecessary risk-taking is treated as proof of ability or belonging.

9. GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

When selecting governing bodies, committees, project teams and representatives of the Organisation, the following shall apply:

- public criteria known in advance;
- active encouragement of women to stand as candidates;
- documentation of nomination and selection processes;
- avoidance of informal appointments drawn exclusively from existing closed networks;
- mentoring support for women candidates;
- periodic monitoring of the distribution of speaking time, influence and responsibilities;
- equal involvement in strategic, technical, safety and financial decisions, rather than only administrative or promotional tasks.

Equal representation must not be merely formal. Women serving in decision-making bodies must have equal access to information, resources and opportunities to influence decisions.

10. RECRUITMENT, ENGAGEMENT AND CAREER PROGRESSION

Every selection procedure should include:

- a clear description of duties and required qualifications;
- only criteria directly related to the role;
- gender-inclusive language;
- a standardised assessment method;
- a record of the reasons for selection;
- at least two panel members where possible;
- a check for potential conflicts of interest;
- equal recognition of formal, non-formal, volunteer and project experience where relevant;
- a prohibition on questions about pregnancy, family planning, marital status or other private circumstances not relevant to the role.

Progression towards the roles of instructor, mentor, tandem pilot, project manager or member of a governing body shall be based on publicly defined professional, regulatory, safety and ethical criteria.

11. INTEGRATION OF THE GENDER DIMENSION INTO SPORTS, RESEARCH AND EDUCATIONAL CONTENT

For every new programme, project or educational resource, the following questions shall be considered:

1. Do women and men have equal access to the activity?
2. Do schedules, transport, costs or accommodation create different barriers?
3. Is equipment available and properly adjustable for different body types?
4. Does communication contain stereotypes about courage, strength, risk or ability?
5. Are there differences in application, completion or withdrawal from training?
6. Do women have equal access to mentoring and instructor roles?
7. Do promotional materials show diverse participants without tokenism?
8. Are participant and outcome data analysed by sex?
9. Could project results affect women and men differently?
10. Are privacy, hygiene and safety adequately ensured?

In technical and safety matters, individual assessment of ability, experience, mass, body shape, psychophysical readiness and flight conditions shall be applied, without assumptions based on sex.

12. MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

12.1. Zero tolerance

The Organisation will not tolerate:

- sexual harassment;
- unwanted sexual comments, messages or touching;
- sexual coercion or conditioning;
- humiliation on the grounds of sex or gender;
- sexist insults or jokes;
- stalking or intimidation;
- gender-based threats;
- abuse of instructor, management or mentoring authority;
- sharing intimate content without consent;
- retaliation against a person who reports a concern or participates in a procedure.

These rules apply during:

- training and flights;
- preparation and transport;
- competitions and events;
- official and project travels;
- stays in accommodation;
- meetings and social activities connected with the Organisation;
- communication by telephone, email, messaging applications and social media.

12.2. Reporting channels

The Organisation shall provide:

- a dedicated email address;
- direct contact with an appointed person;
- an alternative contact person in case of a conflict of interest;
- an opportunity for a confidential advisory conversation;
- an anonymous alert option, with an explanation of the limitations of anonymous procedures.

Contact details shall be published on the website, at the Organisation's premises and in training materials.

12.3. Procedure

Upon receiving a report, the Organisation shall:

1. acknowledge receipt within five working days;
2. immediately assess whether there is an urgent safety risk;
3. appoint an impartial person or committee to handle the matter;
4. protect the privacy of all persons involved;
5. prevent contact or other risks where necessary;
6. give the person complained about an opportunity to respond;
7. keep records and issue a reasoned conclusion;
8. take disciplinary, organisational or contractual measures;
9. refer the case to competent authorities where there is a legal obligation or reasonable suspicion of a criminal offence;
10. provide information on available legal, psychological or other support.

The internal procedure does not replace reporting to the police, public prosecutor, inspection authorities, the Commissioner for the Protection of Equality or another competent authority.

