

gender equality plan.

MCI | THE ENTREPRENEURIAL SCHOOL®

**MEASURES FOR THE EQUALITY BETWEEN WOMEN AND MEN AND
REGULATIONS FOR THE ADVANCEMENT OF WOMEN AT MCI**

IN ACCORDANCE WITH §10 SUB-S 3 CL 10 FHG, IN ITS CURRENT VERSION

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1 guiding principles & general conditions.

- 1.1. MCI is committed to diversity, pluralism, openness, tolerance and appreciation with regard to employees, teachers, students, and other relevant stakeholder groups, and is actively committed to providing equal opportunities for these groups, especially regardless of gender, age, religion, impairment or disability, ethnicity, sexual orientation, ideology and social background. The aim is to avoid direct and indirect discrimination on the basis of the aforementioned attributes, and to consistently embed diversity management and gender management in the relevant fields of action and hierarchical levels of MCI.
- 1.2. In fulfilling its tasks and in developing and implementing measures relating to gender equality and the advancement of women, MCI is guided by the legal foundations of the Austrian Federal Constitution, the Austrian Equality Act (GBIG GBBl. I No. 7/2011, in its current version) and the provisions of the Austrian University of Applied Sciences Studies Act (FHG in its current version) and is committed to the ongoing review and further development of structures, processes, and measures.

2 scope of application.

The measures for equality between women and men, the provisions for the advancement of women as well as diversity management apply to all members of MCI, i.e. all staff, faculty, and students, insofar as this is directly or indirectly related to official duties or obligations.

3 objectives.

- 3.1. Within the scope of MCI, no person may be directly or indirectly discriminated against on the basis of gender, ethnic origin, religion or belief, age, sexual orientation or any physical or mental impairment (non-discrimination). MCI members will not tolerate any form of sexual harassment, sexist conduct or bullying.
- 3.2. Within the framework of its economic and organizational capacity, MCI endeavors to consider the different life situations and interests of women and men in the best possible way. Women and men are recognized as equal partners in all areas of higher education, in all functions and activities and at all hierarchical levels. Framework conditions are maintained or created, which enable women and men, irrespective of gender, to access the fields of activity corresponding to their qualifications in accordance with their personal and professional aptitude.
- 3.3. Equal opportunities apply to all persons irrespective of gender, age, sexual orientation, ethnic origin, religious affiliation, ideology, social background, and any impairment.
- 3.4. The members of MCI use a gender-equal language in the implementation of their tasks. Any use of discriminatory and stereotypical forms of communication is prohibited.
- 3.5. MCI aims to strengthen the gender and diversity competence of its students and employees.

4 structures and measures.

- 4.1. The first point of contact for perceived problems is the responsible person or body (e.g. direct superior, workers' council, equal opportunities officer, student representative, Academic Council, representative for the impaired or disabled people, etc.) who comes closest to the problem from a factual or organizational point of view.
- 4.2. MCI's structure provides for the function of an equal opportunities officer, who acts as a contact person for MCI staff, students and faculty. The equal opportunities officer is responsible for the following tasks, among others:
 - Information, advice, and assistance in the field of gender and diversity,
 - Participation in gender- and diversity-based personnel and structural development,
 - Participation in tendering and application procedures and participation in decision-making,
 - Drawing up plans for basic and target-group-specific measures with regard to equality, the advancement of women and diversity,
 - Preparation of the annual report of the Working Group on Equality, Diversity and the Advancement of Women including data on the representation of women and men across organizational units, hierarchical levels and study programs, and submission of the report to the Academic Council and Rectorate Annual evaluation of the achievement of objectives and measures,
 - Promotion of barrier-free studying,
 - Raising awareness, offering trainings, disseminating information and initiating and coordinating projects in the field of gender equality, the advancement of women and diversity,
 - Head of the Working Group on Equality, Diversity and the Advancement of Women,
 - Contact point in cases of discrimination, harassment and sexual harassment,
 - Networking and cooperation with institutions concerned with equality, diversity and the advancement of women.
- 4.3. MCI provides a working group for equality, diversity and the advancement of women in its organization, consisting of representatives of the management, the Academic Council, the workers' council, the equal opportunities representative, the students' university representative and the representative for impaired or disabled people. The working meets quarterly at a minimum.
- 4.4. The working group mentioned above will continuously review and further develop the above-mentioned principles and objectives. Any need for action, recommendations and/or measures identified by the working group will be communicated to the responsible representative bodies and/or management, with consideration for any confidentiality obligations. The tasks of the working group also include collecting, screening and, if necessary, revising existing procedures, guidelines, etc. with regard to the aforementioned objectives (e.g. Good Academic Practice, Ethics Guidelines, Guidelines for Gender-equal Language at MCI). The working group's tasks also include the preparation of proposals for the promotion of under-represented or disadvantaged groups, as well as for the promotion of women.
- 4.5. Elimination of under-representation: Where possible, MCI aims to eliminate an existing under-representation of women and men across all organizational units and hierarchical levels and all functions and activities. All MCI employees, external faculty and students, and especially managers, are encouraged to contribute to this goal within their sphere of influence.

- 4.6. Job advertisements: Job advertisements - regardless of field or position - are explicitly targeted at both women and men.
- 4.7. Application and appointment procedures: In the case of equal suitability, preference should always be given to persons of the same gender who are clearly underrepresented in this group of employees. In any case, a clear under-representation is to be assumed if the number of persons of one gender falls below 25%. As a rule, the equal opportunities officer of MCI is to be involved in all application and appointment procedures.
- 4.8. MCI aims to provide MCI members with family-friendly and health-promoting conditions within the framework of its economic and organizational capabilities. The aim is to maintain and promote the compatibility of professional and family obligations (pregnancy, parenthood, dependents in need of care). MCI facilitates flexible working hours through company agreements concerning such, which promote the compatibility of work and family while taking into account company requirements. MCI enables mothers or fathers to take advantage of parental leave and offers flexible part-time models for rapid or gradual re-entry subsequent to parental leave.
- 4.9. Study-related framework conditions: Within the framework of its organizational and economic capabilities, MCI will strive to enable students to manage pregnancy, parenthood and the caring for of dependent relatives with their studies.
- 4.10. Education and training: MCI promotes the integration of gender- and diversity-specific topics in research, teaching and organizational development. MCI offers employees the opportunity to take part in internal or external training courses in order to raise their awareness of diversity, in accordance with organizational requirements. Where possible, these training courses can also be made available to part-time faculty.
- 4.11. Teaching and research: When designing curricula and teaching materials, gender- and diversity-relevant topics are taken into consideration wherever possible.
- 4.12. Balanced gender ratio: MCI actively uses marketing measures to increase the proportion of under-represented students and participates actively in projects and programs that aim to increase such.
- 4.13. Corporate wording: MCI's corporate wording is to be designed in such a way as to take account of the goal of equality between women and men and the provisions on the advancement of women. In order to implement a gender-equal language, a guideline for all members of MCI will be drawn up and made publicly accessible by the Working Group on Equality, Diversity and the Advancement of Women.



Franz Pegger
Head Academic Council



Andreas Altmann
Rector & Managing Director



Brigitte Auer
Head Quality Management, Personnel
Development & Recruiting
Equal Opportunities Officer