

Gender Equality Plan

for the promotion of Equal Opportunity at
CISPA – Helmholtz Center for Information Security
from 2026–2029

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Preamble

CISPA is a legally independent research center within the Hermann von Helmholtz Association of German Research Centers (HGF). As an internationally leading research institution in the field of information security, CISPA addresses the challenges of cybersecurity, privacy, and artificial intelligence across the full spectrum from basic research to technology and knowledge transfer. Its research is interdisciplinary in nature and combines expertise from computer science, medicine, law, and the social sciences.

Addressing complex scientific and societal challenges requires a broad range of perspectives, experiences, and expertise. Scientific excellence can flourish where talented individuals are provided with equal opportunities for development and advancement, regardless of gender, background, or other personal characteristics. Equal opportunities and diversity are therefore not only an expression of social responsibility, but also an essential prerequisite for innovation, competitiveness, and sustainable scientific success.

As an internationally oriented research institution, CISPA is committed to the highest international academic standards and strives to attract, support, and retain outstanding talent and researchers from Germany and abroad over the long term. This requires a working and research environment that is free from discrimination, provides equal opportunities, and supports the reconciliation of professional and academic commitments with caregiving responsibilities.

Against this background, CISPA aims to promote equal opportunities at all levels of the research center and to reduce existing structural disadvantages. The present Gender Equality Plan provides a binding framework for these efforts and contributes to establishing equal opportunities as an integral part of CISPA's organizational and leadership culture.

The Gender Equality Plan is based on the Agreement of Implementation on Equal Opportunities (AV-Glei) of the Joint Science Conference (GWK) and specifies its objectives for CISPA.

1. Framework and Objectives of the Gender Equality Plan

The Gender Equality Plan serves as the central instrument for promoting equal opportunities at CISPA. It specifies the requirements of the Agreement of Implementation on Equal Opportunities (AV-Glei) for the research center and provides a binding framework for the systematic further development of gender equality efforts.

The Gender Equality Plan is based on an analysis of the workforce structure and developments in the area of gender equality to date. On this basis, areas for action are identified, objectives are defined, and appropriate measures are established. The Gender Equality Plan brings these measures together within a strategic framework and provides transparency regarding responsibilities, procedures, and support services. At the same time, it serves as a basis for continuously monitoring and evaluating developments in gender equality at CISPA.

Management recognizes the importance of equal opportunities for the future viability and competitiveness of the research center and actively supports the implementation of the Gender Equality Plan. Promoting equal opportunities is also a key leadership responsibility. Supervisors are responsible for creating equitable working conditions, supporting the reconciliation of professional and academic commitments with caregiving responsibilities, and supporting employees in

accordance with their qualifications and potential. In addition, supervisors are expected to consider equal opportunities in recruitment, staff development, and career advancement.

The Gender Equality Plan provides a binding basis for personnel-related, organizational, and structural measures to promote women and ensure equal opportunities. The measures set out in the plan are designed to initiate sustainable change and to establish equal opportunities as an integral part of everyday practice across all areas of CISPA. The implementation and effectiveness of the measures are reviewed regularly, and the Gender Equality Plan is revised and further developed based on the findings and insights gained.

2. Current Situation

This document constitutes CISPA's second Gender Equality Plan. Regardless of this, gender equality principles have been consistently taken into consideration and given high priority at CISPA since its foundation, both in the Faculty hiring process and in all other recruitment and funding procedures.

To ensure both scientific excellence and equal opportunities, CISPA pursues, among other things, a proactive recruitment approach: Qualified women scientists in the fields of cybersecurity and trustworthy AI who meet CISPA's high standards are systematically identified and actively approached worldwide. This strategic approach constitutes a significant distinguishing feature compared to other universities and non-university research institutions. The Equal Opportunities Officer and her deputy explicitly welcome this practice and support its continuation.

