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Signed by: Margarita Arlauskienė Organization's Director



1. Introduction

At **Baltic Association of Educational Leaders**, we are committed to fostering an inclusive, diverse, and gender-balanced environment. This Gender Equality Plan (GEP) outlines the principles and actions we are taking to promote gender equality within our organization and our external activities.

2. Objectives

- Ensure equal opportunities for all genders in recruitment, training, leadership, and work culture.
- Promote work-life balance and an inclusive environment for parents and caregivers.
- Address unconscious bias and stereotypes in our internal processes.
- Incorporate gender perspectives in the content and delivery of our educational and training programs.

3. Dedicated Resources

- A designated person within the organization will act as a **Gender Equality Contact Point** to monitor and support GEP implementation.

4. Key Actions & Commitments

Area	Actions
Workforce & Leadership	Promote gender balance in recruitment and management positions. Ensure fair evaluation in hiring and promotions.
Training	Provide awareness training on gender bias and equality at least once per year.
Work-Life Balance	Support flexible work arrangements and parental leave.
Monitoring	Track gender-related indicators (e.g. participation by gender in projects, training, events).

Inclusive Communication	Use gender-neutral language and ensure diversity in visual materials and public messaging.
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5. Monitoring & Evaluation

- Progress will be reviewed annually by the Gender Equality Contact Point.
- Updates to the plan will be made based on feedback and performance indicators.

6. Publication

This GEP is publicly available on our website

7. Contact

For questions or suggestions related to gender equality within the organization, please contact:

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