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# GENDER EQUALITY PLAN

IMC UAS KREMS

Management Team



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## Preamble

As part of the culture for gender and diversity at IMC University of Applied Sciences Krems, the Gender Equality Plan is based on the following principles:

- A clear commitment to the equality of all gender identities by the university management. Through the strategic and procedural integration, the entire IMC team is committed to equality.
- The equal opportunities plan incorporated in the statutes forms part of this detailed Gender Equality Plan.
- The fulfillment of the legal requirements for equality between women and men § 2 (5) FHG cv and the Federal Equal Treatment Act, Federal Law Gazette I No. 66/2004, and the promotion of women.
- In addition to the national legal bases for equality between women and men, IMC Krems University of Applied Sciences is committed to the realization of the third gender within the meaning of Article 8 of the European Convention on Human Rights (ECHR; see Constitutional Court of 15.6.2018, ZI. G 77/2018-9).
- The implementation of these obligations is one of the tasks of all team members of IMC Krems, in particular all management.
- The Gender & Diversity Committee is the most important body for all concerns in the field of gender and diversity.

The Gender Equality Plan was developed by members of the Gender & Diversity Committee and communicated to all stakeholders accordingly. The Gender & Diversity Committee includes the management, the academic head, representatives of HR services as well as other members of the academic sector and university services.

Everyone at IMC UAS Krems should be able to learn, teach, research and work on an equal footing without fear of discrimination, sexism or racism. Minorities and marginalized groups should not be hindered or prevented from accessing us by giving preference to certain groups of people. The Gender Equality Plan clearly states that (sexual) harassment, gender-based violence or sexist behaviour will not be tolerated among any of the stakeholders of IMC UAS Krems.

IMC University of Applied Sciences Krems not only rejects any form of discrimination, but also ensures that all managers/heads can take appropriate measures and offer support. In addition, the Gender & Diversity Committee or the Gender and Diversity Officer can be contacted to report any incidents in consultation with the person concerned. Equality and the promotion of anti-discrimination are essential efforts of IMC UAS Krems, equal opportunities at all levels are a concrete concern.

IMC University of Applied Sciences Krems is faced with the challenge of creating the necessary framework conditions for a place of work and study where discrimination, role clichés, gender stereotypes and disadvantages of any kind have no place and where gender and diversity are a matter of course as integrative research and teaching content.

The following chapters explain the mandatory requirements of the European Commission's Gender Equality Plan in terms of resources, data collection and monitoring, training and capacity building.

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## 1 Framework and scope

In the strategy of IMC UAS Krems, gender and diversity are anchored as a key value and is therefore part of the mission statement as follows:

*"As a family-friendly and inclusive university, we take into account the individual needs of our employees, students and teachers. Diversity is reflected in all dimensions. Therefore, we carry out our activities regardless of social or ethnic origin, gender, sexual orientation, religious affiliation, world view, age or other personal characteristics."*

We promote a culture of openness, trust and mutual appreciation. This framework allows us to learn, design and inspire.

At IMC UAS Krems, the topic of Gender & Diversity is considered as a whole, starting at the strategic level. Through guiding processes and documents, including PDCA cycle, in the areas of teaching, research and administration, gender mainstreaming is perceived as a holistic topic. The audit *hochschuleundfamilie*, the measures on gender & diversity and workplace health promotion support the distribution throughout the entire IMC University of Applied Sciences Krems.

The following thematic areas recommended by the European Commission are covered by the Gender Equality Plan.

- Work-life balance
- Gender balance in leadership positions
- Gender equality in recruitment and career advancement
- Integration of the gender dimension in research and teaching
- Prevention of gender-based violence, including sexual harassment

## 2 Strategy & Goals

IMC University of Applied Sciences Krems is committed to equal opportunities for all genders.

By anchoring Gender & Diversity in the mission statement of IMC UAS Krems, the basis was created to derive the corresponding strategic goals in the strategy process (valid and published from 01.09.2022), primarily in the area of the SDGs:

*"Strategic goal 13: Attractive framework conditions and an innovative working environment*

*Through measures for personal development, health promotion and the compatibility of work and family, we create a modern and rewarding research, teaching and working environment. Diversity is lived by the IMC team and we thus give everyone equal access to teaching, research and work. Comprehensible career paths and a performance-oriented bonus system make the appreciation for above-average performance visible.*

*Strategic goal 17: Social impact*

*We are committed to the Sustainable Development Goals (SDGs) as a social guiding concept and align our actions accordingly - in teaching, research and services. To this end, we focus on the processing of individual SDGs and measure the contribution of our activities to all SDGs. We address this in dialogue with our stakeholders and work towards the goal of a climate-neutral university. "*

Derived from the strategic goals are defined operational goals, which serve to achieve and implement the set targets. Strategic and operational goals are communicated to the entire team and reviewed through regular target controlling.

