



Equal Opportunities Working Party (AK Gleich)



AK =
Gleich

„The University of Vienna is committed to the advancement of women and to actively support equality between women and men, equality for people with disabilities and/or chronic illnesses, and to respectful treatment of transgender, intersex and non-binary people. It rejects all discrimination and disadvantages in connection with caring responsibilities.

The University of Vienna endeavours to increase the percentage of women in all organisational units, on all hierarchical levels and in all functions and activities at the University of Vienna in which women are underrepresented, both in permanent or temporary employment and in training relationships, to 50% in the medium term.“

(Affirmative Action Plan for the Advancement of Women and Gender Equality, University of Vienna, Preamble, part of the statute)

How are we organized?

- The Equal Opportunities Working Party has existed at the University of Vienna since 1991.
- We are a collegial body and established at each university in accordance with the Universities Act.
- We are set up by the University's Senate.
- We are a total of 25 members and 50 substitute members.
- We are free from directives and independent. At least half of the members are women.



Vertreter*innen der Studierenden



Vertreter*innen der Universitätsprofessor*innen



Vertreter*innen der Universitätsdozent*innen sowie der wissenschaftlichen Mitarbeiter*innen im Forschungs- und Lehrbetrieb



Vertreter*innen des Allgemeinen Universitätspersonals

Who may contact us?

We are responsible for **all employees** of the University as defined in § 94 UG 2002, which are:

- Students
- Research grant holders
- Academic and artistic university staff
- General university staff
- Associate professors
- Emeritus professors and retired professors

For applicants:

- For admission to an employment with the University of Vienna
- For admission as a student

Equal Opportunities Working Party – for a good and fair cooperation at the University of Vienna

Monitoring

We monitor whether the legal framework for the advancement of women and active equality is being observed at the University. We supervise the procedures in personnel matters for compliance with all equal treatment regulations from the advertisement of the position to the selection of the candidate.

- Hiring
- Professional appointment und Tenure-Track procedures, Habilitation procedures

Advice and support

We advise and support persons affected by discrimination, sexual harassment and mobbing.

We advise and support university bodies with regard to equal treatment, measures for the advancement of women and discrimination prevention.

The Equal Opportunities Working Party is a control body – but not a decision-making body.

In which situations can I contact the Equal Opportunities Working Party?

Whenever you are looking for information or assistance regarding equal treatment at the university, if

- you are discriminated against
- you are (sexually) harassed
- you are being bullied
- you are a witness to such incidents and would like to help others
- you need information on equal treatment issues in an application, habilitation or appointment process
- you have general questions about equal treatment and anti-discrimination at the university
- you are looking for further information and networking with other counseling centres

Dimensions of discrimination

Discrimination against or demeaning of persons on basis of a protected characteristic:

- Gender
 - Ethnicity
 - Religion
 - World View
 - Age
 - Sexual Orientation
- **Direct discrimination:** One person is treated less favorably than another in a comparable situation because of one of the characteristics mentioned.
 - **Indirect discrimination:** Rules that appear neutral are disadvantageous to someone because of one of the characteristics mentioned.
 - **Multiple discrimination (intersectionality):** Discrimination based on not just one, but a combination of different characteristics that result in specific discrimination.

How does a consultation work?

First of all: **Your request will be kept strictly confidential!**

- We discuss your situation or your concern together.
- We consider what goal you are aiming for.
- We discuss the possibilities in the course of action that is possible for you.
- We can initiate discussions with the parties involved. These can take place with or without supervisors.
- We can file a complaint with the Arbitration Commission if there is a case of discrimination.
- We can request an expert opinion from the Federal Equal Employment Opportunity Commission.
- We can also simply document your "case" - anonymously, of course, and with confidentiality.
- We will refer you to the appropriate counseling center, if we are not competent in your situation.
- We are networked with both internal and external counseling centers for the areas of discrimination, sexual harassment, mobbing.

