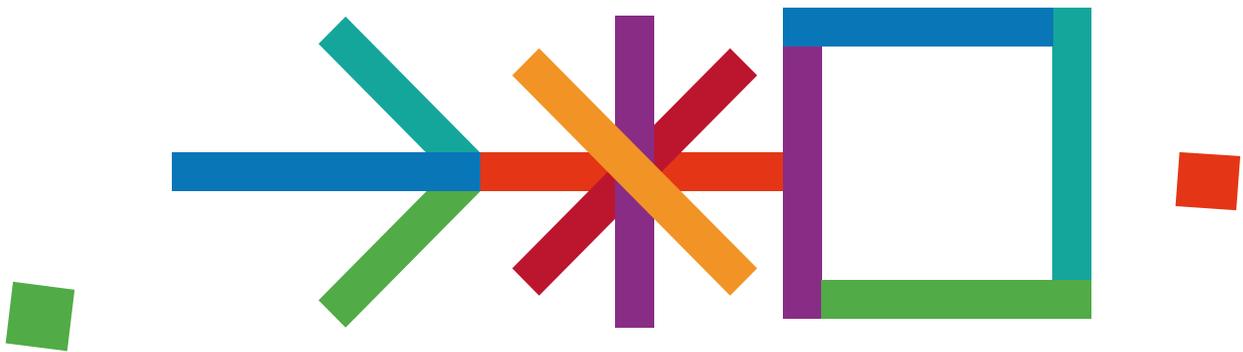


DIVERSITY INDEX QUESTIONNAIRE





INSTRUCTIONS FOR COMPLETING THE QUESTIONNAIRE

- Diversity Index is an innovative tool to measure diversity at workplace in the Slovak conditions. It is suitable for all employers of private and public sector regardless of the number of their employees, seat, ownership structure, sector or type of business, turnout of a company or annual budget of an organisation.
- Individual parts of the Diversity Index address different aspects of diversity at workplace and take into account employment of different vulnerable groups.
- The Diversity Index contains 34 questions, to be answered by choosing from the options offered.
- The questions include tooltips that can guide you to answer the questions the most accurately.
- Some questions require a simple calculation. Please round the values calculated by your company or organisation to one decimal place. The questions that ask about wage per hour always refer to gross wage.
- To fill in the Diversity Index questionnaire, you will need the following:
 - › Core documents of your company or organisation (e.g. strategies, policies, rules of organisation, internal regulations of the employer or Code of Ethics);
 - › Basic information about the employees of your company or organisation (e.g. the number of employees and their structure according to gender, age etc.);
 - › Basic information about activities in the area of diversity, corporate social responsibility or responsible business conduct of your company or organisation (e.g. supporting or participating at welfare projects etc.).
- The maximum score that can be achieved is 100.
- Based on the overall score, the Diversity Index will qualify your company or organisation into one of four categories, either as diversity beginner, diversity explorer, diversity pioneer or diversity champion.
- The Diversity Index as a tool for measuring diversity at workplace is a self-assessment process that should motivate employers to adopt further measures to increase diversity at their workplace. The overall score of your company or organisation and its qualification within one of the four categories are not published or communicated externally.
- If you need help of advice in filling in the Diversity Index questionnaire, do not hesitate to contact info@snslp.sk



QUESTIONNAIRE

Diversity in general

1. Has your company or organisation adopted a strategy or other policy on diversity management at workplace?

- Yes, the company or organisation has a detailed strategy or other diversity management policy.
- The company or organisation has a strategy or other diversity management policy developed only in relation to one or several vulnerable groups.
- Promotion of diversity and/or diversity management are included in other supporting documents of the company or organisation.
- No, the company or organisation does not deal with promoting diversity and/or diversity management at workplace.

Tooltips to terms used in the question and options

Strategy or other diversity management policy represents a document adopted internally by a company or organisation that includes its values and strategic objectives. The company or organisation can have strategies and policies also for other related issues, e.g. to support local communities, mitigate impacts on climate change, promote sustainable development or protect human rights etc.

Vulnerable groups are groups of population that are being physically, mentally, socially or economically disadvantaged compared to the rest of population and cannot enjoy their rights and freedoms equally as the majority population. It includes e.g. women, children, persons with disabilities, members of ethnic groups or members of LGBTI communities.

