Prometheus-X – Gender Equality Plan 2026–2029

1. Commitment and scope

Prometheus-X (PTX) commits to gender equality in its governance, its work and its projects, and adopts this Gender Equality Plan (GEP) for December 2026 – December 2029.

- **Who we are:** a non-profit association (loi 1901) that develops open-source software commons for data sharing in education and skills. PTX has 1 employee (a woman, since June 2024) and a Board of 8 members (6 men, 2 women). The team works remotely, without a shared office. Up to 2 recruitments are planned.
- **Scope:** PTX staff, the President and the Board, and PTX activities and EU projects, including EOSC4DS (GA 101355241).
- **Approach:** a few simple measures, in proportion to PTX's size, in line with the Horizon Europe GEP requirements and French law on equality and on preventing sexual harassment.
- **Adoption and publication:** signed by the President (§7), shared with the Board, and published on https://prometheus-x.org/.

2. Resources and expertise

- **GEP lead:** Sylvia Faria, Program Manager, about 2 days a year. She runs the actions, keeps the data and reports to the President and the Board.
- **Responsible:** the President, who signs the plan and is accountable for it.
- **Gender expertise:** the GEP lead builds expertise from free, recognised sources: a free online course on gender equality and unconscious bias (certificate kept), the EIGE GEAR tool, and the European Commission's GEP guidance.
- **Budget:** no dedicated budget is needed. Any small costs come from PTX's operating budget.

3. Data and monitoring

Each year the GEP lead updates a one-page data sheet, by sex:

- staff, by contract type;
- Board members and officers;
- job applicants and hires, when PTX recruits;
- people who took part in GEP training or awareness actions;
- speakers at PTX-organised events and webinars.

The data are shared with the Board once a year. A short progress report is published on the website every two years (first by December 2028). Data follow the GDPR; because PTX is very small, staff and Board figures are published together so no one can be identified.

4. Training and awareness

Who	What	When
Staff (GEP lead)	Free online course on gender equality and unconscious gender bias	By March 2027
New staff	Same free course, plus this GEP and the statement in §6	Within 3 months of arrival
Decision-makers: President and Board	Short awareness briefing by the GEP lead (about 20 minutes) on unconscious bias, the GEP and the yearly data, at a Board meeting or by email with a short presentation	Once a year, first by June 2027

Evidence kept: course certificates, Board minutes or the briefing email.

5. Measures in the five areas

Area	Measure	Target
Work-life balance and organisational culture	Remote work with flexible hours; online meetings within normal working hours; no expectation to answer messages outside working hours	Checked in the yearly review with each employee
Gender balance in leadership and decision-making	At each Board renewal, actively look for women candidates; aim for mixed speakers at PTX events	At least 3 women on the Board by 2029 (now 2 of 8); no all-male panels at PTX-organised events
Recruitment and career progression	Gender-neutral job adverts; at least two people involved in each hiring decision; same pay for the same role	Applied to 100% of recruitments

Gender dimension in research and innovation content	Consider the gender dimension in every EU proposal and project (e.g. bias in data and software, gender balance of participants in workshops and co-design)	Addressed in 100% of new proposals
Gender-based violence and sexual harassment	Zero-tolerance statement (§6) signed by the President, with clear reporting channels, shared with all staff and Board	Shared with 100% of staff and Board members

6. Zero-tolerance statement on sexism and harassment

PTX does not tolerate sexism, sexual harassment, moral harassment or any gender-based violence. This applies to staff, the President, Board members and anyone working with PTX, in online meetings, messaging, email, events and work travel.

How to report: anyone affected or who witnesses it can contact:

- the President of PTX, Matthias De Bièvre; or, if the President is involved, Anu Passi-Rauste, Board member;
- the occupational health service (médecine du travail): PREVY, secretariat.louria@prevy.fr;
- the labour inspectorate (inspection du travail) covering PTX's registered address, or PREVY, which can advise on the right contact;
- the Défenseur des droits: defenseurdesdroits.fr, 09 69 39 00 00.

Every report is treated confidentially and promptly. No one who reports in good faith will face any negative consequence. Proven misconduct leads to appropriate action.

7. Timeline and signature

When	Action
Before 04/12/2026	President signs the GEP; GEP published on the website; Board informed
By Mar 2027	GEP lead completes the free course
By Jun 2027	First Board awareness briefing

Each year	Data sheet updated and shared with the Board
By Dec 2028	Progress report published
Dec 2029	Review and new GEP

Signed for Prometheus-X:



Matthias De Bièvre, President

Place: Paris Date: November 19th 2026