

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 (FHStG) § 10 (3) (10)



Chapter 5: Gender equality and the promotion of women

Agreed upon by the University Council of the University of Applied Sciences Kufstein, Tirol,
and the University Board on October 30, 2013;
effective as of October 30, 2013.

Gender equality and the promotion of women

The University of Applied Sciences Kufstein is actively and visibly involved in fulfilling its responsibilities to offer (potential) students and (potential) employees equal opportunities, irrespective of gender, age, religion, ethnicity, sexual orientation or social background. The University of Applied Sciences Kufstein is actively involved in the improvement of existing disadvantages within society and in creating a learning and working environment in which diversity is an enriching factor.

The University of Applied Sciences Kufstein aims to achieve a balanced relationship between men and women and is committed to gender equality in fulfilling its duties as required by the Austrian Equal Treatment Act (GIBG) and in s. 2 (5) and s. 10 (3) FHStG. The University of Applied Sciences Kufstein is therefore committed to the following:

- to actively promote equality between men and women across all levels and sectors of higher education
- guarantee equal opportunities for students and staff with disabilities and to communicate these
- to improve the gender and diversity competence of all employees of the university, e.g. through personnel development measures
- to examine and adjust all processes, decisions and further developments of the university as a whole in terms of its gender equality orientation and its effects on the achievement of the gender equality objectives.
- to pay special attention to the fact that women are under-represented in engineering courses and in university committees and to this end take action in these courses and in all other organizational units and university committees.
- to develop and pursue special measures for the promotion of women
- to enshrine this commitment in all policy and strategy papers

The actual form of measures towards these goals can be delegated to a task force, which is appointed by the personnel committee and reports to the council.

In addition, a staff member will be appointed to permanently supervise the gender and diversity issues of the University of Applied Sciences Kufstein Tirol Foundation. This is the contact person responsible for students and staff at the University of Applied Sciences. This person will have a permanent seat on the Personnel Committee and the Council, but will not have the right to vote. The appointment is made by the Personnel Committee of the Council in agreement with the course-providing body.

The following measures are currently being implemented:

- The examination regulations are amended to accommodate students with care obligations for a child or an adult.
- Non-discrimination is also included as a criterion in the evaluations of the lectures.
- The introduction of an Equal Opportunities Officer and his or her responsibilities will be made public (via the intranet and website): He/she also has clearing and mediation duties in cooperation with the Executive Board and Rectorate in the event of gender equality or discrimination problems.
- Women are intentionally addressed when seeking candidates in council elections. If the target of 45% proportion of women as set out in the FHStG is not met, a new candidate search process is started each time.
- All application and recruitment procedures deliberately take account of the diversity of candidates, both in terms of addressing and carrying out the procedure.
- Gender and diversity issues are addressed in teaching and research.

These measures must be combined and further developed in accordance with the above-mentioned self-imposed obligation.