Other supporting documents of the company or organisation may include the Code of Ethics, the Rules of Organisation or Work Code, internal regulations of the employer (e.g. recruiting regulations, documents regulating organisation of work at workplace).

2. Is your company or organisation a signatory of the Diversity Charter Slovakia?

- Yes, the company or organisation is a signatory of the Diversity Charter Slovakia.
- No, the company or organisation is not a signatory of the Diversity Charter Slovakia.

Tooltips to terms used in the question and options

Diversity Charter Slovakia is a voluntary initiative of companies and organisations to promote inclusion and diversity at workplace. It was established in 2017 and upon signature, the companies and organisations bind themselves to respect diversity and inclusion at workplace.

3. Has your company or organisation established a concrete mechanism and procedures to handle complaints alleging discrimination ?

- Yes, the company or organisation has introduced an official mechanism to handle complaints alleging discrimination.
- Resolution of complaints alleging discrimination is one of the competences of the human resources department of the company or organisation.
- No, the company or organisation does not deal with handling complaints alleging discrimination.

Tooltips to terms used in the question and options

Mechanism to handle discrimination complaints is a transparent tool with independent structures, which a victim of discrimination or other person (e.g. a witness) can use to safely report discrimination at workplace. It covers all processes to resolve the complaint – receipt, screening, assessment, selection of an appropriate solution and its implementation.

Discrimination can have several different forms – e.g. direct discrimination, indirect discrimination, incitement to discrimination and victimization. The most common forms at workplace are direct and indirect discrimination, as well as various forms of harassment based on gender, ethnic origin, disability, age, sexual orientation or other status.

4. Is education on prevention of discrimination and promotion of diversity at workplace included in courses and trainings provided within internal education in your company or organisation?

- Yes, the company or organisation actively approaches trainings and projects in the area of promoting diversity and non-discrimination at workplace.
- Diversity and non-discrimination at workplace are included in other training programs, trainings and courses.
- No, the company or organisation does not deal with trainings or projects in the area of promoting diversity and non-discrimination.

Tooltips to terms used in the question and options

Active approach means that the company or organisation adopted appropriate policies to promote diversity at workplace, regularly organises trainings on these issues for employees, communicates the topic externally (e.g. through social media) and supports key stakeholders in the area of diversity and non-discrimination (e.g. NGOs).

5. Do processes for recruiting new employees at your company or organisation promote diversity at workplace and act preventively against possible discrimination?

- Yes, the company or organisation has set up clear rules and the recruitment procedure purposefully promotes diversity at workplace.
- The company or organisation proclaims a support to diversity at workplace in job advertisements.
- The company or organisation pays attention to using inclusive language in job advertisements.
- No, the company or organisation does not consider diversity when drafting and publishing job advertisement.

Tooltips to terms used in the question and options

The recruitment processes of the company or organisation supports diversity, if the company or organisation adopted appropriate directives regulating the recruitment procedure, regularly trains recruitment workers, pays attention to composition of recruitment committees, reviews cooperating personal agencies and considers special needs of vulnerable groups when drafting job advertisements. Companies or organisations most commonly **proclaim diversity at workplace** by including a short statement at the end of job advertisements. E.g. a company or organization X creates an inclusive working space where all colleagues are valued for who they are, regardless their culture, and help as build a successful business.

Inclusive or neutral language prevents creation of stereotypes. It values positive characteristics of people of any gender, sexual orientation, disability, age or religion. In Slovak, it means mainly avoiding stigmatizing terms and the use of both gender variations or abstract denominations.

6. Does your company or organisation present in its external communication materials, at social media and website various vulnerable groups and use inclusive language?

- Yes, the company or organisation actively promotes diversity externally.
- The company or organisation pays attention to using inclusive language in its presentation and statements.
- No, the company or organisation does not deal with communicating diversity externally.

Tooltips to terms used in the question and options

Active external promotion means that the company or organisation communicates the topic at its website and social media, celebrates international days (e.g. the International Women's Day), participates at events promoting diversity at workplace, becomes a signatory of the Diversity Charter Slovakia or supports projects focusing on diversity at workplace.

+ Gender diversity

7. What is the participation of women in top management of your company or organisation as compared to the gender situation in the collective of workers as a whole?

