

Statute on Gender Mainstreaming and Diversity Management

Version 02 of 28.11.2014

§ 1. Principle

In fulfilling its duties and as far as it is able, the UAS Technikum Wien is actively and visibly committed to providing equal opportunities for (potential) students and (potential) employees from different social groups, regardless of ethnicity, religion, ideology, physical or mental disability, age, sexual orientation, gender identity or gender.

§ 2. Objectives and Measures

1. The UAS Technikum Wien observes its responsibilities with regard to society, the economy and industry and, with its specific areas of activity of gender mainstreaming, the advancement of women, the guaranteeing of equal opportunities, as well as the fostering and exploitation of diversity, it is successively implementing its gender and diversity strategy. In this way the UASTW is actively contributing to the campaign of eliminating existing inequalities in society and to the creation of learning and working environments in which diversity and variety play a rewarding role.
2. The University of Applied Sciences Technikum Wien promotes the awareness, the sensitization and competence of the organization, its staff and its students as regards questions of equal treatment and equal status as well as dealing with diversity inclusively.
3. Due to the fact that women are under-represented in technology and in higher education committees, the UAS Technikum Wien places particular emphasis on achieving a balanced proportion of men and women in the organizational units in the degree programs and in the higher education committees.
4. In the development of new courses and the expansion of existing ones, the principles of gender mainstreaming and diversity management will be included.
5. In the fulfilment of its duties, the UAS Technikum Wien advocates equal status as well as the advancement of women, as required under the Equal Treatment Act (GIBG) and § 2, para. 5 FHStG as amended, and is committed:
 1. to actively promoting equality between women and men at all levels and in all areas of the university,

2. as far as possible, to examining and aligning all processes, decisions and developments relevant to the overall organization of the university with regard to their gender orientation and their impact on the achievement of gender equality goals.

As regards equal opportunities as well as the fostering and exploitation of diversity, in the fulfilment of its tasks and as opportunity arises, the UASTW is committed,

1. to fostering the potential of staff and (potential) students of different backgrounds,
2. to increasing the proportion of students and graduates from different backgrounds as well as
3. to putting in place measures relating to anti-discrimination and equal opportunities, with regard to both access to university as well as studying itself.

§ 3. Entry into Force

- (1) The statute on "Gender Mainstreaming and Diversity Management", version 02 dated 28.11.2014 was passed by the UAS Council on 16.12.2014 and entered into force on 23.12.2014.
- (2) The Statute on Equality between and the Equal Treatment of Women and Men version 01 of 09.05.2012 are therefore no longer in force.