



Equality Strategy of the University of Applied Sciences (FH) Kufstein Tirol

Strategy for Gender Equality and Description of Measures in the Areas of Diversity, Inclusion, and the Promotion of Disadvantaged Groups

1. Introduction

FH Kufstein Tirol implements measures across a wide range of social dimensions in line with the University's Mission Statement. This Mission Statement includes a self-commitment to living and acting as an internationally networked institution of higher education, and to promoting diversity and understanding for people from different cultures and life situations. The support of students and their personal and individual guidance are central to the University's activities and are embedded in an academic community founded on mutual respect, appreciation, and equal treatment. The life realities of all members of the University are individual in nature; ensuring non-discriminatory access to education, the best possible study and working conditions, and appropriate social framework conditions is a key concern of the University.

In accordance with its Mission Statement, FH Kufstein Tirol encourages and expects its employees to continuously develop their competencies. This includes gender- and diversity-sensitive conduct and communication. FH Kufstein Tirol ensures that employees are deployed according to their abilities and strengths, that they can further develop their qualifications, and that they can continuously adapt to changing requirements. FH Kufstein Tirol actively pursues equality for women, men, and non-binary persons, as well as for persons with disabilities or chronic illnesses. The University is committed to equal working conditions, equal opportunities for advancement, and equal pay for work of equal value.

FH Kufstein Tirol aims to prevent social discrimination against individuals, to improve equal opportunities, and to enhance the compatibility of employment and study with family responsibilities. In addition, awareness of gender equality issues is to be raised and diversity competencies strengthened through targeted measures in order to promote equality among employees and students. FH Kufstein Tirol regards the implementation of the Gender Equality Plan as a shared, holistic responsibility of all members of the University, with the long-term objective of establishing a resource-oriented, appreciative culture of diversity.

In fulfilling its responsibilities, FH Kufstein Tirol is committed to the principles of equality as stipulated in the Austrian Universities of Applied Sciences Act (FHG) and the Austrian Equal Treatment Act (GIBG). Further guiding documents that complement this Equality Strategy include Chapter 5 of the Statutes on Equal Opportunities¹, the Code of Conduct², and the University's Mission Statement³.

2. Role as a Social Role Model

University management bears the central responsibility for defining strategic objectives and ensuring their implementation. A key strategic objective is the equality of all members of the University, regardless of gender, ethnic origin, religion or belief, age, sexual orientation, or disability. Gender and diversity competence encompasses all dimensions of diversity, with particular attention to disadvantaged groups and their promotion. In addition, all employees share responsibility for actively supporting implementation.

Through strategic decision-making, values are communicated, inequalities are identified, underlying causes are examined, and forward-looking measures are implemented to achieve equality. Implementation aims to firmly establish gender- and diversity-competent knowledge development, structures, processes, tasks, and contact persons within the University. To prepare, initiate, and implement these

¹ See Statutes, Chapter 5, in effect since October 30, 2013, last updated on October 08, 2025

² See Code of Conduct of the FH Kufstein Tirol, in effect since October 16, 2017, last update on September 30, 2025

³ See [The University | Profile & Organization](#)

measures, the working group "Inclusion, Gender Mainstreaming & Diversity Management" was established.

A current reality at FH Kufstein Tirol is the underrepresentation of women in leadership positions, as well as in study programs—particularly in technical disciplines—and in their associated research areas. This inequality necessitates targeted measures to promote women, based on the identification of barriers and inhibiting factors and the analysis of underlying causes. Particular importance is attached to ensuring a livable working and study environment with due consideration of the compatibility of study and/or employment with caregiving responsibilities. By introducing flexible working hours, mobile working concepts, and a family-friendly organizational and study culture, the University seeks to improve the reconciliation of work, study, and family life⁴. Although these measures benefit all affected persons, they have a particularly positive impact in the context of promoting women.

3. The Role of Teaching and Research

The University is aware of its social role model function and places the highest expectations on its teaching staff, who bear a key responsibility for translating the University's values into practice in the classroom. Lecturers are the central actors in the knowledge transfer process; therefore, gender- and diversity-sensitive design of teaching is essential to fulfilling this role model function. Addressing gender- and diversity-relevant content involves questioning social stereotypes and perceived norms and using precise academic language that excludes no one.

Gender- and diversity-competent teaching and research at FH Kufstein Tirol strive to create a discrimination-free environment. This applies to both interpersonal interaction and the equal treatment of all students, lecturers, and researchers, as well as to their access to funding and resources. Incidents of discrimination, sexual harassment, bullying, or violence are assigned—due to their significance—to the highest authority, namely the University Management⁵. In addition, independent advisory bodies are available within the University, including the Human Resources Department, the Works Council, the contact person for persons with special needs, and the ÖH (Student Union) departments.

The strategic objectives and measures relating to gender and diversity competence in the areas of teaching and research include ongoing monitoring, specific measures under the Statutes, and substantive engagement with specific gender and diversity topics within the academic departments.