The gender and diversity goals of IMC UAS Krems, which are also anchored in all strategy documents, aim to create conducive conditions for a non-discriminatory gender balance in all areas and hierarchical levels. Measures with a focus on gender mainstreaming, gender-specific personnel and organizational development, target group-oriented support measures such as mentoring and career development programmes for women, further training activities in the field of gender and diversity topics in the organization as well as in teaching and research, etc. The gender pay gap is counteracted by salary schemes.

By implementing the equal opportunities plan of the statutes, IMC UAS Krems aims to ensure that all interested parties, applicants for study or jobs as well as all students and employees from different social groups, within the legal framework, receive equal opportunities, regardless of gender, age, religion, ethnicity, sexual orientation, social background or physical impairment.

This should not lead to direct and/or indirect discrimination in accordance with the Federal Act on Equal Treatment, Federal Law Gazette I No. 66/2004.

### 3 Organizational Inclusion & Resources

Already in 2019, IMC UAS Krems founded the Gender & Diversity Committee, which currently consists of 6 core members. Our goals are to achieve a productive overall atmosphere at our university of applied sciences, to prevent social discrimination against minorities and to improve equal opportunities. However, the focus is not on the minority itself, but on the totality of all persons in their differences and similarities. Gender and diversity are therefore incorporated as cross-cutting topics in our various divisions and levels in academia and university services, among students and employees alike. Our goal is to make better use of the diversity of all people and our university and to increase the possibility of participation for all. The committee serves to generate ideas and their inclusion at the university.

Furthermore, the operational goals for the respective academic year are processed and further proposals in the area are developed. In addition to personal resources, financial resources for gender and diversity are also freed up. The entire team is available for questions and suggestions on administrative topics from employees. Students and experts for special questions are also integrated into the committee.

In the area of university management, further human resources for the area of gender & diversity will be implemented in the future.

IMC University of Applied Sciences Krems is a family-friendly university and offers all persons the same admission requirements for scientific teaching, research, learning and working.

As part of the *hochschuleundfamilie* certification, employees and students from all areas of IMC UAS Krems jointly developed measures for the concrete implementation of the better compatibility of family and work or studies in a participatory process. This participatory process will also be maintained in future re-certifications. Thus, an active participation of the staff/students is guaranteed. In addition to the implementation of the Gender and Diversity Committee, the "Family Matters" initiative was launched in 2018, initially for employees at IMC UAS Krems and then also for students. Since then, "Family Matters" has been pursuing the goal of making it easier for employees and students to reconcile work, studies and (family) everyday life.

Monitoring of the defined key figures takes place via FHfigures, FHtargets (target controlling tool) and the annual report of IMC University of Applied Sciences Krems. In the Gender & Diversity Committee, the relevant key figures are collected, evaluated, documented and, if necessary, supplementary measures are developed and implemented annually in November after the BIS notification.

In the field of teaching and research, gender & diversity topics are taken up through their anchoring in the statutes of IMC UAS Krems, the study and examination regulations and in the curricula in the study and research programmes. Care obligations and personal restrictions are compensated by exceptions and support offers.

#### 3.1 Competence Development of the IMC Team

IMC UAS Krems promotes a gender- and diversity-oriented gender equality culture and is characterized by a sustainable composition of the IMC team. An international mindset and innovative solution skills are just as much in demand as the lived diversity, which includes all

relevant diversity characteristics such as gender, ethnicity, religion or ideology, age and sexual orientation.

IMC UAS Krems regularly offers the following training courses for employees and part-time lecturers in order to integrate gender & diversity topics into everyday teaching, research and work:

- General awareness of the topics of gender & diversity
- Integration of gender and diversity into university teaching
- Intercultural awareness training
- Intercultural Readiness Check
- Managing different generations in teams
- Anti-bias trainings for employees and teachers

At IMC UAS Krems, apprentices are also made aware of gender and diversity topics and educated to better understand their own (gender) role, to learn to appreciate diversity and act against any kind of discrimination.

### **3.2 WORK-LIFE BALANCE**

With the program "Family Matters" IMC UAS Krems also offers a wide range of activities to make it easier to reconcile family, work and study courses.

In addition to childcare services and midwifery counselling, these activities also include re-entry programmes, flexible working time models, home office, educational leave as well as a wide range of training and further education and various benefits for employees, students and lecturers.

