

Information sheet on gender and diversity competence in appointment and habilitation procedures

The **Equal Opportunities Plan** and the **Plan for the Advancement of Women** deal with the subject of gender and diversity. Those documents can be viewed on the page of the [Statute of BOKU](#) (in German): Plan for the Advancement of Women as Part V of the Statute, Equal Opportunities Plan as a separate document.

Key objectives of the Equal Opportunities Plan

- Ensuring equal opportunities for all university members and for all applicants.
- Avoidance of discrimination based on gender, age, origin, ideology, sexual orientation, etc.
- Implementation of diversity management and application of gender mainstreaming as well as anchoring diversity in all areas of BOKU.

Key objectives of the Plan for the Advancement of Women

- Achieving a balanced ratio between all women and men employed at the university.
- Advancement of the scientific achievements of women. Advancement of young female scientists. Advancement of female students.
- Integration of women's and gender studies into ongoing research and teaching.
- Addressing sexual or gender-based harassment in the workplace.

Regarding appointment and habilitation procedures, the following applies in particular

- Assessment criteria based on a discriminatory or stereotypical understanding of gender, age, origin, etc are not permitted.
- When assessing a person's productivity, mobility and career development, any family commitments evident from the CV (eg childcare times, times caring for relatives) must be taken into account.
- Applications only have to be assessed on the basis of the advertisement criteria. If, in exceptional cases, the development of auxiliary criteria is necessary, these must not be irrelevant.
- BOKU promotes measures for the inclusion of people with disabilities. In case of applications from people with disabilities, the representative for people with disabilities and the Coordination Office for Equality, Diversity and Disability must be involved in an advisory capacity.
- All female applicants who meet the criteria of the advertisement text are to be invited to appointment lectures.
- Likewise, all applicants with disabilities who meet the criteria of the advertisement text are to be invited to appointment lectures.
- In the hearings, only work-related questions should be asked. Discriminatory questions, eg concerning family planning, are to be avoided in any case.
- Female applicants who appear to be just as suitable as the best-suited male competitors should be given priority in the appointment proposal.

Explanation of terms

- "Diversity" refers to the diversity of people in terms of gender, age, origin, belief, sexual orientation and gender identity.
- "Advancement of women" means increasing career opportunities for women in those areas in which they are underrepresented compared to men or are discriminated against.
- "Gender" stands for social gender, that is for gender-specific expectations of people.
- "Gender competence" is knowledge of the relevance of gender attributions.
- "Gender mainstreaming" is a strategy to promote gender equality. Thereby, equality and non-discrimination are taken into account in all decision-making processes.
- "Gender identity" means which gender a person feels they belong to. Gender identity can differ from inborn physical characteristics and gender assigned at birth.

Further information can be found on the following BOKU websites

[Coordination Office for Equality, Diversity and Disability](#)

[Equal Opportunities Working Party](#)