



Off Stream

Gender Equality, Diversity and Inclusion Policy

Gender Equality Plan (GEP)

Introduction

Off Stream operates in the fields of art and culture, with a particular focus on accessibility and inclusion for persons with sensory impairments, and the connection between cultural production and contemporary social issues. Through the transformative power of art and culture, the organisation envisions a society free from exclusion, where diverse cultural, artistic and social perspectives are recognised, represented and able to flourish.

Within this context, gender equality and the promotion of diversity are not regarded merely as administrative or legal obligations, but as fundamental principles that shape both Off Stream's organisational culture and artistic practice.

This **Gender Equality, Diversity and Inclusion Policy** reflects Off Stream's commitment to promoting equity, eliminating discrimination and fostering an inclusive environment for everyone involved in its activities. The policy is embedded across all areas of the organisation's operations and is integrated into the design, implementation and evaluation of its programmes. Off Stream is further committed to actively applying the principle of **gender mainstreaming** throughout all aspects of its organisational processes and artistic production.

Legal and Policy Framework

In developing this policy, Off Stream has taken into consideration the following legal and policy frameworks::

i. Greek legislation on the prevention and response to all forms of violence and harassment, including gender-based violence, gender-based harassment and sexual harassment, as established under **Law 4808/2021**.

ii. The legislative and policy framework of the **European Union**, recognising gender equality as a fundamental human right under the **Charter of Fundamental Rights of the European Union** and as one of the core values upon which the European Union is founded.

iii. the **United Nations Sustainable Development Goals (SDGs)**, with particular reference to:

SDG 5 – Gender Equality, which aims to eliminate all forms of gender-based discrimination and violence, promote equal participation in every aspect of social, economic and cultural life, and empower people of all genders.

SDG 10 – Reduced Inequalities, which seeks to eliminate discrimination and ensure equal

access to opportunities regardless of gender, nationality, religion or any other personal characteristic, thereby contributing to a more inclusive society.

SDG 8 – Decent Work and Economic Growth, which promotes equal employment opportunities, fair working conditions and the development of creative and sustainable forms of employment within a safe and equitable working environment.

SDG 4 – Quality Education, which supports lifelong learning and equitable access to education, enabling the development of knowledge and skills that contribute to social cohesion and sustainable development.

Scope

This policy applies to all activities undertaken by Off Stream and covers every individual involved in the organisation's operations and programmes, regardless of the nature of their engagement. It applies to employees, external collaborators, artists, curators, volunteers, project partners and members of the public who participate in or attend Off Stream's activities. The policy applies equally to physical workplaces and venues, as well as to all digital environments and online interactions associated with the organisation.

Strategic Priority Areas

Following the recommendations of the **European Institute for Gender Equality (EIGE)**, Off Stream structures its Gender Equality Plan around five strategic priority areas.

Priority Area 1: Organisational Culture and Work-Life Balance

Off Stream is committed to fostering a working and collaborative environment founded on respect, inclusion, wellbeing and flexibility. Gender equality principles are embedded within the organisation's internal procedures, partnership policies and day-to-day operations. The organisation seeks to create working conditions that enable all individuals to participate equally and to balance their professional and personal responsibilities without discrimination or disadvantage.

Priority Area 2: Balanced Representation in Decision-Making

Off Stream promotes balanced representation of people of all genders in leadership positions, governance structures, curatorial teams, artistic selection processes and decision-making bodies. The organisation recognises that diversity of perspectives strengthens both artistic excellence and organisational effectiveness. It therefore strives to ensure that decision-making processes are inclusive, transparent and reflective of the diversity of the communities it engages with..

Priority Area 3: Equality in Recruitment, Professional Development and Career Progression

Off Stream is committed to ensuring that all recruitment and selection processes are fair, transparent and based exclusively on objective criteria, including skills, professional experience, artistic merit, academic qualifications and ongoing professional development. The organisation provides equal access to opportunities for collaboration, training and career advancement, without discrimination on the grounds of sex, gender, gender identity, age, disability, nationality, ethnicity, religion, sexual orientation or any other protected characteristic. Off Stream actively seeks to remove barriers that may prevent individuals

from participating fully in its activities and is committed to fostering an environment in which talent and potential can flourish irrespective of personal background or identity.

