



# Gender Equality Plan

## 1 Aim

The management of PAASP US LLC supports and has been facilitating measures to support gender equality, and dedicated resources to further develop and implement gender equality measures are in process.

## 2 Dedicated resources

PAASP US LLC is a member of the global PAASP Network, founded by PAASP GmbH. PAASP GmbH's management and human resources expert supports PAASP US LLC in their discussions and decision-making regarding specific action items to implement and support gender equality.

## 3 Data collection and monitoring

PAASP collects data on and monitors sex/gender disaggregated data on personnel and annual reporting based on performance indicators.

## 4 Work-life balance and organizational culture

PAASP is aware that an organizational culture and work-life balance are key components for establishing an environment where all genders can thrive in and have equal opportunities in building a fulfilling career. Organizational culture and work-life balance is a broad thematic area that covers issues such as gender-sensitive communication, childcare provisions, and maternity/paternity/parental leave provisions.

PAASP aims to be a family friendly employer encouraging home office for employees whose healthy work-life balance, family relationships and healthy time management may benefit from working exclusively or predominantly from home.

Maternity/paternity/parental leave and care leave benefits align with the laws of each employee's home state.

## 5 Measures & targets

### 5.1 Gender balance in leadership and decision-making

PAASP strives to be a gender-balanced organization, where its members have equal access to and a balanced participation in leadership and other decision-making roles. PAASP US LLC was founded in 2019 and is headed by a female CEO.

### 5.2 Integration of the gender dimension into research and teaching content

Although PAASP is not an academic institution, we are involved in a number of research and educational programs. Therefore, PAASP strives to be a socially responsible organization that successfully integrates and proliferates gender-conscious research and education.



PAASP's training programs follow principles of Inclusive Education and are equally available to students of any gender.

When PAASP is financially or operationally supporting award programs, we aim to structurally monitor diversity during the review process and while preparing recommendations for awards (specifically regarding male/female ratio).

### 5.3 Against gender-based violence including sexual harassment

PAASP strives to cultivate a community that operates fundamentally on the grounds of mutual respect between all its members. Consequently, gender-based violence is not tolerated within our organization and within the network.

## 6 Changes

None (first version).

## 7 Further applicable documents

None.

Signed by:

A handwritten signature in black ink, appearing to read 'Patricia Kabitzke', written over a faint circular stamp or watermark.

Name: Patricia Kabitzke  
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Date: September 30, 2021  
Place: Boston, MA, USA