Calculation: 1st step: divide the number of women in top management by the number of all persons in top management and multiply the result by 100 %; 2nd step: divide the number of women in the company or organisation by a total number employees and multiply by 100 %, 3rd step: compare both proportions

- The proportion of women in top management is higher than the overall proportion of women in the company or organisation.
- The proportion of women in top management is equal to the overall proportion of women in the company or organisation.
- The proportion of women in top management is equal to the overall proportion of women in the company or organisation.
- The proportion of women in top management is lower by more than 10 % than the overall proportion of women in the company or organisation.

Tooltips to terms used in the question and options

Top management represents an individual or group of individuals that manages or controls the company or organisation at the highest level. It includes people entitled to delegate competences and allocate financial resources. E.g. a statutory body (regardless its name), an administrative board, a board of supervisors, a bureau etc.

8. How big is the gender pay gap at your company or organisation?

Calculation: 1st step: calculate the average hourly wage of all men employed in your company/organisation; 2nd step: calculate the average hourly wage of all women employed in your company/organisation; 3rd step: calculate the difference between the average hourly wage of men and average hourly wage of women; 4th step: divide the difference by the average hourly wage of all men employed in your company or organisation and multiply by 100 %

- The gender pay gap at the company or organisation is lower than 3 %.
- The gender pay gap at the company or organisation is between 3 % and 10 %.
- The gender pay gap at the company or organisation is between 10.1 % and 20 %.
- The gender pay gap at the company or organisation is higher than 20.1 %.

Tooltips to terms used in the question and options

Gender pay gap is the difference between the average gross hourly earnings of men and women employed in the company or organisation expressed as a percentage of the average gross hourly earnings of men employed in the company or organisation.

9. How big is gender pay gap in top management of your company or organisation?

Calculation: 1st step: calculate the average hourly wage of all men in top management of your company/organisation; 2nd step: calculate the average hourly wage of all women in top management of your company/organisation; 3rd step: calculate the difference between the average hourly wage of men in top management and average hourly wage of women in top management; 4th step: divide the difference by the average hourly wage of men in top management of your company or organisation and multiply by 100 %

- The gender pay gap in top management of the company or organisation equals or is lower than 3 %.
- The gender pay gap in top management of the company or organisation is between 3.1 % and 10 %.
- The gender pay gap in top management of the company or organisation is between 10.1 % and 20 %.
- The gender pay gap in top management of the company or organisation is higher than 20.1 %.

10. Has your company or organisation implemented a strategy or other policy to promote gender equality at workplace?

- Yes, the company or organisation has its own gender equality plan and prepares gender equality reports.
- The company or organisation has its own plan for promoting gender equality at workplace or prepares a gender equality report.
- Promotion of gender equality at workplace is included in several supporting documents of the company or organisation.
- No, the company or organisation does not deal with promotion of gender equality at workplace.

Tooltips to terms used in the question and options

Gender equality means equal social status of men and women in all areas of public and private life. It aims to secure full social recognition based on individual qualities and abilities. More broadly, it means

fair treatment of women and men considering their specific needs and situations in life.

Gender planning is a planning that understands gender as a key criterion or variable and explicitly includes gender dimension into concepts and activities of the company or organisation. E.g. adoption of a gender equality plan for hiring, representation, career growth, remuneration, work-life balance and its evaluation in reports.

11. Has your company or organisation established a particular mechanism and processes to handle complaints alleging sexual harassment?

- Yes, the company or organisation has created an official mechanism to handle complaints alleging sexual harassment.
- The company or organisation has not created any official mechanism to handle complaints alleging sexual harassment, however, it actively promotes protection from sexual harassment at workplace.
- Resolution of complaints alleging sexual harassment at workplace forms part of a general mechanism for handling complaints and submissions.
- No, the company or organisation does not deal with handling complaints alleging sexual harassment at workplace.

Tooltips to terms used in the question and options

Sexual harassment is verbal, non-verbal or physical behaviour of a sexual nature whose aim or consequence is or may be an interference with the dignity of a person and which creates an intimidating, humiliating, degrading, hostile or offensive environment.