Our Objectives

- Elimination and balancing of mechanisms that have so far hindered the careers of women.
- Preventing gender stereotypes to the detriment of women (e.g. in the context of publications, ...).
- Changing the male "model career" as a basic norm.
- Raising awareness of distinctions between specific female and male career paths

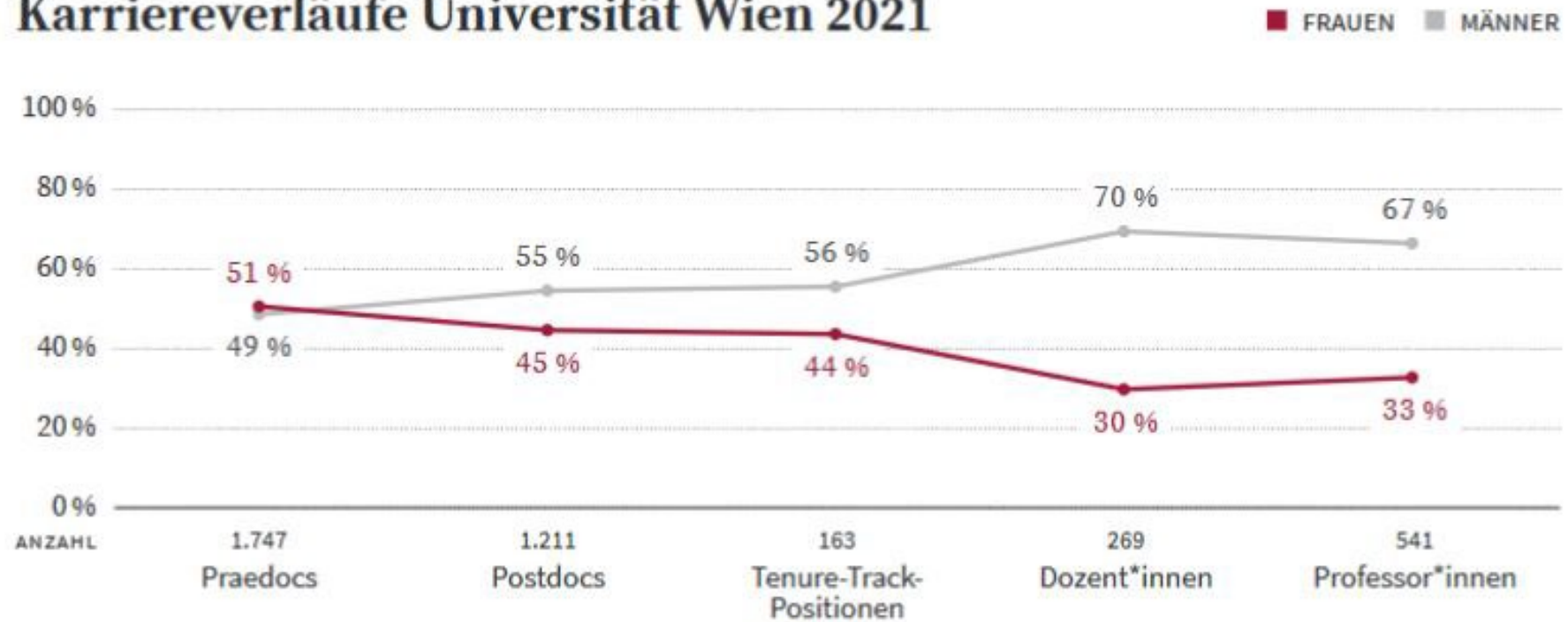
Interruptions due to childcare arrangements

Care work (e.g. higher immobility)

Less networking

University of Vienna as a safe space for every person who works and studies here.

Karriereverläufe Universität Wien 2021



Quelle: Gender im Fokus 7. Studium und Karrierewege an der Universität Wien
<https://personalwesen.univie.ac.at/organisationskultur-gleichstellung/gender-monitoring/>

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Contact

You can contact any member of the Equal Opportunities Working Party or our office in person, by phone or by e-mail. A complete list with contact details can be found on our website under „Composition“.

