

Gender Equality Plan

A. Introduction

This document is the Gender Equality Plan (GEP) for the Lake Lucerne Institute (LLUI) to affirm its commitment to equality in general and gender equality in particular. The GEP sets out the principles of LLUI's commitment as well as measures for implementation and monitoring. It has been approved by the institute's management and is continuously being updated. It was devised and published in accordance with Horizon Europe's Guidance on GEPs.

B. The Lake Lucerne Institute

The Lake Lucerne Institute (LLUI) was founded in 2022 as an independent, non-profit research and education institute based in Vitznau, Switzerland. Within its first year, the Department of Health Sciences expanded to include four specialised research groups: Therapy Sciences, DART (Data Analytics & Rehabilitation Technology), Neuropsychology, and Precision Nutrition. These groups are led by assistant and full professors who are recognised experts and actively contribute to academic teaching.

Working closely with clinical partners and integrating research, teaching, and practice, the department focuses on interdisciplinary research in lifelong health promotion, with a particular emphasis on neurorehabilitation. Research priorities include the quantitative assessment and modelling of movement quality, personalised interventions using artificial intelligence and new technologies, and digital health solutions for tele- and home-based rehabilitation. Approaches to promoting brain plasticity and individually tailored nutrition further support evidence-based standards of care.

Shortly after its founding, LLUI launched a Master of Science programme in Precision Neurorehabilitation, welcoming its first cohort in autumn 2024. Supported by its non-profit foundation, LLUI addresses demographic challenges through interdisciplinary, practice-oriented research and education, with the strategic goal of becoming a state-recognised university institute.

C. LLUI's commitment to gender equality

LLUI ensures that all employees are given equal opportunities to develop their skills and fulfil their potential. In particular, no one should be disadvantaged on the basis of the following characteristics:

- Origin
- Race
- Gender
- Sexual orientation
- Age
- Language
- Social status
- Lifestyle
- Beliefs (religious, ideological, political)
- Other characteristics (physical, mental, psychological)

LLUI endeavours to incorporate corresponding guidelines into its legal framework (regulations, directives, guidelines, etc.).

Currently, provisions can be found in the following documents:

Document	LLUI commitment	Reference
Grundordnung des Instituts	<p>Gewährleistungen</p> <p>³ Das Institut sorgt dafür, dass die Institutsangehörigen die Anliegen des Umweltschutzes und der Nachhaltigkeit sowie der Geschlechtergleichstellung in den Bereichen von Lehre, Forschung, Weiterbildung und Dienstleistungen berücksichtigen und fördern.</p>	Artikel 2
Staff Regulations LLUI	<p>Equality between women and men</p> <p>We are committed to equality between men and women in accordance with the Gender Equality Act (GEG and OR Art. 328 para. 1).</p>	Paragraph 2.1
	<p>No discrimination</p> <p>As an employer, we condemn any discrimination (cf. GlG Art. 3f.) of a physical and psychological nature (mobbing) in the workplace. Violations will be severely punished, and the necessary measures will be taken immediately, up to and including dismissal without notice.</p>	Paragraph 2.2
	<p>Right of appeal</p> <p>Employees have the right to complain to their direct supervisor if they feel they have been discriminated against by the employer or its employees. If the complaint is directed against a</p>	Paragraph 2.3

	superior, he or she may turn to the Board of Directors. Employees may not suffer any disadvantages as a result of submitting a complaint.	
	Personal rights/data protection As an employer, we respect the personal rights of our employees.	Paragraph 2.4

D. GEP Building Blocks (“Guidance” compliance)

1. Process-related requirements

1.1 Publication

This GEP is published on LLUI’s website (llui.org) as well as in its internal Management System.

1.2 Dedicated resources

The institute’s management is responsible for implementing equality at LLUI. Operational responsibility for issues relating to equality and work-life balance currently lies with HR, while monitoring is the responsibility of quality management. LLUI’s Executive Board ensures that the status of equality implementation is reflected in the reports of the Institute’s management on an annual basis.

1.3 Data collection and monitoring

The LLUI publishes annual data on (binary) gender equality in its equality report (starting 2026). With regard to other protected characteristics, LLUI collects data on age (date of birth), marital status and nationality (citizenship) for staff in the context of their employment (for tax and social security purposes). However, it does not compile, analyse or publish any intersectional analyses of this data, either for internal or external purposes.

There is no legal basis for collecting data on other protected characteristics such as non-binary gender identity, sexual orientation, religious beliefs, ethnicity, etc. LLUI does not collect such data.

Following data is collected and published:

- Distribution of men/women among members of the Executive Board
- Distribution of men/women in the management
- Distribution of men/women in leadership positions (excluding management)
- Distribution of men/women in the use of part-time models
- Distribution of men/women by personnel category
- Data on reported cases of gender-specific discrimination, harassment and bullying in the workplace

1.4 Training

Raising awareness of gender equality and breaking down unconscious gender-based prejudices among employees and decision-makers are an important part of strengthening equality at LLUI.

All managers and employees are sensitised to the guiding principle gender equality and avoiding structural disadvantages and unconscious biases. All managers and employees are sensitised to the guiding principle gender equality and avoiding structural disadvantages and unconscious biases. All employees have access to an e-learning programme through LLUI and managers are required to take this training: (What is unconscious bias? – Self-learning tool: Unconscious Bias (<https://www.uni-konstanz.de/unconscious-bias-tool/en/>)

2. Recommended (content-wise) areas

Requirement	Examples of implementation
Work-life balance and organisational culture	-Part-time employment -Home Office -Flexible working hours -Parental leave policies beyond legal requirements
Gender equality in recruitment and career progression	-Berufungsreglement
Measures against gender-based violence including sexual harassment	-Code of conduct & Trainings

E. GEP actions

	Requirement		Measure	Due date
1	Public document	1.1	LLUI management releases GEP for management approval	January 2026
		1.2	Management approves & publishes GEP	January 2026
2	Dedicated resources	2.1	LLUI commits to fully finance all GEP-measures	January 2026
		2.2	LLUI assigns an equality-officer	February 2026
3	Data collection and monitoring	3.1	LLUI publishes an annual equality report	Annually, starting 2026
4	Training	4.1	LLUI provides training to raise awareness on unconscious biases (mandatory for management & leadership)	Starting 2026
5	Work-life balance and organisational culture	5.1	LLUI incorporates the topics of work-life balance and organisational culture into its	Ongoing

			personnel policy and takes measures to resolve any problems that arise.	
6	Gender equality in recruitment and career progression	6.1	LLUI is committed to ensuring a balanced gender ratio in the filling of management and decision-making positions. In the case of equivalent applications, the underrepresented gender shall be given preference.	Ongoing
7	Measures against gender-based violence including sexual harassment	7.1	Implementation of LLUI's "Code of Conduct"	2026
		7.2	Provide external ombudsman service	2026

F. Responsibilities and implementation

The GEP is issued by management. The institute's management is responsible for the operational implementation of the GEP. Within management, the Head of HR is responsible for the implementation of the GEP.

Management submits an annual report to the Board of Directors on the status of equality at LLUI based on the indicators set out in the GEP (Equality Report). The GEP measures can be continuously developed by management with the approval of the Board of Directors.

This process involves relevant stakeholders within LLUI.



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