The company or organisation **actively promotes protection from sexual harassment**, if it adopted appropriate internal regulations to prevent sexual harassment at workplace, created a mechanism to handle complaints alleging sexual harassment and regularly trains employees in this area.

12. Has your company or organisation adopted measures to promote gender balance in decision-making?

- Yes, the company or organisation has adopted an official mechanism for gender balance in decision-making.
- The company or organisation actively promotes gender balance in decision-making.
- The company or organisation sporadically seeks to achieve gender balance in decision-making, however, it does not have any policy or other document on gender balance in decision-making.
- No, the company or organisation does not deal with addressing gender balance in decision-making.

Tooltips to terms used in the question and options

Gender balance in decision-making means participation of women or men at any decision-making body of a company or organisation that is higher than 40 %, i.e. the parity threshold.

13. Does your company or organisation conduct gender audit at workplace?

- Yes, the company or organisation regularly conducts complex or partial gender audits and monitors gender inequalities at workplace.
- The company or organisation monitors gender inequalities at workplace within other measures or reports.
- The company or organisation is planning to introduce gender audits at workplace.
- No, the company or organisation does not deal with gender audits at workplace.

Tooltips to terms used in the question and options

Gender audit is a tool for implementing gender equality into activities and operation of companies and organisations. It includes a combination of various techniques in order to establish the level of gender equality and set up recommendations to improve the situation, as well as recognising implementation of gender aspects.

The company or organisation may **monitor** various **gender inequalities**, such as within recruitment procedures, in remuneration, access to benefits, upskilling, access to career growth and participation at decision-making, in access to and using work-life balance measures etc.

The company or organisation can monitor and evaluate the level of gender equality and gender inequalities at workplace also as part of **other measures or reports**, such as its annual report, reports for donors/partners, sustainability report, human rights report, diversity report etc.

14. Does your company or organisation use a gender-neutral language and seeks to present balanced and non-stereotyped portrayal of men and women in its external communication materials, at social media and at its website?

- Yes, the company or organisation promotes gender equality externally and has adopted a manual or other document for these purposes.
- The company or organisation generally promotes gender equality, however, it does so without any particular guidelines.
- The company or organisation generally pays attention to prevent gender discrimination within its external presentation.
- No, the company or organisation does not deal with applying gender equality nor with using gender-neutral language within its external presentation.

Tooltips to terms used in the question and options

Gender-neutral language is a non-sexist and inclusive language that aims to avoid using biased,

discriminating and degrading words or words referring only to one sex or gender. In Slovak, it means mainly avoiding the generic masculine and referring to individuals by gender-neutral terms or using both male and female denominations.

15. Has your company or organisation established its own childcare facility?

- Yes, the company or organisation actively supports childcare for the employees' children. It has its own childcare facility.
- The company or organisation financially supports childcare for the employees' children.
- The company or organisation passively promotes childcare for the employees' children through benefits that go beyond the Labour Code.
- No, the company or organisation does not deal with care for the employees' children.

Tooltips to terms used in the question and options

A **childcare facility** is a nursery, kindergarten or child zone.

The company or organisation **actively supports** care for children of its employees by operating its own childcare facility, providing family benefits beyond the Labour Code and supporting various types of employment forms and organisation of work that allows for work-life balance.

The Act No. 311/2011 Coll. the Labour Code as amended sets up the following childcare benefits: adaptation of working conditions (Art. 160 and following), adaptation of working time (Art. 164 and following), maternity and parental leave (Art. 166 and following) and breast-feeding breaks (Art. 170 and following). Other childcare benefits adopted by the company or organisation are considered as **benefits beyond the Labour Code**.

16. Does your company or organisation allow its employees to use flexible forms of work?

- Yes, the company or organisation actively promotes flexible forms of work.
- The company or organisation has permanently introduced at least two flexible forms of work.
- The company or organisation has introduced only one particular flexible form of work.
- No, the company or organisation does not allow flexible forms of work.

Tooltips to terms used in the question and options

Flexible forms of work include e.g. a part-time work, job sharing, home office/teleworking, flexible working time, compressed working time, working time account etc.

17. What is the proportion of fathers on maternity or parental leave as compared to the total number of employees on maternity or parental leave at your company or organisation?

