

The Equal Opportunities Working Party (AKGleich)



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.“

(Affirmative Action Plan for the Advancement of Women and Gender Equality of the University of Vienna, Preamble as Part of the statutes)

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

Checking compliance

The AKGleich checks if procedures relating to personnel matters comply with the applicable gender equality regulations. This includes:

- Hiring
- Professorial appointment procedures
- Tenure track procedures
- Habilitation procedures

The AKGleich monitors these processes from the advertisement of the vacancy to the selection of candidates.

Counselling and support

We provide counselling and support to all university members in matters of equal treatment and antidiscrimination, counselling and support to persons affected by Discrimination, sexual harassment and bullying

Information

The Equal Opportunities Working Party informs university members and bodies about equal treatment, gender equality regulations, the advancement of women and protection against discrimination.

Composition of the AKGleich

- The AKGleich of the University of Vienna has been established in 1991. It is a collegial body, which must be established at every Austrian university in accordance with the 2002 Universities Act.
- It comprises 25 members and 50 substitute members.
- All members are free from instructions and can decide independently. They are selected on the basis of their experience and their competence in matters related to equal treatment and the advancement of women. At least half of the members of the AKGleich are women.



Representatives
of students



Representatives
of university professors



Representatives of associate
professors as well as of the
academic university staff
in the area of research and
teaching



Representatives of the
general university staff

Who can contact the AKGleich

The AKGleich is responsible for all university members pursuant to section 94 of the 2002 Universities Act, including:

- Students
- Research fellows
- Academic and artistic university staff
- General university staff
- Non-tenured associate professors
- Persons who enjoy rights at the University of Vienna due to their authorisation to teach (venia docendi)

In addition, it is responsible for applicants:

- applying for a position at the University of Vienna
- applying for admission as a student.

In what situations can I contact the AKGleich?

In every situation in which you need information or support regarding equal treatment at the University of Vienna, such as when:

- you are being discriminated against;
- you are being (sexually) harassed;
- you are being bullied;
- you witness any such incidents and want to help others;
- you need information about issues of equal treatment in a job application, habilitation or professorial appointment procedure;
- you have general questions about equal treatment and anti-discrimination at the University of Vienna;
- if you need information and want to get in contact with other counselling offices.

What happens during counselling?

We take every concern seriously. Your enquiry will be treated strictly confidential.

- We discuss your situation and/or concern with you.
- We consider your objective.
- We discuss possible courses of actions in your situation.
- We can initiate discussions with the persons involved.
- We can lodge an appeal to the Arbitration Committee in case of suspected discrimination.
- We can also only document your “case” – in anonymous form and maintaining confidentiality, of course.

What rights does the AKGleich have?

The AKGleich is a controlling body, but not a decision-making body.

- all members of the AKGleich are free from instructions and can decide independently
- the members of the AKGleich may not be impeded when fulfilling their tasks for the AKGleich. They may not be disadvantaged professionally as a result of their function at the Working Party.
- the AKGleich has the right to view all necessary documents. However, they may view personnel files only with the consent of the person affected.

Legal remedies

- Appeal lodged to the Arbitration Committee in case of suspected discrimination
- Request to the federal equal opportunities committee for preparing an expert opinion within six months in case of an incident of discrimination
- Objection against the incorrect composition of collegial bodies (The AKGleich can raise an objection if the composition of a collegial body does not comply with the applicable gender equality regulations, i.e. a women's quota of at least 50 %.)

What is discrimination, Dimensions?

Discrimination refers to the objectively unjustified disadvantage, unequal treatment or degradation of persons on the basis of certain characteristics, specified by law:

- Gender
- Ethnicity
- Religion
- Belief
- Age
- Sexual orientation.

Gender Monitoring

- The Gender Equality and Diversity unit has continuously expanded the area of gender monitoring in recent years.
- The publication “Gender in Focus” can be downloaded or ordered in print via mail to femail@univie.ac.at.
<https://personalwesen.univie.ac.at/gleichstellung-diversitaet/gender-monitoring/>

Aims

- Eliminating and balancing mechanisms that have hindered women's careers
- Prevention of gender stereotypes at the expense of women
- Changing the male „model career“ as the basic norm
- Differentiation between female and male career paths
 - Interruptions due to childcare times
 - Higher immobility
 - Lower networking
 - Specific female skills and interests in qualification and professional practice

Contact:

Team of chairs

Univ.-Ass.in Mag.a Dr.in Susanne Hochreiter (Chair)

Department of German Studies
susanne.hochreiter@univie.ac.at

+43-1-4277-42131

Mag.a Doris Wildmann (1st Deputy Chair)

Centre of Translation Studies
doris.wildmann@univie.ac.at

Marianne Ertl (2nd Deputy Chair)

Department of Contemporary History)
marianne.ertl@univie.ac.at

+43-1-4277-41202

Office

Mag.a Barbara Schaffer (legal expert)

University of Vienna, Room 01.185 (1.
Stock)

Barrier-free access via the lift in
courtyard III

Opening hours: Monday, Tuesday,
Thursday

8:30 to 16:30, +43-1-4277-20500

Wednesday 8:30 to 14:30

barbara.schaffer@univie.ac.at

+43-1-4277-20501

Website

gleichbehandlung.univie.ac.at

Contact

You can contact every member of the
Equal Opportunities Working Party
personally via telephone or e-mail, or
contact the office. A complete list of
contact details is available on our
website: gleichbehandlung.univie.ac.at
under “Zusammensetzung” (members).

