

## **Statute of the Equal Opportunities Committee**

(Resolution of the Academic Senate of 10 November 2017)

### A. Principles

**§ 1.** At Sigmund Freud University Vienna, an Equal Opportunities Committee (“Committee”) is established as a body of the Senate without decision-making authority. The responsibility of the Committee extends to all locations of the SFU.

**§ 2.** As a body of the Senate, the Committee is required to assist in the realization of the goals of gender equality, social equity, and special consideration of the people with special needs, as set forward in the SFU constitution of 12 November 2016, in accordance with the principles of gender mainstreaming & diversity management.

**§ 3.** Within the framework of and with reference to the tasks assigned to the Senate, the Committee shall counteract discrimination by organs, members and persons working at the university on the basis of gender as well as on the basis of ethnicity, religion or world view, age or sexual orientation and advice and support those affected in these matters.

### B. Organization

**§ 4.** The Committee consists of five members, who are appointed by the Senate. One substitute member shall be appointed for each member. The Senate shall give the faculties, the outpatient departments and the Austrian National Union of Students (ÖH) the opportunity to comment on the intended appointment of members and substitute members. The Senate shall ensure a balanced gender ratio in the composition of the Committee. Members and substitute members are appointed for three years at a time; reappointments are possible.

**§ 5.** The Committee is constituted by the chairman of the Senate. The Committee elects a chairperson and deputy chairperson from among its members.

**§ 6.** The Committee shall adopt rules of procedure. These shall require the approval of the Senate. In all other respects, the Committee shall apply the rules of procedure of the Senate correspondingly.

**§ 7.** The Committee may appoint members and employees of the SFU as co-opted members to deal with individual cases.

**§ 8.** The Committee has a quorum if half of its members are present. A simple majority of the members present is required for a valid resolution. Co-opted members shall be counted towards

the number of members. In the event of a tie, the vote of the chairperson of the Committee shall be decisive.

#### C. Powers and Procedure

**§ 9.** In matters within its competence, the Committee shall take action at the request of those concerned or on its own initiative or at the request of the Senate.

**§ 10.** The Committee shall in any case be informed of the text of the call for applications in the appointment procedure before the call for applications is made. The Committee is entitled to participate in meetings of appointments and habilitation commissions in an advisory capacity through one of its members.

**§ 11.** All members of the university, teachers, students and persons who work in research, teaching or administration at SFU can turn to the Committee for information, advice or mediation in matters concerning gender equality, the advancement of women and diversity management, as well as protection against discrimination on the basis of gender, ethnicity, religion, ideology, age, sexual orientation, disability, humiliation, intimidation or exclusion in the workplace or as a student, ethnicity, religion, world view, age, sexual orientation, disability, as well as humiliation, intimidation or exclusion at the workplace or as a student over a longer period of time in considerable strength by superiors, employees, responsible persons or fellow students ("harassment"/"workplace bullying").

**§ 12.** The Committee performs its tasks and powers in the form of information, consultation and recommendations. Within the scope of fulfilling its tasks, the Committee may request information from all organs of the university, inspect documents, propose debates, and make suggestions and recommendations. In the course of its activities, the Committee must respect the legal obligations of confidentiality of the persons affected by its activities.

**§ 13.** The Committee and its members are obliged to maintain secrecy according to the same principles as the Senate and its members (§ 23 para. 1 Senate's Rules of Procedure).

**§ 14.** The Committee shall submit an annual report of its activities to the Senate and shall provide information on its activities upon request.

Original Version.

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Effective as of 10 November 2017