

University of Applied Sciences Kufstein Tirol Bildungs GmbH

# Statute of the University of Applied Sciences Kufstein Tirol

In accordance with the University of Applied Sciences Act (FHG) § 10 (3) (10)



## Chapter 5 Equal Opportunities Policy

Agreed upon by the Faculty Council of the University of Applied Sciences Kufstein Tirol  
and the University Board on October 30, 2013  
Effective as of October 30, 2013  
Last amended by resolution on October 6, 2021

## Equal Opportunities Policy

### Preamble

The Faculty Council of the University of Applied Sciences Kufstein Tirol is committed to the equal treatment of all employees and students without distinction of gender, social background, ethnicity, religion or world view, age, sexual orientation, and citizenship. Furthermore, the Faculty Council of the University of Applied Sciences Kufstein Tirol is committed to the advancement of women and to an active policy on the equality of all genders and the equality of people with disabilities and/or chronic illnesses.

Gender equality is promoted by gender mainstreaming and measures for the advancement of women, both in human resources planning and development as well as in research and teaching. The academic and working conditions should offer all members of the University of Applied Sciences the same opportunities regardless of gender, social background, ethnicity, religion or world view, age, sexual orientation, and citizenship.

The Faculty Council of the University of Applied Sciences Kufstein Tirol is committed to fostering thriving collaboration rooted in a respect for diversity. It is the responsibility of anyone in a leading position at the university to create an environment that prevents discrimination. If discriminatory or degrading behavior nevertheless occurs, it must be reined in and stopped immediately.

The Faculty Council of the University of Applied Sciences Kufstein Tirol is responsible for ensuring that this policy on equality, non-discrimination, and the advancement of women is communicated to all members of the university, and for addressing any questions that may arise in this regard.

### Principles

The University of Applied Sciences Kufstein Tirol strives for a balanced gender ratio and, in carrying out its mission, is committed to ensuring all forms of equality required by the Austrian Equal Treatment Act (GIBG) and the University of Applied Sciences Act (FHG) § 2 (5) and § 10 (3). The University of Applied Sciences Kufstein Tirol therefore commits to the following:

- To actively promote equality regardless of gender at all levels and in all areas of the university's work.
- To guarantee equal opportunities for students and staff with disabilities, and to communicate this principle.
- To raise and improve the awareness of all employees of the university for issues of gender and diversity, for example through staff training measures.
- To constantly examine and adjust all processes, decisions, and strategic developments of the entire university in terms of their orientation towards gender equality and their effects on the achievement of its gender equality objectives.
- To develop and pursue special measures for the promotion of women.
- To anchor these commitments in all policy and strategy papers.
- To implement an equality strategy relating to research and teaching at the University of Applied Sciences Kufstein Tirol, and to continuously revise this strategy with new objectives.

The practical implementation of measures towards these goals can be delegated to a working group to be appointed by the Staff Committee and reporting to the Faculty Council.

In addition, a member of the staff (from one of the constituent companies of the University of Applied Sciences Kufstein Tirol Private Trust) with expertise in the field of gender and diversity is to be appointed to permanently manage and supervise the agendas of gender mainstreaming and diversity management at the University of Applied Sciences Kufstein Tirol. This Equal Opportunities Officer is the responsible contact person for students and employees of the University of Applied Sciences.

Whenever questions of equality are implicated in their work, all committees of the university shall work in consultation with members of staff who have expertise in the areas of gender and diversity.

## Measures

- The examination regulations take account of the needs of students with childcare or other caregiving obligations.
- The university has appointed an Equal Opportunities Officer and makes available their contact information and their responsibilities on the internet and the organization's intranet. If there is an issue involving equality or discrimination, the Equal Opportunities Officer has duties such as clearing and mediation in cooperation with the CEO Managing Director and the Rectorate.
- When lists are drawn up for elections to the Faculty Council, each cohort should, if at all possible, pay attention to gender-balanced representation.
- In all application and recruitment procedures, deliberate attention is paid to the way applicants are addressed, as well as to the way these procedures are structured and carried out.
- Teaching and research take into account issues of gender and diversity.
- Gender balance is considered in the selection of members of appointment committees.

These measures are to be individually supplemented and continuously revised in line with the aforementioned commitment of the university.