In addition, CISPA specifically supports female postdocs in pursuing a career as researchers holding a W professorship (Faculty). A distinction is made between fixed-term tenure-track positions with a W2 salary in accordance with the Federal Salary Act (Bundesbesoldungsgesetz, BBesG), generally for a period of six years, and the subsequent prospect of a permanent tenured faculty position with a W3 salary following successful evaluation.

The Gender Equality Plan is based on a systematic inventory and analysis of the employee structure across all areas of the Center. This analysis is conducted within the scope of the capabilities of the Human Resources Department and the Corporate Controlling staff unit.

Based on these evaluations, targets are developed with the aim of increasing the proportion of women in all occupational groups and at all levels at which women are underrepresented. At the same time, measures are derived to improve the reconciliation of family and work, as well as the reconciliation of caregiving responsibilities and work, for all employees.

Based on the figures as of June 30, 2025, the following picture emerges:

Personalübersicht für Gleichstellungsplan

Stand: 30.06.2025

1. nach Führungsebenen

TZ/VZ	Teilzeit						Vollzeit						Gesamt	
Geschlecht	M		W		X		Gesamt		M		W		Gesamt	
Führungsebene	Köpfe	%	Köpfe	%	Köpfe	%	Köpfe	%	Köpfe	%	Köpfe	%	Köpfe	%
1	0,00	0,00%					0,00	0,00%	2,00	100,00%			2,00	100,00%
2	0,00	0,00%	1,00	1,96%			1,00	1,96%	42,00	82,35%	8,00	15,69%	50,00	98,04%
3	0,00	0,00%	1,00	7,14%			1,00	7,14%	7,00	50,00%	6,00	42,86%	13,00	92,86%
4	1,00	25,00%	1,00	25,00%			2,00	50,00%		2,00	50,00%		2,00	50,00%
0	122,00	19,30%	98,00	15,51%	1,00	0,16%	221,00	34,97%	285,00	45,09%	126,00	19,94%	411,00	65,03%
Gesamt	123,00	17,50%	101,00	14,37%	1,00	0,14%	225,00	32,01%	336,00	47,80%	142,00	20,20%	478,00	67,99%

Finanzierungsart

- ☐ Drittmittelfinanziert
☐ Grundfinanziert

Führungsebenen

- 1 = Geschäftsführung
2 = Faculty, Stabstellenleitung, Bereichsleitung
3 = Forschungsgruppenleitung (Senior Researcher),
Abteilungsleitung
4 = Abteilungsleitung unterhalb STA/TT
0 = Rest

Personalübersicht für Gleichstellungsplan

Stand: 30.06.2025

2. nach Stellenbereichen

TZ/VZ	Teilzeit		Vollzeit		Gesamt	
Stellenbereiche	Köpfe	%	Köpfe	%	Köpfe	%
☐ Administration/admin GB	45,00	30,00%	105,00	70,00%	150,00	100,00%
M	5,00	8,20%	56,00	91,80%	61,00	100,00%
W	40,00	44,94%	49,00	55,06%	89,00	100,00%
☐ Ausgründung	1,00	33,33%	2,00	66,67%	3,00	100,00%
M	1,00	50,00%	1,00	50,00%	2,00	100,00%
W	0,00	0,00%	1,00	100,00%	1,00	100,00%
☐ Sc.Support/wissensch.GB	67,00	44,67%	83,00	55,33%	150,00	100,00%
M	27,00	36,99%	46,00	63,01%	73,00	100,00%
W	39,00	51,32%	37,00	48,68%	76,00	100,00%
X	1,00	100,00%			1,00	100,00%
☐ Wissenschaft/Forschung	112,00	28,00%	288,00	72,00%	400,00	100,00%
M	90,00	27,86%	233,00	72,14%	323,00	100,00%
W	22,00	28,57%	55,00	71,43%	77,00	100,00%
Gesamt	225,00	32,01%	478,00	67,99%	703,00	100,00%

