



SOCIAL SAFETY AND EQUAL OPPORTUNITIES AT BUT

+

**HR Excellence in Research Award
(HRS4R/HR AWARD)**

and

**GENDER EQUALITY PLAN
(responsibilities, rights, support)**

CONTACT DETAILS

Rector's Office; Antonínská 1, Brno 602 00 – Office No. 2.38

Ing. Bohdana Šlégrová

(Procedural Support for HRS4R-HR AWARD; GEP; Deputy of Social Safety Coordinator at BUT)

Tel.: +420 541 145 248

Email.: slegrova@vutbr.cz



Mgr. Martina Martínková, Ph.D.

(Social Safety Coordinator at BUT; Support for HR Award and GEP)

Tel.: +420 541 145 216

Email.: martinkovam@vutrbr.cz

Mgr. Veronika Slezáčková

(Benefits, Support for HR Award and GEP)

Tel.: +420 541 145 235

Email: slezackova@vutbr.cz

BASIC INFORMATION AND PRINCIPLES FOR REVIEWING SOCIAL SAFETY SUGGESTIONS AT BUT

- It is **VERY IMPORTANT** to always follow general ethical rules.
- It is **VERY IMPORTANT** to avoid any inappropriate behaviour (unethical behaviour according to social norms in the Czech Republic and outside the Czech Republic, depending on the situation, especially behaviour punishable under administrative and criminal law).
- Respecting ethical norms, principles and standards of social behaviour without any form of discrimination, not only on the university campus.

(Applies to all premises belonging to the BUT, events organized or co-organized by the University, other academic or social events)





INTRODUCTION TO SOCIAL SAFETY AND EQUAL OPPORTUNITIES AT BUT

COORDINATOR FOR SOCIAL SAFETY AND EQUAL OPPORTUNITIES AT BUT (ombudsperson)

Mgr. Martina Martínková, Ph.D.
chief

Ing. Bohdana Šlégrová
deputy

- For students, academic and non-academic staff of BUT
- From the Czech Republic and abroad.
- Email: socialsafety@vutbr.cz
- **Competencies:** Receiving suggestions and notifications / counselling / reviewing suggestions and their addressing / procedural resolution at BUT / mediation of disputes and conflicts / prevention through training.
- From consultation and discussion, through mediation and moderation (internal/external) to resolution (disciplinary action, criminal action, ...)

STICKERS

BUT Social Safety system visuals.
You may find them in places that ensure privacy.

CZ



SOCIÁLNÍ BEZPEČÍ
na VUT

Diskriminace, obtěžování
ani šikana nejsou normální

Potřebuješ pomoc či podporu?

Ozvi se nám



vut.cz/socialni-bezpeci

EN



SOCIAL SAFETY
at BUT

Discrimination, harassment
and bullying are NOT normal

Do you need help?

Contact us



vut.cz/en/social-safety

SUPPORT



TRUST BOXES AT BUT

- Their location together with their photos may be found on [the Social Safety website](#)



ALL BUT EMPLOYEES AND STUDENTS MAY USE THE TRUST BOXES, REGARDLESS OF WHERE THEY ARE LOCATED



LINKS TO SOCIAL SAFETY SUPPORT AT BUT and F/UI

BUT - [SUPPORT AND DEVELOPMENT OF EMPLOYEES AND STUDENTS](#)

FIT - [Social safety website](#)

CECC - [Psychological care and social safety website](#)

FEEC - [Social safety website](#)

FCE - [Social safety website](#)

FCH - [Social safety website](#)

FFA - [Social safety website](#) (Ombudsman Mgr. et Bc. Tomáš Fris)

FME - [Social safety website](#)

FBM - [Social safety website](#)

IFE - [Social safety website](#)

CEITEC – consortium's SharePoint

FA - [Social safety website](#)

WHAT SUGGESTIONS ARE MOST OFTEN ADDRESSED?

- **BULLYING (BOSSING, MOBBING, UPWARD BULLYING)**
 - **Bossing** - inappropriate behaviour by a superior (*among staff and between staff and students*)
 - **Mobbing** – inappropriate behaviour by co-workers at the same organizational level
 - **Upward Bullying** – bullying committed by subordinates directed at their superior with the intention of discrediting or removing them
 - **Bossing and Upward bullying co-occurrence**
- **HARASSMENT and STALKING**
 - **Verbal** – unwanted communication (emails, photos, messages)
 - **Sexual** – non-consensual physical contact
- **CLOSE WORKPLACE RELATIONSHIPS**
 - **Spouses/partners** – superior/subordinate; student and academic staff relationships; thesis supervisor and supervisee relationships
- **International students** (discrimination based on race or religion; harassment ...)
- **Inappropriate or arrogant behaviour of teachers towards students**

LINK:

