



Gender Equality Plan (GEP)

Organization: CDAF

Effective Date: March 2026

Review Cycle: Every 2 years

1. Commitment

CDAF is committed to promoting gender equality, diversity, and inclusion in all aspects of its activities. In line with the requirements of the European Commission and Horizon Europe framework programmes, CDAF implements this Gender Equality Plan (GEP) as a public institutional document to ensure equal opportunities, prevent discrimination, and foster an inclusive organizational culture.

2. Scope

This plan applies to all CDAF staff, collaborators, contractors, interns, and leadership bodies. It supports equal treatment regardless of gender and promotes fair participation in recruitment, career development, decision-making, and organizational governance.

3. Key Areas of Action

- Work-life balance and inclusive organizational culture, including flexible working practices where feasible.
- Gender balance in leadership and decision-making positions.
- Fair and transparent recruitment and career progression processes.
- Prevention of discrimination, harassment, and gender-based violence.
- Integration of gender equality considerations into organizational policies and activities.

4. Implementation and Resources

CDAF leadership is responsible for implementing this plan and ensuring appropriate organizational attention to gender equality. The organization commits to allocating reasonable internal resources and oversight to support equality-related measures and practices.

5. Monitoring and Data Collection

CDAF will monitor relevant gender equality indicators where applicable, including gender balance among staff and leadership roles. Periodic reviews will help assess progress and identify opportunities for improvement.

6. Training and Awareness

CDAF promotes awareness of gender equality principles through internal communication and guidance that encourages respectful, inclusive, and bias-free professional interactions.

7. Review

This Gender Equality Plan will be reviewed at least every two years and updated as needed to reflect organizational development and evolving European Commission guidance.

Approved by: CDAF Leadership

A handwritten signature in blue ink that reads "Homie Razavi". The signature is written in a cursive, flowing style.

Homie Razavi
Managing Director