Priority Area 4: Integrating the Gender Dimension into Artistic and Programme Content

Off Stream integrates a gender perspective throughout the design, development and delivery of its exhibitions, educational programmes, artistic projects and research activities. This commitment includes promoting the visibility of diverse identities and lived experiences, challenging gender stereotypes, and ensuring that a broad range of voices, perspectives and cultural narratives are represented within the organisation's artistic and public programmes. Through this approach, Off Stream seeks to contribute to a more inclusive cultural landscape in which diversity is recognised as a source of creativity, innovation and social dialogue.

Priority Area 5: Preventing and Addressing Gender-Based Violence and Harassment

Off Stream adopts a zero-tolerance approach to all forms of violence, harassment, abuse and discriminatory behaviour. The organisation is committed to providing safe, accessible and confidential reporting mechanisms, ensuring that all concerns are handled promptly, fairly and with due respect for the dignity, privacy and rights of everyone involved. All reports are addressed through impartial procedures designed to protect those affected, promote accountability and contribute to a safe, respectful and inclusive working and creative environment.

Implementation

This policy is implemented through its integration into every aspect of Off Stream's organisational and artistic practice. Principles of equality, diversity and inclusion are embedded in partnerships, project design, organisational procedures and the organisation's public communications. Particular emphasis is placed on the use of inclusive language, recognising its role in shaping cultural norms, challenging stereotypes and promoting respectful and equitable representation. Off Stream also seeks to strengthen collaboration with organisations and institutions working in the fields of equality, diversity and inclusion, fostering knowledge exchange, mutual learning and the development of good practice.

Monitoring, Evaluation and Indicators

The effective implementation of this policy requires the systematic collection, analysis and review of relevant data. To support continuous improvement, Off Stream develops monitoring mechanisms that include the collection of gender-disaggregated participation data, the monitoring of gender representation across project teams and governance structures, and the assessment of participation in decision-making processes. Progress is reviewed on a regular basis and the policy is periodically evaluated and updated to ensure its continued effectiveness and alignment with the principles and standards established for Gender Equality Plans (GEPs) across the European Research Area and the wider European policy framework.

Governance and Accountability

Off Stream is committed to ensuring the effective implementation of this policy through clearly defined procedures for monitoring, prevention and the management of incidents involving discrimination, harassment and gender-based violence. To support its

implementation, the organisation appoints a Gender Equality and Inclusion Officer, who is responsible for overseeing the application of this policy and addressing any related issues that may arise in the course of the organisation's activities. The Gender Equality and Inclusion Officer serves as the organisation's primary point of contact for matters relating to equality, diversity and inclusion. The role includes monitoring the implementation and effectiveness of this policy, reviewing progress on an annual basis and contributing to the preparation of relevant reports, evaluations and recommendations for its continuous improvement.

Reporting and Recording of Incidents: All individuals involved in Off Stream's activities have the right to report incidents of violence, harassment, discrimination or any conduct that may constitute a breach of this policy to the Gender Equality and Inclusion Officer. Reports may be submitted through procedures that ensure confidentiality, respect the privacy of all parties involved and protect individuals from retaliation.

Assessment of Reports: Each report is assessed on a case-by-case basis, taking into account the nature and seriousness of the incident, its impact on the person or persons concerned and any wider implications for the organisation. All assessments are conducted impartially, fairly and in accordance with applicable data protection legislation and relevant legal obligations.

Case Management and Support: Off Stream is committed to ensuring that every reported incident is managed in a manner that prioritises the safety, dignity and wellbeing of those affected while helping to restore a safe and respectful working environment. Where appropriate, the Gender Equality and Inclusion Officer may seek the advice or support of legal counsel, an independent mediator or other suitably qualified professionals to ensure that incidents are handled appropriately and fairly.

Cooperation with Competent Authorities: Where required by law or deemed necessary to safeguard those involved, Off Stream will cooperate with the relevant public authorities, ensuring that all actions are carried out with due respect for the rights, dignity and legal protections of every individual concerned.

Corrective Action: Off Stream will take timely and appropriate action in response to any confirmed breach of this policy. Such action will be proportionate to the nature and seriousness of the incident and aimed both at preventing recurrence and at maintaining a safe, respectful and inclusive organisational environment.

Final Statement

Off Stream views gender equality, diversity and inclusion as an ongoing and evolving commitment rather than a fixed objective. Within the context of contemporary cultural practice, diversity is not regarded as a challenge to be managed but as a creative asset that enriches artistic expression, strengthens organisational resilience and enhances the organisation's social impact. Through this Gender Equality Plan, Off Stream reaffirms its commitment to fostering a working and creative environment in which every individual is treated with dignity, respect and fairness and where equal opportunities are actively promoted across all aspects of its work.