Finanzierungsart

- ☐ Drittmittelfinanziert
☐ Grundfinanziert

Personalübersicht für Gleichstellungsplan

Stand: 30.06.2025

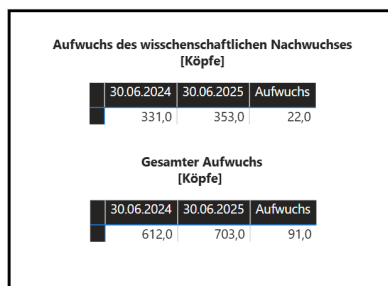
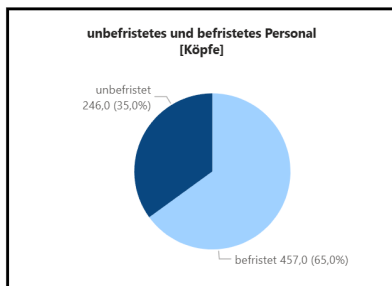
3. nach Eingruppierung

Geschlecht	M		W		X		Gesamt	
Eingruppierung	Köpfe	%	Köpfe	%	Köpfe	%	Köpfe	%
W3	21,00	91,30%	2,00	8,70%			23,00	100,00%
W2			6,00	30,00%			20,00	100,00%
B1	1,00	100,00%					1,00	100,00%
15	10,00	71,43%	4,00	28,57%			14,00	100,00%
14	7,00	77,78%	2,00	22,22%			9,00	100,00%
13	226,00	72,90%	83,00	26,77%	1,00	0,32%	310,00	100,00%
12	25,00	62,50%	15,00	37,50%			40,00	100,00%
11	10,00	38,46%	16,00	61,54%			26,00	100,00%
10	5,00	62,50%	3,00	37,50%			8,00	100,00%
9A	3,00	27,27%	8,00	72,73%			11,00	100,00%
9B	7,00	36,84%	12,00	63,16%			19,00	100,00%
9C	4,00	30,77%	9,00	69,23%			13,00	100,00%
8	2,00	13,33%	13,00	86,67%			15,00	100,00%
7	5,00	35,71%	9,00	64,29%			14,00	100,00%
6	1,00	20,00%	4,00	80,00%			5,00	100,00%
5	2,00	28,57%	5,00	71,43%			7,00	100,00%
4	5,00	29,41%	12,00	70,59%			17,00	100,00%
3	3,00	42,86%	4,00	57,14%			7,00	100,00%
	108,00	75,00%	36,00	25,00%			144,00	100,00%
Gesamt	459,00	65,29%	243,00	34,57%	1,00	0,14%	703,00	100,00%

ohne Eingruppierung = Hiwis/Sonstige

Finanzierungsart

- ☐ Drittmittelfinanziert
☐ Grundfinanziert



3. Gender Equality Standards

3.1 Gender Equality Standards as the Basis for Gender Equality Work

Gender equality standards provide the basis for systematically and sustainably establishing equal opportunities at CISP. They comprise binding requirements, procedures, and quality standards designed to ensure that gender equality aspects are appropriately taken into account in decisions, processes, and structures across the research center. By establishing uniform standards, they create transparency, guidance, and accountability and contribute to establishing equal opportunities as an integral part of the organizational and leadership culture.

In the present Gender Equality Plan, a distinction is made between structural and personnel-related gender equality standards. This distinction reflects the understanding that equal opportunities are influenced both by institutional framework conditions and by the actions of the individuals involved. Structural gender equality standards relate to organizational, legal, and procedural frameworks that create and permanently safeguard equitable working and development conditions. Personnel-related gender equality standards, however, concern the responsibility, conduct, and skills of those who make decisions, manage personnel, or are involved in selection and development processes. Only the interaction of both levels enables effective and sustainable gender equality efforts: While structural standards create the conditions for equal opportunities, personnel-related standards ensure that these principles are implemented and put into practice in everyday working life. The gender equality standards presented below therefore constitute a central component of the Gender Equality Plan and serve as a point of reference for the further development and implementation of gender equality measures at CISP.