By participating in the audit "*hochschuleundfamilie*" and awarding the state quality mark, IMC UAS Krems is positioning itself as a family-friendly university. Especially in the scientific field, it is a particular challenge to be able to optimally combine professional opportunities and family needs. IMC UAS Krems therefore plays a key role as an employer and educational institution in order to be able to offer its employees and students a family-friendly working and learning environment.

For the university, the reconciliation of work and family life does not only mean comprehensive childcare. It also means, for example, the consideration of family care as well as the general compatibility with family and private obligations as well as support in challenging phases of life.

### **3.3 GENDER EQUALITY in hiring decisions**

Lived diversity in the IMC team and a gender- and diversity-oriented corporate culture are two key strategic goals of IMC UAS Krems.

Another important aspect: IMC UAS Krems is a woman- and family-friendly company – both for employees, lecturers and students. IMC UAS Krems is one of the companies that are particularly successful in promoting women in Austria: this is also confirmed by "equalitA" - the seal of approval for the in-company promotion of women awarded by the Federal Ministry Republic of Austria Digital and Economic Affairs.

In order to set a clear sign for diversity at the university, the IMC UAS Krems signed the Diversity Charter in 2013. This is a voluntary obligation to commit ourselves to the appreciation of all members of society.

With regard to equality between men and women in hiring, members of the Gender & Diversity Committee advise and support to counteract discrimination based on gender, ethnicity, religion, age and sexual orientation, as well as other possible prejudices.

IMC UAS Krems offers a research, teaching and working environment for everyone to the same extent through flexible working models and comprehensible career paths, regardless of the individual. Special attention is paid to increasing the percentage of women in management positions on the basis of the operational target set.

### **3.4 Integration of gender & diversity in teaching and research**

Gender equality applies equally to employees, teachers and students as well as in the areas of teaching, research and administration. The effects of equality, diversity and equal opportunities are directly related to our core activities - teaching, research and organization. Furthermore, these core areas are anchored in the strategy and corporate values of the IMC UAS Krems. We address these topics very strongly in teaching and research, internal training and further education as well as in raising awareness.

#### **Specific measures and examples of the integration of gender & diversity in teaching and research at IMC UAS Krems:**

- **Excerpt from our equal opportunities plan, which is an integral part of our statutes:**
  - The IMC University of Applied Sciences Krems is committed to the equal treatment of all employees and students without distinction of gender, social origin, ethnicity, religion or belief, age, sexual orientation and citizenship. Furthermore, IMC UAS Krems is committed to the advancement of women and to active gender equality as well as to persons with disabilities and/or chronic illnesses.
  - Gender mainstreaming and measures for the advancement of women in personnel planning and development as well as in research and teaching work towards gender equality. The study and working conditions shall offer equal opportunities to all members of the UAS regardless of gender, social origin, ethnicity, religion or belief, age, sexual orientation and citizenship.
  - IMC UAS Krems sees itself as an equal opportunities, family and diversity-oriented company for both employees and students. This is reflected in numerous measures to facilitate the combination of family and career.
  - IMC UAS Krems is committed to equal treatment in the fulfilment of its tasks and takes measures to increase the proportion of the respective underrepresented gender.
  - All employees, lecturers and students of IMC UAS Krems strive to use gender-equitable and anti-discriminatory language in words and images. The contents of all written and oral statements comply with the principles of equal treatment. The following guidelines and recommendations were composed:
    - *Guideline for diversity-equitable language in studies:* In order to institutionally meet the requirements of diversity-friendly language, it is important to refer to all gender identities in an equal and non-discriminatory manner. If persons are



referred to in general terms, it should be ensured that everyone feels equally addressed, women, men as well as the third gender.

- *Recommendations Gender & Diversity Committee*
  
- **Measures to increase the proportion of women employed in degree programmes and the number of research papers:** Specific gender- and diversity-related goals have been defined for research applications at IMC UAS Krems. Particular attention is paid to the project content and gender balance in the project teams. A specific goal has been set to gradually increase the insufficient number of female and non-binary students enrolling in technical courses at our university.
  
- **Examples of ongoing gender and diversity trainings and workshops for employees, teachers and research staff:**
  - Cultural Awareness Training
  - Diversity Competence – a general overview
  - Intercultural Awareness – Focus on Southeast Asia
  - Fundamentals of Gender and Diversity at IMC UAS Krems
  - IHS: "The Gender Dimension in Research and Innovation"
  - "Fundamentals of Gender & Diversity in University Teaching"
  
- **Recognition of non-binary gender:** At IMC UAS Krems, the recognition of non-binary gender was introduced at all levels.