Calculation: *Divide the number of men on maternity or parental leave by a total number of employees on maternity or parental leave and multiply the result by 100 %*

- The proportion of fathers on maternity or parental leave is higher than 20 %.
- The proportion of fathers on maternity or parental leave is between 10.1 % and 20 %.
- The proportion of fathers on maternity or parental leave is between 0.1 % and 10 %.
- There are no fathers currently on maternity or parental leave at the company or organisation or there is currently no employee of the company or organisation on maternity or parental leave.

18. Has your company or organisation introduced programs for maintaining contact with employees on maternity or parental leave and upon return?

- Yes, the company or organisation actively keeps in touch with employees on maternity or parental leave and, in case they are interested, it involves them in trainings or other activities.
- The company or organisation sporadically involves employees on maternity or parental leave to its activities.
- The company or organisation allows employees on maternity or parental leave to participate at certain events, however it does not proactively contact them.
- No, the company or organisation is not in touch with employees on maternity or parental leave.

→ *Inclusion of persons with disabilities*

19. What is the proportion of persons with disabilities at your company or organisation as compared to the statutory obligation for employing persons with disabilities?

Calculation: *divide the number of employees with disabilities working at your company or organisation by a total number of employees and multiply the result by 100 %*

- The proportion of persons with disabilities employed at the company or organisation equals or is higher than 3.2 %.
- The proportion of persons with disabilities employed at the company or organisation is between 2.1 % and 3.1 %.
- The proportion of persons with disabilities employed at the company or organisation is between 0 % and 2 %.
- The company or organisation does not employ persons with disabilities.

Tooltips to terms used in the question and options

Under the **statutory obligation for employing persons with disabilities**, the company or organisation is obliged to hire persons with disabilities, if it has at least 20 employees and if the Office of Labour, Social Affairs and Family registers persons with disabilities in the jobseekers registry. Accordingly, the number of employees with disabilities should represent 3,2 % of all employees.

20. What is the proportion of persons with disabilities in top and middle management of your company or organisation as compared to the total number of employees with disabilities?

Calculation: *1st step: divide the number of persons with disabilities in top and middle management of your company by a total number of persons in top and middle management and multiply the result by 100 %; 2nd step: divide the total number of employees with disabilities by a total number of employees at your company or organisation and multiply the result by 100 %; 3rd step: compare the two results*

- The proportion of persons with disabilities in top and middle management is equal or higher than the proportion of all persons with disabilities employed at the company or organisation.
- The proportion of persons with disabilities in top and middle management is equal or by 30 % lower than the proportion of all persons with disabilities employed at the company or organisation.
- The proportion of persons with disabilities in top and middle management is by

30 % higher than the proportion of all persons with disabilities employed at the company or organisation.

- Persons with disabilities are not represented in top and middle management.

Tooltips to terms used in the question and options

Middle management represents a middle level in company's or organisation's hierarchy, which is subordinated to top management and has responsibility over line managers, team leaders, heads of divisions and/or specialised line managers. Middle management is indirectly responsible for results and productivity of junior employees.

21. How big is the disability pay gap at your company or organisation?

***Calculation:** 1st step: calculate the average hourly wage of all employees; 2nd step: calculate the average hourly wage of employees with disabilities employed at your company or organisation; 3rd step: calculate the difference between the two results; 4th step: divide the difference by the average hourly wage of all employees of the company or organisation and multiply by 100 %*

- The disability pay gap at the company or organisation equals or is lower than 3 %.
- The disability pay gap at the company or organisation is between 3.1 % and 10 %.
- The disability pay gap at the company or organisation is between 10.1 % and 20 %.
- The disability pay gap is higher than 20.1 %.

Tooltips to terms used in the question and options

Disability pay gap is a difference between the average gross hourly rate of a common employee and an employee with disability expressed as a percentage of a gross hourly rate of a common employee.

22. Has your company or organisation adopted reasonable accommodations for ensuring accessibility of workplace including physical environment, infrastructure, IT services and services for persons with disabilities?

- Yes, the company or organisation has ensured 100% accessibility of its workplace and has created conditions for all groups of persons with disabilities.
- The company or organisation ensures accessibility of its workplace only for those groups of persons with disabilities that it employs.
- The company's or organisation's workplace is partially accessible.

- The company's or organisation's workplace is not accessible for persons with disabilities.