Special safeguarding measures shall apply when minors or other particularly vulnerable persons participate in activities.

13. MONITORING INDICATORS

Annual monitoring shall include at least:

A. Structural indicators

- whether the GEP is publicly available and updated;
- whether the Coordinator and Working Group have been appointed;
- number of dedicated working hours;
- amount of resources spent;

- number of procedures adopted or amended.

B. Representation indicators

- percentage of women and men among employees;
- percentage among members;
- percentage among instructors and mentors;
- percentage in governing bodies;
- percentage among project leaders;
- percentage among applicants, accepted and rejected persons;
- percentage among trainees, completers and persons withdrawing from training;
- percentage among speakers and public representatives.

C. Process indicators

- number of training sessions delivered;
- percentage of persons trained;
- number of surveys and consultations conducted;
- number of programmes to which the GEP checklist was applied;
- number of women participating in the mentoring programme;
- number of public calls using inclusive language;
- number of partnership agreements containing an equality clause.

D. Experience and culture indicators

- sense of belonging;
- perception of equal opportunities;
- satisfaction with communication and mentoring;
- perception of safety;
- awareness of reporting mechanisms;
- compatibility of schedules with private responsibilities;
- experiences of discrimination or harassment.

E. Indicators relating to the handling of reports

- number of reports received by type, without identifying data;
- time taken to acknowledge receipt;
- time taken to complete the initial assessment;
- number of concluded procedures;
- number of protective and corrective measures taken;
- number of retaliation cases, if any.

Interpreting reporting data

A low number of reports will not automatically be interpreted as evidence that no problems exist. The level of trust in reporting mechanisms, awareness of procedures and the possibility of reporting safely will also be considered.

14. MONITORING AND EVALUATION

14.1. Quarterly monitoring

The GEP Coordinator shall review the following each quarter:

- status of Action Plan activities;
- achievement of deadlines;
- use of resources;
- problems and risks;
- need for corrective action.

Results shall be recorded using the following system:

GREEN – the measure is progressing according to plan;

AMBER – a delay or risk exists;

RED – the measure has not been implemented or a management decision is required.

14.2. Annual report

The annual report shall contain:

- results for all key indicators;
- comparison with the previous year and baseline;
- activities implemented;
- explanation of deviations;
- resources used;
- problems reported;

- corrective measures for the following year.

The report shall be reviewed and approved by the highest management, and the public version shall be published no later than 31 March.

14.3. Mid-term evaluation

A mid-term evaluation shall be conducted by 30 June 2028 to assess:

- relevance of the objectives;
- progress towards target values;
- efficiency of resources;
- member experience;
- new needs or risks;
- need to amend the Plan.

14.4. Final evaluation

By 31 December 2029, a final report shall be prepared containing:

- an assessment of achievement of each SMART objective;
- analysis of changes in representation and organisational culture;
- a review of successful and unsuccessful measures;
- recommendations for the next Gender Equality Plan.

15. COMMUNICATION AND PUBLIC VISIBILITY

The Organisation shall:

- publish the GEP in an easily accessible section of the website;
- actively inform members and associates of its adoption;
- include GEP information in induction materials for new members, employees and volunteers;
- present reporting channels at the start of training and events;
- publish annual results;
- promote positive examples of women in paragliding and extreme sports;
- prepare a concise English-language summary for international partners and project consortia;
- ensure that public communication does not reveal the identity of reporting persons or other confidential data.

16. RESPONSIBILITIES

Highest management

- formally endorses the Plan;
- provides resources;
- takes decisions on corrective measures;
- reviews annual reports;
- is accountable for institutional implementation.

GEP Coordinator

- coordinates activities;
- collects data;
- organises training;
- prepares reports;
- monitors indicators;
- proposes corrective measures.

