



Gender Equality Plan

The Faculty of Medicine of the University of Freiburg hereby certifies the existence of a Gender Equality Plan (GEP), which covers the following mandatory requirements:

1. **Dedicated resources:** Resources for the design, implementation and monitoring of GEP, including specific positions such as Equal Opportunity Officer together with her/his team.
2. **Arrangements for data collection and monitoring:** GEP is evidence-based and founded on sex or gender-disaggregated baseline data collected across all staff categories.
3. **Training and capacity-building:** Actions include developing gender competence and tackling unconscious gender bias among staff, leader and decision-makers.

In accordance with the legal requirement, the Gender Equality Plan of the University of Freiburg has been approved and is presented as part of the Structural and Development Plan (StrEP) 2019-2023.

An abridged version of the StrEP 2019-2023 of the University of Freiburg is published on the website of the Gender and Diversity Unit of the University of Freiburg.

A handwritten signature in black ink, appearing to read 'Lutz Hein', is written over a faint circular stamp.

Prof. Dr. Lutz Hein
Dean of the Faculty of Medicine