Tooltips to terms used in the question and options

Reasonable accommodations are any changes concerning the job position or working environment necessary to enable a person with disability to apply for work positions, undertake them, grow or undertake professional training. E.g. installation of a ramp, securing parking spot or allowing home office.

The company or organisation **ensures accessibility of workplace** by using universal design, i.e. product design and accommodations providing useability for all persons without the need of further adaptations. Company or organisation considers all aspects of workplace that negatively affect personal mobility and orientation in space and use of individual abilities.

Groups of persons with disabilities which the company employees or for who it secures accessibility of workplace may include persons with development impairments (e.g. autism, Down syndrome), persons with physical disabilities (e.g. persons in wheelchair or using other compensation tools), persons with sensorial impairments (e.g. deaf persons or visually impaired persons).

23. Has your company or organisation adopted a strategy to promote employment of persons with disabilities?

- Yes, the company or organisation has a specific strategy to promote employment of persons with disabilities and upon return from a sick leave.
- The company or organisation has a strategy to promote employment of persons with disabilities or has adopted the relevant rules but only for those groups of persons with disabilities that it employs.
- The company or organisation has adopted several measures to promote employment of persons with disabilities, which are included in other internal documents.
- No, the company or organisation does not have a strategy or any other policy to promote employment of persons with disabilities.

Tooltips to terms used in the question and options

The **strategy to promote employment of persons with disabilities** means that the company or organisation has a separate policy or strategy reflecting provisions of the Convention on the Rights of Persons with Disabilities, which can also be included in other policy document. It shall include particular measures to promote employment of persons with disabilities, e.g. plan of elimination of barriers at workplace

24. Are the materials, intranet and website of your company or organisation available in accessible versions for persons with disabilities?

- Yes, the materials, intranet and website of the company or organisation are accessible for persons with visual, hearing or mental impairments.
- Some materials and descriptions are available in versions accessible for persons with visual, hearing or mental impairments.
- Only the website of the company or organisation is available in versions accessible for persons with visual, hearing or mental impairments.
- No, the company or organisation does not consider accessibility of the materials, intranet and website for persons with visual, hearing and mental impairments.

Tooltips to terms used in the question and options

Accessible versions for persons with disabilities mean e.g. that the website uses alternative text and modules to change the font size, has the correct contrast, audiovisual elements include subtitles, its functionalities can be used through a keyboard, provides sufficient time to read, includes easy-to-read texts, its content is showed predictably and is compatible with other compensation tools.

25. Do employees of your company or organisation have access to trainings aimed at inclusion of and communication with persons with various specific needs? Does the company or organisation take into consideration the needs of persons with disabilities when designing and distribution of its products and services? Does the company or organisation support projects, assistance services and other measures to support persons with disabilities at workplace and beyond workplace (e.g. voluntary or charity activities etc.)?

- Yes, the company or organisation has adopted several measures for inclusion of persons with disabilities and communicating with them.
- The company or organisation provides relevant trainings for its employees and/or supports projects aimed to support persons with disabilities.
- The company or organisation has exceptionally implemented one project
- No, the company or organisation does not implement any measures to support persons with disabilities.

✓ Age diversity

26. What is the proportion of women older than 55 years as compared to the number of men older than 55 years employed at your company or organisation?

Calculation: 1st step: divide the number of women over 55 years of age by the total number of employees over 55 years of age and multiply the result by 100 %; 2nd step: divide the number of men over 55 years of age by the total number of employees over 55 years of age and multiply the result by 100 %; 3rd step: compare the proportions

- The proportion of employed women older than 55 years equals or is higher than the proportion of employed men of the same age.
- The proportion of employed women older than 55 years equals or is by 10 % lower than the proportion of employed men of the same age.
- The proportion of employed women older than 55 years is by 10.1 % to 30 % lower than the proportion of employed men of the same age.
- The proportion of employed women older than 55 years is by more than 30.1 % lower than the proportion of employed men of the same age.

Tooltips to terms used in the question and options

Women in a senior age over 55 years of age belong to the most disadvantaged groups at the labour market.