3.2 Structural Gender Equality Standards

The structural gender equality standards at CISP are guided by the following principles and apply to all employees of the Center:

- Consistency
- Transparency
- Competitiveness
- Future orientation

Ensuring gender equality on a sustainable basis means establishing it as a strategic objective at all levels of the research center. This includes understanding gender equality as a leadership responsibility, making its implementation visible, and

integrating it into existing organizational and decision-making structures. Gender equality aspects must be taken into account in all decisions relating to resources and personnel.

In order to enable the systematic review of management measures with regard to gender equality in the future, quality assurance procedures must be established across all areas of CISPA. In the medium and long term, personnel with expertise in the fields of gender equality and diversity must also be planned for.

By transparent gender equality we mean that differentiated figures and data on the gender equality situation at all levels of the Center are collected regularly and on an ongoing basis and communicated to the Equal Opportunities Officer. The responsibility of the Equal Opportunities Officer is to publish these figures transparently.

Ensuring competitive and future-oriented gender equality means actively supporting the reconciliation of family and work for women, men, and non-binary employees. The aim is to break down outdated gender role stereotypes, counteract them, and take individual life plans into account. The concept of reconciling family and work encompasses different life circumstances and caregiving responsibilities. These include, in particular, childcare, caring for relatives, as well as other family or personal responsibilities that need to be reconciled with professional life.

3.3 Personnel-Related Gender Equality Standards

The personnel-related gender equality standards at CISPA are likewise guided by the following principles and apply to all employees of the Center:

- Consistency
- Transparency
- Competitiveness
- Future orientation

With regard to personnel matters, ensuring gender equality consistently means taking measures at all levels of the organization to ensure equal opportunities in the selection and development of personnel. However, aspects such as remuneration, work and research spaces, as well as workplace equipment, should already be taken into account at an early stage, such as during the recruitment process.

Ensuring gender equality in a transparent manner means defining, publishing, and implementing CISPA's own objectives for achieving genuine gender equality on the basis of differentiated data. The number of women and men at different stages of an academic career is an indicator of the achievement of research-oriented gender equality standards. In this regard, we compare ourselves with international standards in the fields of computer science, cybersecurity, and trustworthy AI. In addition, data are collected on the number of women and men in permanent positions, in part-time positions, and in supervising positions with personnel responsibility.

Ensuring competitive and future-oriented gender equality means making all personnel-related decisions strictly on the basis of performance and/or potential and not on the basis of gender or other social factors such as age, disability or illness, background, sexual orientation, religion, or worldview, while bearing in mind European standards of equal opportunities.

4. Concrete Measures and Objectives

4.1 Equal Opportunities Officer

To ensure the sustainable integration of equal opportunities, the Equal Opportunities Officer performs her duties independently and without being subject to instructions in accordance with the Federal Act on Gender Equality (Bundesgleichstellungsgesetz, BGleG). She is involved at an early stage and comprehensively in all relevant processes, particularly those relating to personnel measures.

She has the right to report to the Supervisory Board and is released from her other official duties by CISPA to an appropriate extent. The Equal Opportunities Officer is currently released from her regular working hours at a rate of 100%.

Regular and structured exchanges with management, as well as with other relevant areas and departments, ensure continuous coordination.

The Equal Opportunities Officer is involved both in strategic personnel planning and in individual personnel measures, particularly in recruitment, contract extensions, the conversion of fixed-term contracts into permanent positions, regrading, dismissals, and comparable measures. In addition, she is regularly informed about training and professional development measures that have been carried out and contributes her own input to the further development of equal opportunities-related services and programs.

She is available to employees as a confidential contact person for all matters relating to equal opportunities, particularly in cases of indications or suspicion of discrimination, and, where necessary, supports the clarification of such matters in consultation with the responsible bodies.

The Equal Opportunities Officer is explicitly listed in CISPA's organizational chart.¹

4.2 Reporting

CISPA regularly compiles surveys, evaluations, and presentations of all directly and indirectly person-related data differentiated by gender.

