

# Statute Equal Opportunities Plan

Version 01 from 26.04.2021

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## § 1. Principle

- (1) Within the scope of fulfilling its tasks and within the scope of its possibilities, the UAS Technikum Wien actively and visibly advocates offering equal opportunities to (potential) students and (potential) employees from different social groups, irrespective of nationality, ethnicity, religion, ideology, disability and/or chronic illness, age, sexual orientation, gender identity and biological sex.
- (2) The UAS Technikum Wien shall actively contribute to eliminating existing disadvantages at the UAS Technikum Wien and to designing learning and working environments that promote equality.

## § 2 Objectives and measures

- (1) In order to implement this principle and live according to it in all areas throughout the UAS, an action plan shall be drawn up every three years. This plan of measures shall be formulated on the basis of the strategic orientation and defined objectives by the Equal Opportunities Officer in consultation with the operator and the chair of the Council. The progress shall be measured in an annual report to the operator, the chair of the Council and the Council. In terms of future-oriented gender equality management, the following goals and measures are to be emphasised:

### 1. Raising awareness and increasing competence

The UAS Technikum Wien promotes the awareness, sensitisation and competence of its staff and students with regard to gender, equal treatment and equality issues as well as in dealing with diversity in an inclusive manner. Awareness-raising and further training measures are offered to expand gender- and diversity-oriented teaching and the networking of gender and diversity in research and in the management of employees.

### 2. The promotion of women

The UAS Technikum Wien actively counters the current under-representation of women in technical areas, in academic management positions and in university committees and strives for a balanced proportion of women and men in all areas.

### **3. Compatibility**

The UAS Technikum Wien is a family-friendly university. Measures are taken for both students and employees to reconcile the interests of the university with the needs of students and employees in the best possible way. This is constantly being further developed with certification within the framework of the University and Family Audit.

### **4. Language**

The FH Technikum Wien is committed to using gender-appropriate language. In the documents of the UAS, gender-equitable terms and formulations are to be used and adhered to in accordance with the corporate wording. The gender-appropriate use of language is also reflected in the examination regulations for written papers/documents.

### **5. Accessibility**

The UAS Technikum Wien would like to offer an environment that is as barrier-free as possible. This includes both the structural conditions and the highest possible level of accessibility in the digital environment. For example, students have the right to a different examination method if they can prove that they have a disability that makes it impossible to take the examination using the prescribed method and that the content and requirements of the examination are not impaired by a different method (cf. § 13 para. 2 FHG).

### **6. Non-discrimination**

The UAS Technikum Wien respects and protects the dignity and individuality of students and staff. We actively stand up for equal treatment and against discrimination of any kind, mobbing or sexual harassment. The aim is to take preventive action and to create an environment that prevents discrimination. However, discrimination and degrading behaviour is to be prevented and stopped.

### **7. Data monitoring**

Data on diversity criteria, especially on gender distribution, can be easily collected in the reporting system and is included in quality assurance measures.

## **8. Communication**

Equality issues are included and taken into account in both internal and external communication. This is also done according to the third mission of the UAS.

## **9. Contact persons for equality**

An office for equality has been set up and corresponding contact persons are in place throughout the overall organisation.

## **§ 3. Entry into force**

- (1) The Equal Opportunities Plan in version 01 of 26 April 2021 was adopted by the UAS Council on 25.05.2021 and shall enter into force on 26.05.2021.