E-course for students

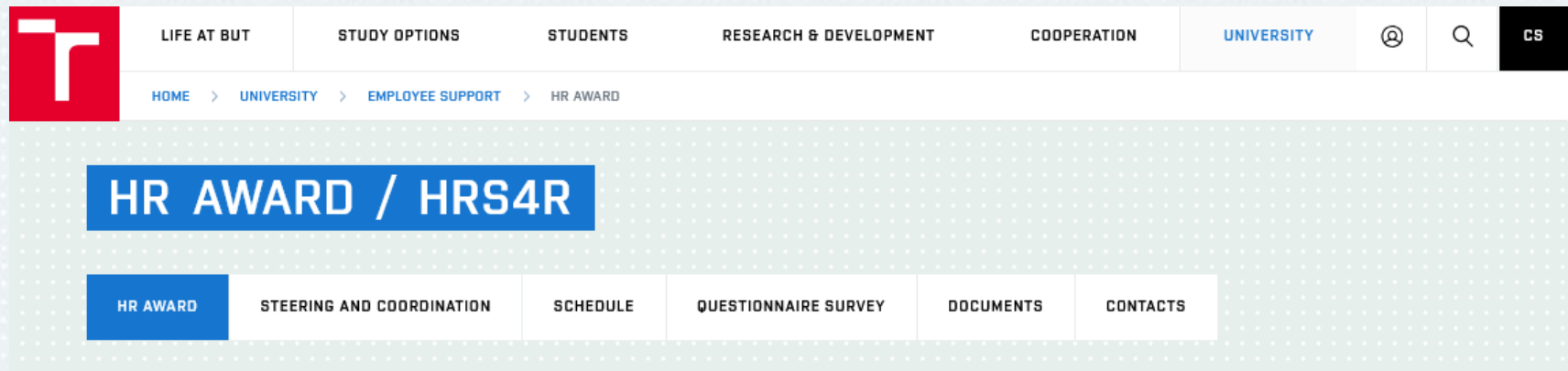
- ✓ Courses created in Moodle (BUT INTRAPORTAL – ELEARNING).
- ✓ Each e-course will have a test section at the end.

OTHER COMPETENCIES

PERSONNEL DEVELOPMENT DEPARTMENT



„HR excellence in Research“ HRS4R PRINCIPLES / HR AWARD at BUT WEB – Support and Development of Employees and Students



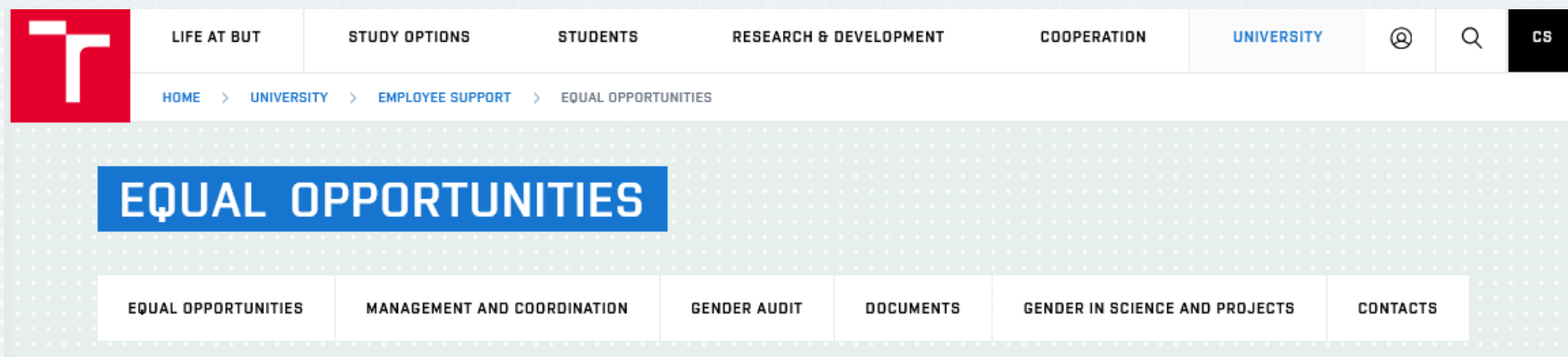
HRS4R PRINCIPLES / HR AWARD AT BUT



- The BUT was awarded the "HR Excellence in Research" on 12 February 2021 and on 6 April 2023 successfully defended the Award for a further three-year period (2023/04 - 2026/03).
- The BUT is obliged to meet the objectives it has set for itself in the [HR Award Action Plan](#).
- In 2026 (approx. Q3 or Q4), the BUT expects a personal visit from evaluators of the European Commission.
- By committing to the implementation of the HRS4R HR strategy, the BUT is responsible for respectful working conditions, further professional development of its employees, transparent recruitment procedures, a safe environment, equal opportunities, etc.
- EURAXESS – further information [HRS4R | EURAXESS](#) (europa.eu)

EQUAL OPPORTUNITIES

GENDER EQUALITY PLAN OF THE BUT 2025-2028



- GEP is a mandatory and integral part of Horizon Europe and some other projects, e.g. GA ČR, TA ČR, and OP JAK. Its existence is also evaluated in audits, which the university undergoes regularly.

BUT **INFORMATION and LEGISLATION** **governing the rights** **and responsibilities of students** **and employees**



See:

[ABOUT UNIVERSITY / OFFICIAL NOTICE BOARD / INTERNAL LEGISLATION BUT](#)

- [STATUTE OF BUT](#)
- [GUIDELINE NO.12/2024 - SOCIAL SAFETY AT BUT](#) *(including Annexes)*
- [CODE OF CONDUCT](#)
- [Disciplinary Rules for Students](#) *(BUT INTERNAL REGULATION)*
- **Disciplinary Rules of Faculties**
- [Study and Examination Rules of BUT](#) *(BUT INTERNAL REGULATION)*
- **Study and Examination Rules of Faculties**
- **Work Rules of BUT** *(BUT INTERNAL ORDINANCE)*

Other support:

- [The Code of Gender Sensitive Communication at BUT](#)

**THANKS FOR YOUR
ATTENTION!**