CISPA management is committed to report semi-annually to its supervisory board on developments in the area of equal opportunities for women and men as well as in the reconciliation of family and work and the reconciliation of family and care. To fulfill the federal government's reporting obligations under the provisions of the Federal Equal Opportunity Act, the Center submits a report to its sponsors every four years indicating the number of all employees, divided into full- and part-time positions, and at the same time reports on the impact and manageability of the provisions made.

In the annual reports on center and program progress, the Federal Ministry of Education and Research is informed about supporting measures in the area of equal opportunities.

The AV-Glei has been implemented by CISPA in the form of a model agreement drafted by the HGF and adapted for CISPA.

4.3 Cascade Model

The cascade model aims to ensure that the proportion of women does not decrease along the academic career path from student to professorship. Since the

¹ See www.cispa.de

proportion of female students in computer science and all closely related fields of study is already significantly lower than that of male students from the outset, measures must be taken to ensure that this proportion is maintained along the career path. To date, the proportion of women has remained stable from the student level through to the postdoc level and does not decrease along this qualification pathway. This indicates that there is currently no “leaky pipeline” at these career stages. Maintaining this stability is one of our goals, as is supporting active advancement through to a tenure(-track) Faculty position. This includes, among other things, targeted and individual outreach as well as career counseling for PhD students at an early stage.

The career path is actively supported not only by recruiting women for leadership positions, but also by supporting and specifically approaching women who are already employed at CISPA. Women are actively encouraged to apply for advertised positions and to take on leadership roles. This applies not only to the scientific area, but also to leadership levels within the Supporting Functions.

4.4 Gender-Equitable Faculty Appointment Procedures

Since the founding of CISPA, all eligible female researchers worldwide in the fields relevant to CISPA have been explicitly contacted, invited to recruiting events, encouraged to apply, and invited to interviews. The Equal Opportunities Officer is always invited to the interviews organized and conducted by the Hiring Committee. She can thus accompany and monitor the selection procedure and the recruitment process. Gender-sensitive job advertisements are standard, as is consistent worldwide screening of all female researchers.

4.5 IHK “Family-Friendly Company” Seal of the Chamber of Industry and Commerce and Diversity Charter

CISPA joined the Diversity Charter in February 2021. By signing the Charter, CISPA supports a working environment free from prejudice and promotes equal opportunities for all employees.

In addition, CISPA has received the “Family-Friendly Company” seal of approval from the Saarland Chamber of Industry and Commerce (IHK) for the first time.

The seal recognizes CISPA’s particular commitment to supporting the reconciliation of professional and family life. As part of the multi-stage certification process, the status quo was analyzed, specific measures were developed, and targets were agreed upon for continuous improvement. A prerequisite for receiving the seal is that concrete measures have already been implemented in key areas of action, such as flexible working time and workplace models, support for family-related responsibilities, and a family-conscious organizational culture.

The seal also entails a commitment to continuously developing family-friendly personnel policies within the framework permitted under applicable funding regulations. For CISPA, it also serves as an instrument for securing skilled personnel and strengthens its attractiveness as an employer.

4.6 Dual Career

Our goal at CISPA is not only to recruit the best researchers and employees internationally, but also to give them the opportunity to reach their full potential while providing them with the best possible living and working conditions. Therefore, our Dual Career Program also provides support, advice, and guidance to the partners and families of our employees.

The support focuses in particular on the following areas: job search, individual strategy development for the job search, preparation of suitable application documents, preparation for job interviews, contacting regional employers, further education and qualification, other career-related questions, advice on topics relating to family and work, information on childcare and schools.

In addition, CISPÄ encourages the partners of its employees to apply for vacant positions. This underlines CISPÄ's efforts to promote the reconciliation of family and work.

4.7 Day Care for Children

CISPÄ attaches great importance to childcare and considers supporting employees with caregiving responsibilities to be an important contribution to promoting equal opportunities. The aim is to sustainably improve the reconciliation of work, academic pursuits, and family life for all employees and to further develop family-friendly framework conditions.