27. How big is the wage gap by age at your company or organisation?

Calculation: 1st step: calculate the average hourly wage of all employees; 2nd step: calculate the average hourly wage of all employees over 55 years of age; 3rd step: calculate the difference between the two results; 4th step: divide the difference by the average hourly wage of all employees and multiply by 100 %

- The wage gap by age at the company or organisation equals or is lower than 3 %.
- The wage gap by age at the company or organisation is between 3.1 % and 10 %.
- The wage gap by age at the company or organisation is between 10.1 % and 20 %.
- The wage gap by age at the company or organisation is higher than 20.1 %.

Tooltips to terms used in the question and options

Wage gap by age is defined as a percentage of a difference between the average gross hourly wage of employees over 55 years of age and the overall average gross hourly wage of all employees.

28. Has your company or organisation adopted a strategy or programs to promote employment of persons older than 55 years?

- Yes, the company or organisation has introduced a strategy aimed at promoting employment of persons older than 55 years and regularly implements projects and measures in this area.
- The company or organisation has introduced a program and promotes employment of persons older than 55 years.
- The company or organisation only exceptionally implements measures aimed at promoting employment of persons older than 55 years.
- No, the company or organisation does not implement any programs for persons older than 55 years.

29. Has your company or organisation adopted a strategy or programs aimed at promoting employment of graduates without experience at the labour market?

- Yes, the company or organisation actively promotes employment of graduates.
- The company or organisation implements measures to support employment of graduates.
- The company or organisation employs graduates, however, it does not provide them with any particular support.
- No, the company or organisation is not interested in employing graduates.

LGBTI diversity

30. Does your company or organisation provide family benefits also to same-sex couples?

- All family benefits of the company or organisation are provided also to same-sex couples under an internal directive or guideline.
- Certain family benefits of the company or organisation are available also to same-sex couples under an internal directive or guideline.
- Same-sex couples can use family benefits of the company or organisation upon individual request.
- The company or organisation does not provide family benefits to same-sex couples.

31. Does your company or organisation support employees belonging to LGBTI communities at workplace?

- Yes, the company or organisation actively promotes equality of LGBTI persons at workplace also externally.
- The company or organisation sporadically supports LGBTI projects or events.
- The company or organisation formally declares equality of LGBTI people but does not proactively adopt any measures.
- No, the company or organisation does not promote openness towards LGBTI people at workplace.

Tooltips to terms used in the question and options

LGBTI+ communities include persons that have other than heterosexual sexual or romantic orientation and/or other than cis gender identity and/or do not belong to the binary definition of sexes.

32. Does your company or organisation support transgender (trans) employees at workplace? Does the company accept referring to a person by self-identified gender? Are trans issues included in diversity training?

- Yes, the company or organisation actively promotes equality of trans persons at workplace also externally and accepts their gender identity.

- The company or organisation accepts self-identified gender identity to a certain level but does not address trans persons specifically in its strategies, materials or trainings.
- The company or organisation formally declares equality of trans persons but does not adopt any relevant measures.
- No, the company or organisation does not support transgender persons at workplace.

Tooltips to terms used in the question and options

Trans persons or **transgender persons** are persons that do not relate to the sex/gender assigned to them upon birth.

Ethnic and religious diversity

33. Does your company or organisation promote employment of persons belonging to other than majority ethnic or religious groups at workplace within its diversity management strategy or programs for employing persons of other ethnic groups?

- Yes, the company or organisation actively and systematically promotes equality of persons belonging to other than majority ethnic or religious groups at workplace.
- The company or organisation implements projects aimed to promote employment of a certain group of persons, e.g. employment of Roma.
- The company or organisation has formally implemented one program or measure for persons of other ethnic or religious groups but does not proactively adopt any other measures.
- No, the company or organisation by no means support employment of persons belonging to other ethnic and religious groups.

34. Does your company or organisation consider cultural and religious specificities of persons of other than majority ethnic or religious groups through “soft measures”?

- Yes, the company or organisation considers and promotes specificities of other than majority ethnic or religious groups in all areas.
- The company or organisation accepts cultural and religious specificities according to the needs or requirements of its employees.
- The company or organisation considers specific needs or requirements of persons belonging to other ethnic or religious groups to a certain level but does not proactively adopt any other measures.
- No, the company or organisation by no means does not promote specific needs or requirements of persons belonging to other ethnic or religious groups.