⁴ Associated details can be found in the implementation plans of the Audit *hochschuleundfamilie*, certification since 2012

⁵ Also see Code of Conduct, Chapter 12: Reporting Violations

4. Measures Already Implemented for Equality and Promotion (2021–2025)

| Focus Area | Measures Implemented 2021 - 2025 | Implementation |
|---|---|----------------|
| Expanding Knowledge Management | <ul style="list-style-type: none"> ○ Annual event to bring diverse diversity-related topics into timely and current focus ○ Regular outreach activities for young, disadvantaged, and underrepresented target groups to raise awareness of educational opportunities ○ Annual data collection, monitoring, and internal publication of gender and diversity data relating to the University, study programs, and R&D ○ Gender and diversity competence training for all executives, lecturers, university committees, and selected departments, as well as awareness training regarding students with disabilities (first-contact units) ○ Networking with external diversity working groups | Implemented |
| Adapting Existing Processes, Documents, and Policies | <ul style="list-style-type: none"> ○ Development, implementation, and monitoring of the Gender Equality Plan and regular review of strategy documents, processes, and governance instruments with regard to gender and diversity competence ○ Establishment of the working group "Inclusion, Gender Mainstreaming & Diversity Management" ○ Member of the University Management (Vice Rectorate) appointed responsible for gender-related matters ○ University-wide use of gender-neutral, inclusive language ○ Regular monitoring of gender-equitable remuneration ○ Regular review of building infrastructure with regard to gender diversity and accessibility for persons with disabilities, as well as assessment of parent-child facilities ○ Provision of comprehensive information in the intranet on different types of leave (e.g., educational leave, parental leave) | Implemented |
| Gender-Equitable Recruitment, Appointment, Onboarding, and Staff Development | <ul style="list-style-type: none"> ○ Implementation of measures to ensure gender-equitable representation within the Faculty Council (Kollegium), both during election preparations and in the composition of appointment committees ○ All job postings are formulated in gender-neutral language; appointment committees include at least one member who has completed gender and diversity competence training ○ In cases of underrepresentation of a gender (less than 50%) within a specific area, the underrepresented gender shall be given priority in hiring decisions where qualifications are equal ○ Internal mentoring program for new employees, ideally paired with an experienced staff member from the same department ○ Use of Welcome Service Tirol and the Dual Career Network West for international lecturers newly joining FH Kufstein Tirol, in order to support partners and children in overcoming integration barriers (e.g., childcare, job search) | Implemented |
| Measures in Teaching and Research | <ul style="list-style-type: none"> ○ Caregiving responsibilities of students are recognized as valid grounds for excused absence, as stipulated in the ASPO⁶ and the Statutes ○ Regular evaluation of courses, including opportunities to report discriminatory behavior ○ Procedures for alternative examination formats (admission procedures and study duration) for persons with disabilities, as stipulated in the ASPO and the Statutes ○ Cooperation with the Tyrolean Public Employment Service (AMS) for the targeted promotion of women (FIT program) ○ Use of gender-neutral and academically precise language in bachelor's and master's theses ○ Integration of gender and diversity competence into the framework document for the regular mandatory review of study programs | Implemented |

⁶ ASPO: General Study and Examination Regulations

5. Measures Planned or in Implementation for Equality and Promotion

| Focus Area | Measures Planned or in Implementation | Implementation Who/When |
|---|---|---|
| Expanding Knowledge Management | <ul style="list-style-type: none"> ○ Expansion of training programs for staff and teaching personnel to include intercultural topics in order to raise awareness of international students ○ Training and coaching programs for lecturers on gender-sensitive didactics and diversity competence ○ Continuation of annual data collection in its current form | HRM from 2026 onward HRM from 2026 onward Diversity Working Group |
| Adapting Existing Processes, Documents, and Policies | <ul style="list-style-type: none"> ○ Conducting an audit on digital accessibility (website and public PDFs) ○ Optimization of processes for the regular review of building infrastructure with regard to gender diversity and accessibility, including parent-child facilities ○ Revision of Chapter 5 of the Statutes ("Gender Equality Plan") as mandated by the Faculty Council, as well as updating the Code of Conduct ○ Collection of data on all existing University-wide activities and measures to sanction or prevent discrimination or sexual harassment | Marketing 2027 Working Group on University & Family and Diversity Working Group 2027 Diversity Working Group 2025 HRM from 2026 onward |
| Gender-Equitable Recruitment, Appointment, Onboarding, and Staff Development | <ul style="list-style-type: none"> ○ Expansion of the internal mentoring program for new employees, particularly professors and executives, to ensure faster integration through pairing with experienced colleagues at the same hierarchical level ○ Implementation of measures to increase the proportion of women in program management, teaching and research staff, and scientific personnel in order to achieve the objectives of the University Development Plan | HRM from 2026 onward HRM from 2026 onward |