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To whom it may concern

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Self-declaration on the Gender Equality Plan

The Research Center Borstel - Leibniz Lung Center (RCB) has established a Gender Equality Plan on 01.02.2021, which fulfils the requirements of the funding criteria of the Horizon Europe work programme. The resulting measures are regularly evaluated and, if necessary, improved or adapted.

The RCB strongly welcomes the European Commission's call to achieve gender balance in research and innovation activities and is strongly committed to this. The RCB is regulated by the German Equality and Anti-Discrimination Act, which obliges all employers to work actively, specifically and systematically towards promoting equality and preventing discrimination in the workplace.

The RCB signed the Diversity Charter on 01.07.2020 and was awarded the "HR Excellence in Research Award" by the European Commission on 16.12.2020.

<https://fz-borstel.de/index.php/de/sitemap/mediaservices/pressemitteilungen/2021/868-forschungszentrum-borstel-leibniz-lungenzentrum-unterzeichnet-charta-der-vielfalt>

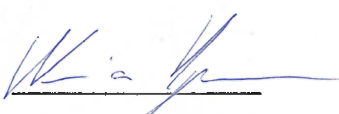
In this context, the RCB is committed to implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers within the framework of the European Human Resource Strategy for Researchers, also called Human Resource Strategy for Researchers (HRS4R). This process can be viewed on our homepage.

<https://fz-borstel.de/index.php/de/sitemap/ausbildung-jobs-karriere/arbeitsbedingungen-karrierefoerderung>

Furthermore, the RCB actively promotes the improvement of work-life balance for its employees. The RCB has been certified by berufundfamilie GmbH since 17 May 2010.

<https://fz-borstel.de/index.php/de/sitemap/wir-ueber-uns/sozialreferat#innercontent>

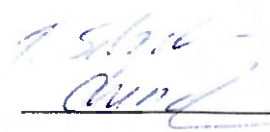
Borstel, December 2021



Equal Opportunity Commissioner



Dpt. Board of directors



Dpt. Head of HR Unit