The topics of gender and diversity are also included in all internal working groups, for example for course development and course review.

- **Here are some examples of the integration of gender & diversity topics into the curricula of IMC UAS Krems:**
  - Physiotherapie: "Genderspezifische Gesundheitsförderung" In this lecture, students deal with promoting health and not treating illness. The gender aspect plays an important role here, as the human body goes through different phases in life depending on the biological gender
  - Betriebswirtschaft für das Gesundheitswesen: "Pharma Insights" Research and development of pharmaceuticals including costs and gender-specific differences
  - Hebammen: "Pharmakologie" General Introduction to Pharmaceuticals, Pharmacokinetics, Pharmacodynamics, their Interactions and Gender Aspects

In many other degree programmes, diversity topics are taught as well, for example, in the course of "Human Resource Management", "Training Intercultural Management" or "Bachelor Seminar - Scientific Writing: Appreciative Addressing with Focus on Gender and Diversity". In all Business Bachelor's degree programmes, the course "Sustainability & Ethics in Leadership" has been implemented, which covers a number of gender & diversity topics.

The importance of gender and diversity is reflected very strongly in the topics of the bachelor's and master's theses of our students and has been for many years.

- **Excerpt Topics:**

- Advanced Nursing Practice: "Geschlechtergerechte Gesundheitsförderung und Prävention - Analyse und Klärung von Strukturen, Kriterien und Voraussetzungen für die Umsetzung in der Praxis"
- Betriebswirtschaft für das Gesundheitswesen: "Gendergerechtes Recruiting im fachärztlichen Dienst" oder "Genderproblematik in klinischen Studien der Arzneimittelforschung" oder "Geschlechterspezifisches Planen und Handeln als Beitrag zur Qualitätssicherung im Gesundheitswesen"
- Unternehmensführung: "Nachhaltige Lösungsmodelle für eine Erhöhung des Frauenanteils in Geschäftsführer- sowie Vorstandspositionen österreichischer Kapitalgesellschaften"
- Tourism and Leisure Management: "Leading Ladies - The Influence of Gender Stereotypes on the Representation of Women in Leadership Positions in Tourism in Austria"
- Management von Gesundheitsunternehmen: "Geschlechterspezifische Unterschiede in der Forschung mit Artificial Intelligence für die medizinische Diagnostik - am Beispiel von Onkologie, Kardiologie und Diabetes"
- Medical and Pharmaceutical Biotechnology: "Response of NSCLC Cell Lines to Epigenetic Methyltransferase Inhibitor Treatments - Featuring Gender-associated Differences"

Various research projects in the house are also dedicated to the topic of gender and diversity, such as:

- Institut Therapie- und Hebammenwissenschaften: "FRI0492-HPR Life stories, gender and chronic autoimmune diseases: results of a qualitative study"
- Institut Therapie- und Hebammenwissenschaften: "AB1179-HPR Associations between Occupational Balance and Immunology: Differences in Health Conditions, Employment Status Und Gender"
- Institute Biotechnology: "The Relevance of Gender in Tumor-Influencing Epigenetic Traits" or "Diversity in epigenetic diagnostics between lung cancer samples of female and male origin"

### **3.5 Prevention of gender-based violence and sexualized violence**

Any form of violence has no place at IMC UAS Krems. Through training and targeted information on the eDesktop, support offers and external help pages are listed. With cooperation in the field of psychological help, a wide range of assistance services and emergency numbers are offered for students and the IMC team. As a future university internal contact point, the gender & diversity officer is defined in order to support with experiences of sexualized violence and to develop countermeasures.

### **3.6 Related links to relevant documents**

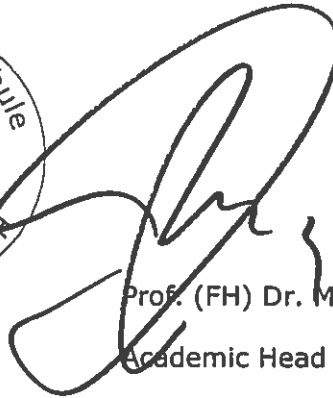
- [The employer values of IMC UAS Krems](#)
- [Strategy of IMC UAS Krems](#)
- [Employee Benefits](#)
- [Family-friendly university](#)
- [Gender and Diversity](#)
- [Gleichstellungsplan – German only](#)
- [Students with disabilities](#)

## 4 Entry into force

The Gender Equality Plan of IMC UAS Krems in version 1.0 of 25.05.2022 has been approved by the provider and comes into force with immediate effect.



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