

Action Plan for the Implementation of the Equal Opportunities Policy of the Centre for Innovative Medicine of the State Research Institute for 2026–2028

No.	Measure	Implementation assessment criterion	Implementation deadline			Responsible persons
			2026	2027	2028	
Objective – To improve equal opportunities for persons seeking employment						
1.	Gender-sensitive language is used in job advertisements and vacancy notices	No complaints received regarding violations of equal opportunities	V	V	V	General Affairs Department
2.	Job advertisements indicate more than one method, accessible through different senses, of enquiring about a vacancy (the e-mail address and telephone number of the contact employee are provided)	No complaints received regarding violations of equal opportunities	V	V	V	General Affairs Department
3.	Persons from foreign countries have an equal right to apply for vacant positions at IMC	CVs of candidates from foreign countries are evaluated on an equal basis	V	V	V	General Affairs Department
Objective – To develop IMC employees' awareness in the field of equal opportunities						
4.	Increase employees' competence in the areas of equal opportunities, diversity and inclusion	At least two 3-hour training sessions on ensuring equal opportunities and building an inclusive organisation are organised, attended by at least 40% of employees. At least 30% of the employees who participated in the training know / are able to recognise the influence of socialisation and the media on stereotypes about social groups, and to identify different forms of direct and indirect discrimination based on identity grounds and their intersections	V	V		Innovation Department
5.	Provide employees with favourable conditions for reconciling personal life and work, and for using measures that facilitate the reconciliation of personal life and work (the possibility of taking time off, working remotely, a flexible work schedule, arranging working time in advance according to individual needs, using a health day, etc.)	Share of employees using the measures – 70%	V	V	V	General Affairs Department

6.	Regularly update the remuneration procedure, adhering to the provision on setting the amount of remuneration whereby equal pay is paid for the same work or work of equal value	Remuneration procedure continuously updated	V	V	V	Deputy Director for Management
7.	Share information relevant to employees on the topic of equal opportunities during IMC staff meetings	Relevant information on equal opportunities shared with employees at least once a year	V	V	V	General Affairs Department
8.	Encourage employees to report inappropriate behaviour, discriminatory situations, etc.	A clear procedure for submitting and examining complaints of discrimination, violations of equal opportunities or harassment at IMC has been drawn up. The procedure has been presented and discussed during training and published in the internal IMC	V	V	V	General Affairs Department
9.	Prepare documents governing IMC's activities in two languages (Lithuanian and English)	Existing operational documents translated from Lithuanian into English, and new documents prepared in both languages	V	V	V	Innovation Department and General Affairs Department
10.	Join the "Equal Opportunities Wings" standard	Wings obtained		V		Innovation Department
11.	Assess the physical accessibility of IMC premises for persons with disabilities	Premises assessment carried out. Environment adapted for persons with limited mobility	V			General Affairs Department
12.	Assess the accessibility of IMC information for employees with disabilities and other persons with individual needs	The IMC website has an additional menu allowing website visibility settings to be changed	V			Innovation Department and General Affairs Department
Objective – To improve IMC's image in the field of equal opportunities						
13.	Monitoring of equal opportunities and recommendations for improving the situation	Review of documents governing IMC's internal activities	V	V	V	Innovation Department and General Affairs Department
14.	Raising awareness / Training on equal opportunities topics	Training	V	V	V	Innovation Department
15.	Internal monitoring of equal	Data analysis and publication of results	V	V	V	Innovation Department
Objective – To provide all IMC researchers with equal opportunities for professional development						
16.	Researcher assessment system	Assessment system developed under the project "Development of a researcher assessment system for the Centre for Innovative Medicine" (Project No. 10-040-T-0023)	V	V	V	Deputy Director for Science