



SATZUNG

GENDER AND EQUALITY PLAN

Academic Board IMC UAS Krems



Medieninhaber und Herausgeber
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CONSTITUTION PARTS:

- Rules of procedure and election of the Academic Board members (FHR-5-0020)
- Study and Examination regulation (FHR-5-0035)
- Establishment of working groups and their statues (FHR-5-0037)
- Regulations with regard to presence quorums of the Board (FHR-5-0038)
- Equal opportunities plan (FHR-5-0039)
- Regulations with regard to the establishment and discontinuation of degree programmes and certificate UAS programmes (FHR-5-0040)
- Guidelines for the appropriate use of designations as customary in the University system and for the award of academic honours (FHR-5-0041)

Equal opportunities plan: Measures for equality between men and women provisions for the advancement of women and families

1. 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.
2. 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.
3. IMC UAS Krems is committed to a diverse community. It is the responsibility of management to create an environment that prevents discrimination. Any discrimination and derogatory behaviour must be prevented or stopped.
4. 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.
5. The management team establishes a Diversity Advisory Board to coordinate the measures and to develop the different measures. The faculty is represented in this advisory board. Members of the faculty, IMC UAS Krems adjunct faculty, staff and students can submit applications to the Diversity Advisory Board via the university representatives. In the case topics are significantly relevant to students, students can be involved by means of a consultation process.
6. The Diversity Advisory Board shall prepare an annual activity report, which shall be brought to the attention of the management and the Academic Board.
7. The UAS is committed to equal treatment in the fulfilment of its tasks and takes measures to increase the proportion of the respective underrepresented gender.
8. 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.
9. In the meaning of equal treatment, IMC UAS Krems pays particular attention to the fact that
 - all resolutions, decisions, agreements, job advertisements and other measures of the University of Applied Sciences are free of discrimination.
 - non-relevant characteristics or criteria within the meaning of this plan do not play any role in personnel decisions. This also applies to decisions on applications for the allocation of resources.
 - no one is treated unequally in the admission procedure for a degree programme or as a student on the basis of non-relevant criteria.
 - no one is discriminated against in appointments to collegial bodies on the basis of irrelevant criteria.



Mag. Ulrike Prommer
CEO



Dr. Martin Waiguny
Head of Academic Board