In order to take the needs of employees into account as effectively as possible, CISPÄ continuously examines opportunities to improve the childcare situation. This includes considering various support services that can address both regular and short-term childcare needs, such as expanding reserved childcare places at day-care centers, providing short-term childcare services, or offering support during school holidays.

To provide support in the event of short-term childcare gaps, employees already have the option of bringing their children to the workplace in justified exceptional cases. For this purpose, the so-called KidsBox is available at all CISPÄ locations in Saarland. It is a mobile set of equipment containing play and activity materials as well as care supplies for children of different age groups.

4.8 Job Advertisements

Open positions are generally advertised internally and publicly in a gender-neutral manner. In job advertisements for areas in which women are underrepresented, as well as for leadership positions, women are explicitly addressed and encouraged to apply. In addition, all job advertisements include the following diversity statement: "In general, we welcome applications regardless of gender, nationality, ethnic and social background, religion/worldview, disability, age, sexual orientation, and identity."

The use of an electronic application platform makes the recruitment process transparent and efficient. The platform supports the implementation of non-discriminatory selection procedures and contributes to compliance with the requirements of the General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz, AGG) as well as with the applicable gender equality requirements.

The Equal Opportunities Officer is to be involved at an early stage and on an ongoing basis in the preparation of job advertisements. She is informed of planned advertisements at the beginning of each recruitment procedure and is involved in drafting the advertisement texts as well as in reviewing them with regard to gender equality aspects.

4.9 Applicant Selection, Hiring and Appointment Procedures

Personnel selection, recruitment, and development procedures at CISPÄ are guided by the principle of selecting the best-qualified candidates. Selection is based on aptitude, qualifications, and professional performance, taking into account the professional and personal competencies relevant to the respective

position. The aim is to ensure transparent, fair, and non-discriminatory procedures and to provide all qualified individuals with equal opportunities for employment, professional development, and career advancement.

When awarding training positions, recruiting employees, and implementing career advancement measures, persons of the underrepresented gender are given preferential consideration in accordance with statutory requirements. For scientific staff, target quotas are defined on the basis of the cascade model in order to sustainably increase the proportion of women along the academic career path.

The Equal Opportunities Officer is involved at an early stage and comprehensively in personnel selection procedures. This includes, in particular, access to relevant procedural documents as well as the opportunity to participate in the individual stages of the procedure, particularly by attending interviews. Her involvement is intended to ensure that gender equality aspects are taken into account throughout the entire selection process and that potential disadvantages are avoided.

In addition, CISPA ensures that selection and appointment committees are as diverse as possible and that committee members are sensitized to issues of equal opportunities and to dealing with unconscious bias.

4.10 Remuneration Structures and Pay Transparency

Within the scope of the collective agreement for the public service (TVöD Bund), remuneration is based on collectively agreed pay groups and levels that apply to the same or equivalent activities irrespective of gender. This principle therefore provides the essential basis for gender-equitable remuneration.

Nevertheless, CISPA will keep a close eye on any potential gender-specific differences in the remuneration structure, for example, with regard to classification, assignment to pay levels, or other remuneration components. With the upcoming further development of the Pay Transparency Act, CISPA will also likely take a closer look at the issue of the gender pay gap.

4.11 Training and Professional Development, Career Development and Awareness

The staff unit for Personnel and Organizational Development is responsible for the design and implementation of continuing education and professional development measures at CISPA, taking into account the objectives of equal opportunities. In close cooperation with the equal opportunities function, qualification and awareness-raising programs are developed that strengthen an inclusive and non-discriminatory working culture and promote the integration of all employees.

These include, in particular, training and awareness-raising measures on topics such as intercultural communication, unconscious bias, sexualized violence in the workplace, and abuse of power in leadership structures. Aspects of gender equality, diversity, and inclusion are also systematically integrated into leadership training.

