Fachhochschule 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 and the Promotion of Women

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 8, 2025

Equal Opportunities Policy

1. Objectives and Principles

The Faculty Council of the University of Applied Sciences Kufstein Tirol is committed to the equal treatment of all students, researchers, lecturers, and staff regardless of gender, age, nationality, religion, ethnic background, sexual orientation, gender identity, social background, or disability. Furthermore, the Faculty Council of the University of Applied Sciences Kufstein Tirol promotes the full participation of disadvantaged and underrepresented groups in university life and aims to address imbalances in order to empower all members of the University to be equal partners, thereby enabling them to enjoy high-quality academic studies and/or working conditions.

The Faculty Council of the University of Applied Sciences Kufstein Tirol is committed to fostering a harmonious coexistence in diversity. All affiliated members of the university community, particularly teaching faculty and individuals in leadership positions, are responsible for creating an environment of trust that prevents discrimination. Any instances of discrimination or degrading behavior must be addressed immediately or, ideally, prevented in a proactive manner.

The Faculty Council of the University of Applied Sciences Kufstein Tirol is committed to fulfilling its responsibilities in accordance with the equality provisions set out in Sections 2(5) and 10(3) of the Austrian University of Applied Sciences Act (FHG), as well as those in the Austrian Equal Treatment Act (GIBG). Additional guiding documents of the University of Applied Sciences Kufstein Tirol complement the present chapter of its Statute, viz., the university's Equality Strategy, Code of Conduct, and Mission Statement.

2. Continuous Assessment of the Status Quo

A continuous empirical assessment of equity within the university community, along with the identification of persisting inequalities and areas requiring action, shall serve as the basis for all measures.

3. Anchoring in Organizational Structures

All processes, decisions, and developments affecting the overall organization of the University must be continuously examined and aligned with the principle of equality, as well as their impact on achieving equity objectives. Processes that impinge on the principle of equality shall be regularly revised through appropriate measures.

A member of staff from one of the companies under the umbrella of the University of Applied Sciences Kufstein Tirol Private Foundation shall be appointed to permanently oversee the agendas of Gender Mainstreaming and Diversity Management at the University of Applied Sciences Kufstein Tirol. This officer must have appropriate training in the field of gender equity and shall serve as the designated contact person for both students and employees. Their contact details must be publicly available. In cooperation with the CEO Managing Director and the Rectorate, this officer is further responsible for case assessment and mediation tasks in cases involving issues of equity or discrimination.

4. Measures That Have Been Implemented

- **Issues of gender and diversity are considered in teaching and research**: Supplementary guidelines, literature, and best-practice applications support this process.
- **Measures for gender-equitable representation on the Faculty Council** have been implemented. They inform Faculty Council elections and are taken into account in the composition of appointment committees. Staff with relevant training in issues of gender equity are consulted on matters of equality within the respective bodies.
- **Promotion of women**: Gender mainstreaming and targeted measures to promote women contribute to gender equality, particularly in human resources planning and development, as well as in research and teaching.
- **Gender-inclusive language** is used in the communication of the University and is expected in students' bachelor's and master's theses.
- **Awareness-building through training and professional development**, especially for leadership roles and in teaching positions.
- **Non-discriminatory recruiting**: All application and hiring procedures actively consider the diversity of applicants, both in advertising positions and in the application process itself.
- **Family-friendly examination regulations and accommodations for students with disabilities**: The examination regulations are designed to accommodate the needs of students with caregiving or childcare responsibilities and allow alternative examination formats for students with disabilities.
- **Staff development, including parental leave management**: A comprehensive professional development program has been established to strengthen gender and diversity competence among all university employees. Additional measures, such as leave and parental leave models, support staff throughout all life phases.
- **Contact points for reporting discrimination**: In addition to the Faculty Council's Complaints Commission and the designated Officer for Gender and Diversity, the Code of Conduct (CoC) Commission also serves as a contact point for incidents of discrimination.

5. Monitoring and Evaluation

Regular data collection and feedback processes, such as course evaluations and student and staff surveys, serve as tools for ongoing monitoring of developments and ensure the effectiveness of all implemented measures. Furthermore, external certifications such as *hochschuleundfamilie* ("university and family") are employed to support sustained planning and results-oriented measures.

6. Communication and Visibility

Information and open communication regarding gender equality, anti-discrimination, and the promotion of women is ensured by the Faculty Council of the University of Applied Sciences Kufstein Tirol through publications accessible to all university members (website, internal portals, newsletters). Diversity and equality objectives are an integral and recurrent element of guiding documents (Mission Statement, Code of Conduct, Equality Strategy) as well as in the University's strategic papers.