

## Gender Equality Plan (GEP)

### European ME Alliance (EMEA)

#### 1. Introduction

European ME Alliance (EMEA) is a pan-European civil society organisation representing patient organisations and stakeholders concerned with myalgic encephalomyelitis (ME) and related conditions. EMEA is committed to promoting equality between women and men and embedding gender equality principles across all its activities, governance structures, and partnerships.

This Gender Equality Plan sets out EMEA's commitment to meeting relevant European Commission requirements for gender equality in EU-funded projects, including Horizon Europe and Digital Europe programmes.

#### 2. Scope

This Gender Equality Plan applies to:

- EMEA governance structures (Board, committees, advisory groups)
- Staff, contractors, and volunteers
- Recruitment, selection, and appointment processes
- Participation in EU-funded projects and consortia

#### 3. Policy Statement

EMEA is committed to:

- Promoting equal opportunities for women and men
- Preventing discrimination, harassment, and unequal treatment on any grounds, including gender
- Ensuring balanced representation in decision-making and leadership roles
- Supporting an inclusive organisational culture in which all individuals are treated with respect and dignity

#### 4. Objectives

EMEA's gender equality objectives are to:

- Ensure fair, transparent, and merit-based recruitment and appointment processes
- Encourage balanced gender representation in governance and advisory roles
- Integrate gender equality considerations into organisational decision-making where relevant
- Promote awareness of equality, diversity, and inclusion principles across the organisation

#### 5. Organisational Measures

EMEA will:

- Apply transparent and non-discriminatory recruitment and selection procedures
- Encourage gender-balanced participation in governance and advisory structures where practicable

- Promote inclusive participation in organisational activities and EU-funded project work
- Ensure that equality and diversity principles are considered in internal policies and practices

## **6. Monitoring and Implementation**

- The EMEA Board is responsible for overseeing implementation of this Plan
- Gender balance and equality considerations will be reviewed periodically as part of governance and reporting processes
- Where appropriate, corrective or improvement measures will be identified and implemented

## **7. Reporting and Review**

This Plan will be reviewed at least every two years, or earlier if required by changes in European Commission requirements or organisational structure.

## **8. Compliance with EU Requirements**

This Gender Equality Plan is designed to align with European Commission requirements for participation in EU funding programmes, including Horizon Europe and Digital Europe.

## **9. Approval**

This Gender Equality Plan has been approved by the executive committee of European ME Alliance (EMEA) and has been reviewed as per the date of approval.

Date: 1 March 2026

## **10. Contact**

For queries relating to this Gender Equality Plan, please contact:

EMEA Secretariat

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