

wasser
cluster
lunz

WasserCluster Lunz - Biologische Station GmbH

Dr. Carl Kupelwieser Promenade 5

A- 3293 Lunz am See

Tel. 07486 20060

office@wcl.ac.at

www.wcl.ac.at

GENDER EQUALITY PLAN OF THE WASSERCLUSTER LUNZ – BIOLOGISCHE STATION GMBH

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Preamble

WasserCluster Lunz - Biologische Station GmbH (hereinafter referred to as WCL) has set itself the goal of preventing any discrimination of persons and is committed to equality of all genders, ethnic affiliations, religions, world views, ages or sexual orientations. It is noted that these lists are not exhaustive.

The bodies and employees of the WCL refrain from any behavior that contradicts the principles of equality and actively contribute to the prevention of such behavior.

Awareness of all related persons shall be achieved and the implementation of the Equality Plan shall be perceived as a collaborative task at the WCL.

In this regard, the WCL Equality Plan shall define the framework to achieve the following:

- Equality and equal treatment of all staff members at WCL
- Raising awareness, recognition and implementation of the diversity dimensions of gender, disability, ethnicity, religion, belief, age and sexual orientation
- Reconciliation of work/study and family
- Promotion of knowledge, information and communication on the topics of equality, diversity, non-discrimination and compatibility.

§ 1 Scope of Application

The Equality Plan applies to all bodies of the WCL and all persons working at the WCL as well as to applicants for employment at the WCL.

§ 2 Principles

- (1) At the WCL, all persons are equal and discrimination based on gender, ethnicity, religion, ideology, age and sexual orientation shall be sanctioned.
- (2) All persons have a right to respectful treatment and, in particular, protection from harassment, sexual harassment, bullying and violence.
- (3) All managers shall actively promote equality, create a working environment free of discrimination and protect employees from discrimination, bullying, (sexual) harassment and violence.

§ 3 Non-discriminatory and gender-appropriate language

- (1) All organs and employees of the WCL shall write all documents (minutes, forms, internet presence, etc.) and speeches in non-discriminatory and gender-appropriate language.
- (2) The use of general clauses that the chosen personal designation applies to all genders is not permitted.

§ 4 Prohibition of Discrimination

- (1) When drawing up contracts and issuing guidelines, attention shall be paid to gender mainstreaming, anti-discrimination and equality of all groups of persons.
- (2) No discrimination of any kind may occur within the framework of the employment contract. The determination of salary and any other non-monetary salary components are mentioned here as examples.
- (3) Employees of the WCL shall not be subject to any discrimination - be it in the distribution of resources and infrastructure or the nature of their personal workplace.

§ 5 Flexibility of Working Hours and Compatibility of Family and Career

- (1) Research work and family obligations shall be taken into account when determining working hours and, in particular, meeting times.
- (2) Employees are to be informed about the legal working time regulations and possibilities for taking special leave, maternity leave, etc.
- (3) The use of special leave and parental leave or part-time employment opportunities may not lead to discrimination or disadvantages for the employees concerned. They shall be given the best possible support when returning to work.
- (4) Employees shall be provided with all the information they need to perform their work in the best possible manner.

§ 6 Mentoring

Directly superior managers are obligated to familiarize new employees with the company and their area of responsibility. They are to act as mentor:in and suitable further training measures are to be advocated within the scope of budgetary possibilities.

§ 7 Resources

- (1) The WCL can rely on the expertise and support of the three participating universities (University of Natural Resources and Applied Life Sciences Vienna, University of Continuing Education Krems, University of Vienna). A working group for equal opportunities issues has been established at each of these universities.
- (2) At the WCL, at least two additional persons are entrusted with the tasks of Equal Treatment Confidant and Equal Treatment Deputy Confidant. Employees are encouraged to contact these persons for advice or support if they become aware of discrimination, sexual harassment, harassment, mobbing or violence.
- (3) The Equal Treatment Confidants shall be provided with the necessary resources (e.g. further training and material resources).

§ 8 Budget compilation

No individual or group of individuals may be discriminated against in budget preparation or budget allocation.

§ 9 Trans, intersex and non-binary persons

Respectful treatment of trans, intersex and non-binary persons is a matter of course and discrimination must be avoided.

§ 10 Job openings

Job openings may not be discriminatory and must serve as an objective basis for decision-making.

§ 11 Interviews and Selection Criteria

Discriminatory questions or statements during job interviews are not permitted and selection decisions must also be made on the basis of objective criteria. Career delays due to caring for children or dependents in need of care may not be used as a disadvantage in selection decisions.

§12 Training and Further Education

(1) Further training in the area of equality, the advancement of women and gender mainstreaming shall be ensured for managers and persons entrusted with equal treatment within the scope of budgetary possibilities, and the awareness of all persons at the WCL on the topic of equality shall be strengthened.

(2) Participation in career-enhancing training and continuing education shall also be granted within the scope of budgetary possibilities.

§13 Promotion of Women

(1) If there is an under-representation of women in certain departments or hierarchical levels, this shall require active efforts to promote women at the WCL.

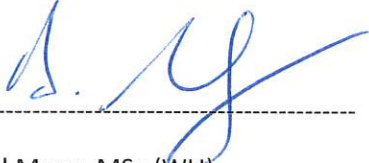
(2) The WCL also fulfills its obligation to society as a whole and participates in public programs for the advancement of women, for example by accepting female FemTech interns.

(3) Underrepresentation of men in certain fields would also be actively countered.

§14 Monitoring

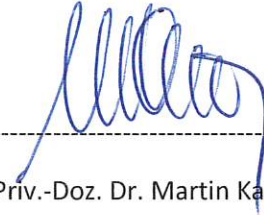
A gender-specific evaluation of the respective proportions in the various areas and hierarchy levels is prepared annually on the reporting date of December 31 in order to have a data basis for future actions.

Signatures



Bernhard Mang, MSc (WU)

Management



Priv.-Doz. Dr. Martin Kainz

Management