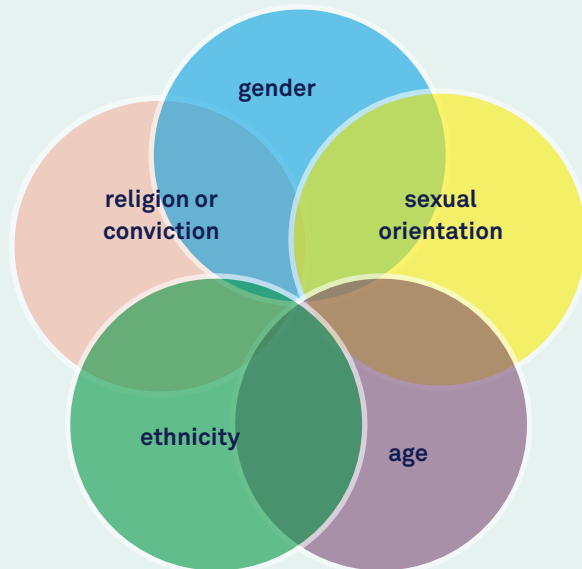


The Working Group on Equal Opportunities

Since 1991, working groups for equal opportunities have been established at all Austrian universities.

In accordance with section 42 Universities Act 2002, the Working Group on Equal Opportunities is responsible for combating discrimination on the basis of:

- gender
- ethnicity
- religion or conviction
- age
- sexual orientation



Aspects of discrimination

Contact

Office of the Working Group
gleichbehandlung@meduniwien.ac.at
Tel.: +43 (0)1 40160-10013

Please contact us by phone or e-mail to arrange a consultation.

Current members:
www.meduniwien.ac.at/akg-members



Equal opportunities

Working Group on Equal Opportunities:
your resource for any questions or problems
related to the topic of discrimination

www.meduniwien.ac.at/equalopportunities

Support when problems arise

The Working Group on Equal Opportunities is the key point of contact for all Medical University of Vienna staff and management bodies when they face problems. The members of the Working Group provide confidential advice and support, and work at the highest level of discretion.

How can I seek advice?

You can receive advice by directly contacting a member of the Working Group.

A current list of members, with contact details, can be found at www.meduniwien.ac.at/equalopportunities.

The members of the Working Group for Equal Opportunities are independent and free from instruction by management. Their most important guiding principles are ensuring discretion and maintaining confidentiality. The Working Group does not take any action in respect of a complaint before talking to the complainant and receiving their consent.



The Working Group performs the following duties:

- Consultation for university management bodies on equal opportunities and women's advancement
- Support and monitoring throughout recruitment processes (job advertisements, application documents, appointments commissions, hearings)
- Developing internal relations (incl. with Rectorate, Senate, Human Resources and Human Resources Development, Gender Mainstreaming and Diversity, Legal Department, Works Councils for general and for academic staff, Students' Union)
- Developing external relations (incl. with the ARGE GLUNA network of all Austrian working groups, equal opportunities officers at other institutions and companies, government ministries)
- Drawing up a proposal for the Plan for Women's Advancement and Equal Opportunities (which forms part of MedUni Vienna's statutes)
- Monitoring adherence to the 50% female quota in the membership of collegial bodies
- Participation in meetings of the Senate, post-doctoral teaching qualification selection lectures, and curriculum commissions
- Nominating the compatibility officer, who advises university management on suitable measures to improve the compatibility of work and studies at the university with family responsibilities

Advancement of women

The Working Group also ensures that equal opportunities are reflected in decision-making processes, the make-up of the university's staff, research and teaching, and in target agreements. The members of the Working Group fulfil the responsibilities defined in the Plan for Women's Advancement and Equal Opportunities, in cooperation with the Rectorate and the service facilities and units of the university's central administration.