



LCC International University Gender Equality Plan

September 16, 2026

1 Purpose and status

LCC International University grounds its commitment to gender equality in the Christian conviction that every person bears the image of God (*imago Dei*) and is deserving of equal dignity, opportunity, and respect.

LCC is committed to gender equality as a core institutional value and an operational principle embedded across all its activities — teaching, research, governance, and community engagement.

This document sets out institutional commitments and an implementation plan for employment, study, research, governance, and campus life. It serves as LCC's Gender Equality Plan (GEP) for Horizon Europe.

The plan complements LCC's Equal Opportunities Policy (HR 2.3) and other applicable employment, student, research, and safeguarding procedures. Faith based requirements for particular roles may be applied only where lawful, relevant to the duties, and consistently documented; they do not justify discrimination on the basis of gender. Specific legal exceptions must be assessed under applicable Lithuanian law.

LCC affirms that all members of its community — students, faculty, staff, and leadership — deserve equal treatment, equal opportunity, and equal dignity regardless of gender. LCC actively works to identify and remove structural and cultural barriers that may disadvantage any gender and strives to create an environment where every person can thrive.

This commitment aligns with:

- The European Union's Gender Equality Strategy 2020–2025
- Horizon Europe requirements for Gender Equality Plans (GEPs) in eligible organizations
- The Lithuanian Law on Equal Opportunities for Women and Men
- The UN Sustainable Development Goal 5 (Gender Equality)
- LCC's founding values of dignity, justice, and respect for all persons

2 Scope and principles

This plan applies to students; full time and part time faculty, researchers, and staff; leaders and governing bodies; and, as appropriate, visiting scholars, contractors, and partners acting for LCC. It covers recruitment, compensation, advancement, teaching, research, services, decision making, and community conduct.

Gender equality means equitable rights, responsibilities, and opportunities regardless of gender. Gender mainstreaming means considering relevant effects of institutional decisions on people of different genders. LCC will also consider how gender interacts with other characteristics and circumstances, consistent with privacy law and its mission.

3 Institutional commitments

3.1 Recruitment and career progression

- Use clear job criteria, inclusive advertisements, structured interviews, and documented selection decisions. State any lawful mission related requirement when it is genuinely relevant to the position.



- Seek balanced selection panels where practicable; review application, appointment, promotion, and turnover patterns by gender where data permit.
- Publish or communicate promotion and performance criteria; ensure access to mentoring and leadership development; consider parental leave and other career interruptions fairly.

3.2 Pay equity

- Apply consistent role evaluation and compensation criteria, including LCC's existing job grading and salary processes.
- Review pay by gender alongside job level, role, workload, seniority, and other relevant factors at least annually; investigate unexplained differences and document proportionate corrective measures. Report aggregated findings to leadership while protecting individual pay data.

3.3 Work life balance and institutional culture

- Provide family related leave and reasonable flexible work arrangements in accordance with Lithuanian law and role requirements, without penalizing those who use them.
- Consider caregiving responsibilities when scheduling meetings and evaluating participation; communicate available leave, flexibility, and support provisions to employees.

3.4 Leadership and decision making

- Review representation on leadership teams, boards, and committees annually; identify areas of persistent imbalance and address barriers through nominations, succession planning, and development.
- Consider balanced representation when making appointments while preserving transparent qualifications, governance rules, and institutional mission.

3.5 Research and teaching

- Consider sex and gender analysis in research questions, methods, data, and expected impacts when relevant to the subject; explain when it is not relevant in proposals that require such an account.
- Support researchers in meeting funder requirements and provide practical guidance on gender dimensions in research and innovation.
- Encourage appropriate attention to gender, diverse perspectives, and respectful participation in curricula and teaching without predetermining scholarly conclusions.

3.6 Prevention of discrimination and harassment

- Prohibit gender based discrimination, sexual harassment, gender based violence, and retaliation for good faith reporting.
- Make reporting routes and confidential support information accessible to employees and students. Address reports promptly, impartially, and in accordance with applicable LCC procedures and legal duties; protect confidentiality as far as possible.
- Provide regular prevention and response training for relevant staff, including supervisors and those receiving reports.

4 Implementation and resources

The President's Cabinet has overall oversight. The Chief Operating Officer coordinates implementation with Human Resources, Academic Division, Student Life, and Admissions. HR leads employment measures; Academic Division leads research and teaching measures; Student Life and Admissions coordinates student indicators and support. These offices shall assign named contacts and sufficient



working time and training capacity through the annual planning process. A cross-functional working group will support coordination as established by the Cabinet.

5 Data, training, and reporting

HR and the relevant academic and student offices will compile an annual, privacy conscious dataset covering, where available and lawful: staff by category and grade; recruitment, promotion, turnover, and pay; leadership and committee composition; student applications, enrolment, continuation, and completion; and participation in relevant training. Report gender disaggregated data and trends in aggregate form, suppressing small groups when identification is possible. Collect only data needed for stated purposes and follow applicable data protection rules.

An annual progress report to the President's Cabinet will summarize these indicators, actions taken, barriers, training delivered, and priorities for the next year. A public summary may be published with appropriately aggregated statistics. HR, Academic Division, Student Life, and Admissions will maintain recurring training for hiring panels, managers, researchers, and other relevant staff on bias, equal opportunity, respectful conduct, and research content requirements.

6 Initial implementation schedule

Action	Responsible office	Timing after approval
Confirm owners, staff time	President's Cabinet and COO	Within 3 months
Establish baseline staff and student indicators	HR, Academic Division, Student Life, and Admissions	Within 6 months
Review recruitment, pay, governance, and reporting procedures	HR and COO	Within 9 months
Provide initial training to relevant staff	HR and Academic Division	Within 12 months
Submit first progress report and revise priorities	COO with relevant offices	Within 12 months; annually thereafter

7 Review and contact

The President's Cabinet will review this plan at least every two years, and sooner when law, Horizon Europe guidance, or institutional needs change. Questions and concerns may be directed through LCC's published HR, student support, and misconduct reporting channels.

Approval authority: President's Cabinet.

Effective date: September 16, 2026.

Next review: September 1, 2027.