

Queer Collective Cyprus – Gender Equality Plan (GEP)

Version: 1.0 | Adopted: 29/08/2025 | Review cycle: Annual

Approved by: Theodore Ieronymides, Director, Queer Collective Cy

Compliance Statement (Horizon Europe)

This plan fulfils the four mandatory process-related requirements of the Horizon Europe Gender Equality Plan (GEP) eligibility criterion:

- 1) Public document published on queercollective.cy and signed by top management (Director);
- 2) Dedicated resources via the Equality & Inclusion Lead role within the existing Committee;
- 3) Data collection and monitoring using proportionate, gender-disaggregated indicators with annual reporting;
- 4) Awareness-raising/training on gender equality and unconscious bias for staff, volunteers and decision-makers, proportionate to size and resources.

1. Introduction & Purpose

Queer Collective Cyprus (QCC) is a grassroots, volunteer-led, non-profit organisation started in 2022 and officially registered as an NGO in 2025. We work to build safe, inclusive, and empowering spaces for LGBTQIA+ people in Cyprus. We apply an intersectional approach, recognising how gender inequality intersects with sexual orientation, gender identity and expression, race, ethnicity, class, disability, migration status, age and other factors.

This GEP sets out proportionate, practical measures that align with EU guidance while reflecting QCC's small, volunteer-based reality. It focuses on low/no-cost actions, clarity of responsibilities, and simple monitoring so we remain compliant without creating administrative burden.

2. Scope & Definitions

Scope: This plan applies to the Director, the operational Committee (currently three members), all volunteers, any present/future paid staff, and collaborators/contractors engaged by QCC.

Definitions: QCC respects self-identification. Wherever gender data are collected, respondents may self-describe beyond binary categories and may opt out.

3. Governance & Responsibilities

Top management signature: The Director (unpaid) signs and adopts this Plan on behalf of QCC.

Implementation: The existing operational Committee is collectively responsible for implementation as part of its ordinary work.

Equality & Inclusion Lead: Each year, the Committee appoints one member as Equality &

Inclusion Lead (EIL) to coordinate actions, serve as contact point, and compile the annual summary. This role is unpaid and rotates when needed.

4. Resources (Proportionate to Size)

QCC commits lightweight, realistic resources:

- Human: EIL role from existing Committee; volunteers as needed.
- Financial: Low/no-cost measures; training primarily via partnerships or existing events; modest budget only when funding allows.
- Partnerships: Collaboration with local NGOs and trainers to deliver shared trainings and materials without fees where possible.

5. Data Collection, Monitoring & Reporting

QCC collects minimal, privacy-respecting, gender-disaggregated data for internal monitoring:

- Committee composition (self-identified gender categories + opt-out);
- Volunteers engaged in the year;
- Participants in leadership/paid roles (if any);
- Participation in trainings.

Data are stored securely with access limited to the EIL and Director. Once per year, the Committee reviews progress and publishes a short public summary on queercollective.cy.

6. Awareness & Training

At least once per year, QCC delivers a short awareness session covering gender equality and unconscious bias, open to Committee and active volunteers. Where possible, this is integrated into existing meetings or delivered via partner NGOs to avoid costs. Materials and attendance are noted for audit purposes.

7. Priority Areas & Proportionate Actions (2025–2026)

A. Work–Life Balance & Organisational Culture:

- Maintain flexible volunteering and remote-friendly meetings.
- Publish a short Code of Conduct on the website (with anti-harassment clause).

B. Gender Balance in Leadership & Decision-Making:

- Aim for no single gender to exceed ~60% in the Committee where feasible.
- Encourage participation of underrepresented genders in coordination roles.

C. Equal Opportunities in Recruitment & Participation:

- Use inclusive language in all public calls; include an equal opportunities statement.

- Pilot a simple, transparent selection note for named roles (who/when/how decided).

D. Integrating Gender in Programmes & Content:

- Use a 3-question checklist (Who benefits? Who is missing? Any unintended impacts?) during event planning.

E. Measures Against Gender-Based Violence & Harassment:

- Zero tolerance policy; clear reporting channel: info@queercollective.cy (or designated inbox).
- Two-step response: (1) acknowledge and record; (2) assess and act (safeguarding first).

8. Publication, Version Control & Review

This GEP is public at <https://queercollective.cy/gep> (or equivalent permanent URL). Version 1.0 is valid upon signature. The Committee (via the EIL) will review annually and recommend updates. Any updates are approved by the Director and re-published; prior versions remain archived for transparency.

Annex A – Action & Indicator Matrix (Proportionate)

Area / Action	Indicator	Target (annual)	Responsible	Evidence
Annual awareness session on gender equality & unconscious bias	Session held (Yes/No); # attendees	≥1 session; attendance list	EIL + Committee	Agenda/slide link; attendance note
Inclusive language in calls & equal opportunity statement	% calls including statement	100% of calls	Committee lead for each call	Screenshots/links
Committee gender balance where feasible	Share of largest gender	≤60% (where feasible)	Committee	Annual composition note
Publish Code of Conduct with anti-	Public URL live (Yes/No)	Yes	Committee	URL screenshot

harassment
clause

Annual public summary of GEP progress	Summary posted (Yes/No)	Yes	EIL	Web post link
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Annex B – Annual GEP Summary Template

Year: _____

EIL: _____

1) Actions delivered (tick/brief notes):

- Awareness session: Yes/No (date, attendees)
- Inclusive calls: % of calls with statement
- Committee composition: largest gender share: ____
- Code of Conduct published/updated: Yes/No (URL)
- Public summary posted: Yes/No (URL)

2) Issues/learning:

3) Next year's quick adjustments:

Annex C – Privacy & Data Note (Monitoring Data)

QCC collects minimal personal data necessary for GEP monitoring. Participation is voluntary and includes self-described gender categories and opt-out. Data is stored securely with limited access (EIL and Director) and retained for up to 3 years for audit purposes, after which they are anonymised or deleted.

Signed:  _____

Name: Theodore Ieronymides

Date: 29/08/2025