Working Group

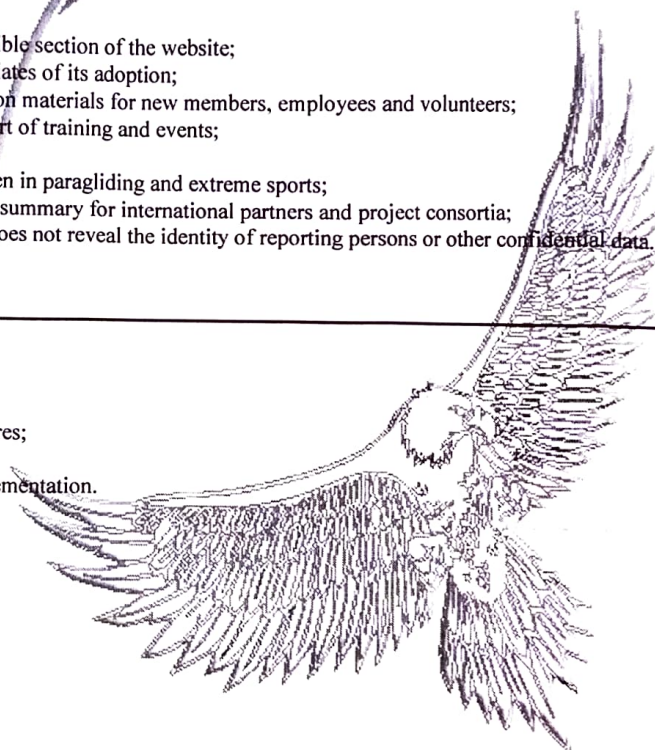
- participates in data analysis;
- consults members;
- monitors the Action Plan;
- reviews survey results;
- makes recommendations to management.

Head of the training centre and instructor team

- integrate the gender dimension into training;
- ensure equal treatment of trainees;
- carry out individual and safe equipment adjustment;
- participate in the mentoring programme;
- record training completion and withdrawal.

Project coordinators

- apply the GEP checklist;



- include the gender dimension in project activities;
- maintain sex-disaggregated data;
- ensure compliance with the rules among partners.

All members, employees, instructors and associates

- comply with this Plan and the code of conduct;
- participate in training;
- report serious misconduct;
- contribute to a culture of safety, respect and inclusion.

17. DATA PROTECTION

Data collected for the implementation of the Plan shall:

- be used only for clearly defined purposes;
- be accessible only to authorised persons;
- be protected through appropriate technical and organisational measures;
- be published only in aggregate form;
- not be retained longer than necessary;
- be processed in accordance with personal data protection legislation.

Data relating to reports of harassment and violence shall be kept separately from regular membership and training records.

18. FINAL PROVISIONS

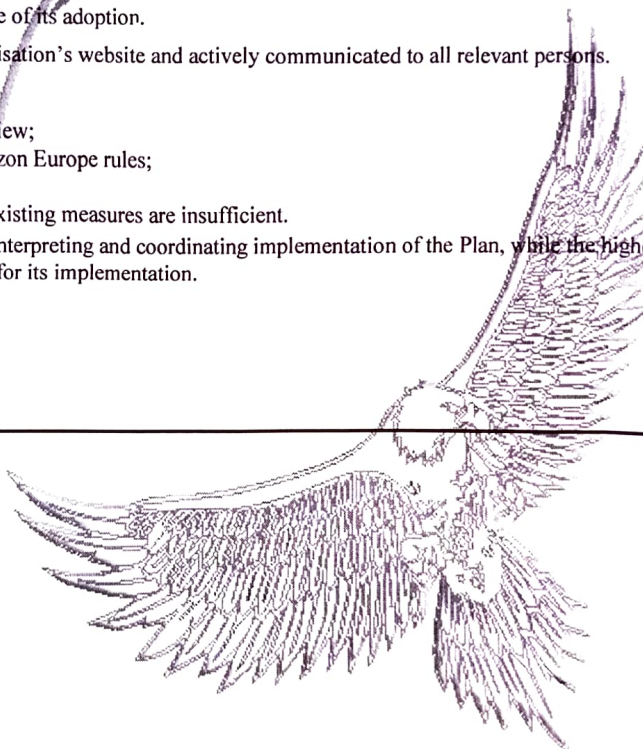
This Plan shall enter into force on the date of its adoption.