To strengthen a low-threshold support structure, existing internal points of contact, such as the Works Council, Equal Opportunities Officer, Inclusion Officer, Representative for Employees with Severe Disabilities, and AGG Complaints Office, work together in an interconnected system ("Contact Points"). This system serves as a first point of orientation for employees with individual concerns. In addition, a structured conflict management system is being established to support the early and orderly resolution of conflicts.

For doctoral researchers and postdocs, Early Career Services offer targeted counseling, qualification, and support programs. These include career counseling, research-related training, and support with career planning both within and outside academia, for example, in the public sector or industry.

4.12 Flexible Working Hours and Part-Time Work

To support employees in reconciling work and family life, CISPÄ places great importance on flexible working time models. These include both flexible working hours and flexible workplaces, allowing employees to adjust their working hours and place of work to their individual needs. Flexible working hours and various part-time models are available to all employees, including supervisors. In consultation with their supervisors, employees may also make use of mobile working or alternating telework, which are governed by a works agreement.

CISPÄ offers and actively promotes a wide range of part-time working arrangements. Part-time employees are generally provided with the same opportunities for professional development as full-time employees. Compensatory time-off days can be taken flexibly in consultation with the respective supervisor. This flexibility is particularly supportive of returning to work after parental leave or following periods of caregiving and makes an important contribution to improving the reconciliation of work and family life.

Employees who are on leave for family reasons should be given the opportunity to participate in continuing education and professional development measures during their leave period. Participation in such programs during parental leave is explicitly voluntary, as requiring participation would conflict with the purpose of parental leave.

4.13 Re-Entry Opportunities

CISPÄ is strongly committed to maintaining contact with employees who are on longer-term leave for family reasons, in particular through the Onboarding & Integration and Human Resources departments as well as through supervisors, and to enabling and facilitating their return to work in the best possible way. To this end, the responsible supervisor coordinate with employees as early as possible, both before the start of the leave and prior to their return, on the arrangements for their re-entry and their return to the work process.

The Onboarding & Integration department, which keeps employees informed during their leave at their request, also supports them during their return to work, as it does during their initial onboarding, and coordinates their return to the workplace (office space, work equipment, etc.). During the reboarding process, the Human Resources department supports and advises employees and their supervisors on any necessary adjustments to positions and contracts (e.g., changes to working hours or amendments to job responsibilities and position profiles).

As part of its strategy for converting fixed-term contracts into permanent positions, CISPÄ places great importance on ensuring that all employees are aware that an extended absence, for example, due to illness, parental leave, or caring for a family member, does not constitute grounds for terminating the employment relationship if the fixed-term contract expires during the period of absence. CISPÄ also takes the principles of equal opportunities into account when converting fixed-term contracts into permanent positions.

4.14 Gender-Sensitive Language and Inclusive Approach

CISPÄ is committed to using gender-sensitive and inclusive language in all internal and external written documents. Both in communication in German and in

English, internationally applicable and recognized standards should be applied. All CISPA employees should also be sensitized to using gender-sensitive and inclusive spoken language in their day-to-day interactions with one another. The CISPA Corporate Language Manual sets out the relevant principles for using language that is as gender-sensitive as possible and is accessible to all employees via the Wiki.

5 Implementation Status

The Corporate Controlling staff unit and the Human Resources department regularly prepare an analysis of the employment situation of women, men, and non-binary employees at the Center (where individuals wish to provide such information) in preparation for and to support the updating of the Gender Equality Plan. This regular report enables the Equal Opportunities Officer to continuously monitor personnel and structural developments at the Center.

In the future, the updating and revision of the Gender Equality Plan will be coordinated by the Project & Science Coordination department. The Equal Opportunities Officer will provide advice and support in this process.

6 Entry into Force, Duration

The Gender Equality Plan enters into force upon signature by the management and remains valid until December 31, 2029.

The Gender Equality Plan will be published in the CISPA WIKI within one month of the beginning of its period of validity and made available to employees without delay. Employees with supervisory responsibilities will additionally receive the Gender Equality Plan in text form.

Dr. Kevin Streit

Chief Operating Officer

Authorized Signatory