The Plan shall be published on the Organisation's website and actively communicated to all relevant persons.

Amendments may be adopted:

- following an annual or mid-term review;
- due to changes in legislation or Horizon Europe rules;
- due to new organisational needs;
- when monitoring results show that existing measures are insufficient.

The GEP Coordinator is responsible for interpreting and coordinating implementation of the Plan, while the highest management bears overall responsibility for its implementation.



ADOPTION AND SIGNATURE

The Gender Equality Plan of Sport Union "Extreme Sports" for the period 2025–2029 was adopted by the Board of Directors by Decision No. 3/25, dated 20 June 2025.

Place

Arilje Republic of Serbia

Date

20 June 2025



Sport Union "Extreme Sports"


Aleksandar Cirkovic

President of sport union

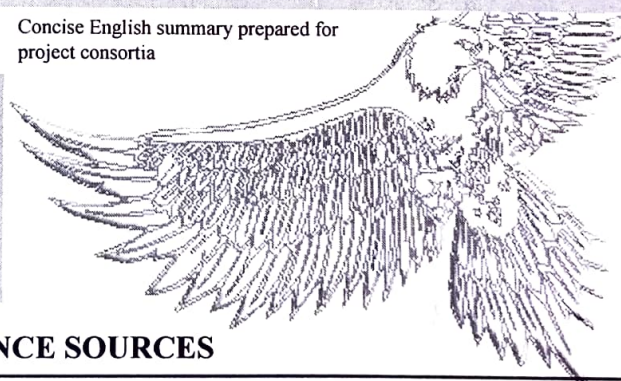


PLACE FOR OFFICIAL SEAL

ANNEX 1 – FINALISATION AND PUBLICATION CHECKLIST

Status	Checkpoint	Note
W	Registered name of the Organisation verified against the Statute and official register	
W	Competent body for adoption identified under the Statute	
W	Decision number and date of adoption entered	
W	Name, position and signature of the highest authorised manager entered	
☐	GEP Coordinator and Working Group members appointed by written decision	
☐	Dedicated annual budget confirmed in the financial plan	
☐	Reporting contact person and alternative contact person appointed	
☐	Dedicated email address for reports established	
☐	Baseline survey and data collection methodology approved	
☐	Training plan for management, instructors and associates adopted	
☐	Signed document converted to PDF	
☐	PDF published on an easily accessible page of paraglidingsrbia.com	
☐	Members, employees, instructors and partners informed	
☐	Deadline for the first annual report entered in the operational calendar	
W	Concise English summary prepared for project consortia	

Recommended publication method
Create a dedicated "Gender Equality Plan" page on the website containing a brief statement of commitment, a link to the signed PDF, contact details for the GEP Coordinator and links to annual reports. The document should be accessible without requiring user login.



ANNEX 2 – KEY REFERENCE SOURCES

For the final legal and project review, the latest versions of official sources should be used. The web addresses below are included to facilitate access to the relevant documents:

European Commission / Research Executive Agency – Gender equality in research and innovation: https://rea.ec.europa.eu/gender-eu-research-and-innovation_en

European Commission – Gender equality in research and innovation: https://research-and-innovation.ec.europa.eu/strategy/strategy-research-and-innovation/democracy-and-rights/gender-equality-research-and-innovation_en

European Commission – Serbia association to Horizon Europe: https://research-and-innovation.ec.europa.eu/strategy/strategy-research-and-innovation/europe-world/international-cooperation/association-horizon-europe/serbia_en

European Institute for Gender Equality – GEAR tool: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear>

Sport Union "Extreme Sports" / Paragliding Serbia: <https://www.paraglidingsrbia.com/index.php>

Legal notice

This document is a draft institutional policy and is not a substitute for legal advice. Before adoption, compliance should be checked against the Organisation's Statute, applicable legislation of the Republic of Serbia, personal data protection requirements, relevant sports and aviation regulations, and the conditions of the specific Horizon Europe call.

