

# IT:U – Kommunikations- und Informationsplattform

## Verlautbarungsteil

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Jahrgang 2026

Ausgegeben am 29. Mai 2026

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Nr. 0025 Kundmachung: **Beschluss des Gründungskonvents, mit dem die  
Satzung geändert wird**

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### Beschluss

#### **des Gründungskonvents der Interdisciplinary Transformation University Austria, mit dem die Satzung geändert wird**

Der Gründungskonvent der Interdisciplinary Transformation University hat in seiner Sitzung vom 18.05.2026 beschlossen:

#### **Artikel 1**

Die Satzung des Institute of Digital Sciences Austria bzw. der Interdisciplinary Transformation University (IT:U), Beschluss des Gründungskonvents vom 22. September 2025 in der Fassung des Beschlusses KIP Nr. 0015/2025 wird wie folgt geändert:

- 1) Nach Satzungsteil V wird die beiliegende englischsprachige Version des Satzungsteils VI, bis zu Erstellung und Beschluss einer verbindlichen Übersetzung ins Deutsche, eingefügt.
- 2) Abs. 1 der Inkrafttreten und Übergangsbestimmungen lautet zukünftig wie folgt:  
„(1) Diese Satzung tritt mit 01. Juni 2026 in Kraft.“
- 3) Dem Inhaltsverzeichnis wird der Verweis auf Satzungsteil VI beigefügt

#### **Artikel 2**

Die Satzungsänderung ist auf der Kommunikations- und Informationsplattform (CIP) der Interdisciplinary Transformation University zu veröffentlichen und tritt mit Ablauf des 30. Mai 2026 in Kraft.

Die Vorsitzende des Gründungskonvents:

**Claudia von der Linden**

**1 Beilage**

# IT:U – Communication and information platform

## Promulgation Section

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Volume 2026

Issued on May 29th, 2026

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Nr. 0025 Announcement: Resolution of the Founding Convention amending the bylaws

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### Announcement

#### Resolution of the Founding Convention of the Interdisciplinary Transformation University Austria amending the bylaws

The Founding Convention of the Interdisciplinary Transformation University resolved in its meeting on May 18th 2026:

#### Article 1

The bylaws of the Institute of Digital Sciences Austria, also referred to as the Interdisciplinary Transformation University (IT:U), as resolved by the Founding Convention on 22nd September 2025 and announced by CIP No. 0015/2025, shall be amended as follows:

- 1) After Section V of the bylaws, the enclosed English Version of Section VI shall be inserted, until a translation of Section VI into German is approved by the Founding Convention.
- 2) Subparagraph 1 of the Entry into force and transitional provisions section shall read as follows:  
„(1) *These Bylaws enter into force on 1 June 2026.*“
- 3) Section VI of the bylaws will be added to the table of contents

#### Article 2

The amended bylaws shall be announced on the Communication and Information Platform (CIP) of the Interdisciplinary Transformation University and enter into force at the end of May 30<sup>th</sup> 2026.

The Chair of the Founding Convention:

**Claudia von der Linden**

**1 Annex**



## Part VI of the Bylaws: Affirmative Action Plan

### Preamble

IT:U recognises the integral value that equality, diversity and inclusion play in driving academic excellence and innovation. As a public university, IT:U upholds its obligations under the Federal Equal Treatment Act, guided by respect, diversity, and continuous growth toward an open-minded and equality-oriented academic future. IT:U establishes this Affirmative Action Plan for Equal Opportunities and Women's Advancement (hereinafter: Affirmative Action Plan or: Plan) as a binding institutional framework to prevent discrimination, advance gender equality, with a special consideration to the promotion of women towards a successful academic career in STEAM and beyond, and ensure inclusive governance across all university activities. The Plan integrates gender equality, accessibility, inclusion, diversity, and care compatibility as cross-cutting institutional responsibilities. IT:U shall promote an open feedback culture that treats mistakes as opportunities for institutional learning.

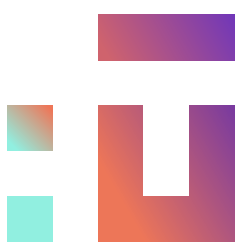
## General Provisions

### Article 1 Objectives and Commitment to Equality

- (1) This Plan establishes provisions and measures to prevent personal and structural discrimination and promote equality, diversity, and inclusion across all areas of the University. The First Committee for Equality and Women's Advancement (hereinafter: FCEWA) is responsible for measures of prevention, monitoring and enforcement of the Plan. The President, members of the first management level, the Equal Opportunities Office and competent bodies or units are accountable for practical implementation. All IT:U-members are bound by the Affirmative Action Plan. Breaching provisions of the Action Plan means breaching duties of the respective employment contract or educational contract.
- (2) IT:U promotes respectful and inclusive working and learning conditions, gender balance in leadership and decision-making, equality in recruitment and career development, work-life balance and a sustainable organizational culture, as well as integration of gender issues into research and teaching content.
- (3) To ensure this, concrete measures are needed, as well as responsible institutions and procedural rules for their interaction. Those measures are based on the state of the art as well as the needs of the target groups. Needs and measures are evaluated on a regular basis, and measures adapted according to the results of those evaluations pursuant to Article 16 para (3) of Part V of the Bylaws.
- (4) Career advancement at IT:U shall not depend on regular overtime. The right to be unavailable shall be respected.
- (5) IT:U shall develop measures for the prevention of psychosocial risks and promote well-being.



- (6) Equality measures shall be supported by evidence and subject to regular evaluation.
- (7) With its Affirmative Action Plan, IT:U seeks to fulfill and go beyond the requirements for universities and other research institutions in its Horizon Europe Framework Program for Research and Innovation 2021-2027 and subsequent framework programs.
- (8) IT:U collects, analyzes, and uses relevant qualitative and quantitative data, in compliance with applicable data protection and ethical standards, to identify structural inequalities and inform the development, implementation, and revision of anti-discrimination and women's advancement measures. IT:U regularly assesses subjective and lived experiences in order to identify actual or potential forms of discrimination and implements appropriate measures to prevent, mitigate, and address discrimination as well as shortcomings in women's advancement in all its forms.
- (9) FCEWA will develop a catalogue of measures in consultation with the President, the respective responsible divisions and units as well as the Equal Opportunities Office to address the implementation of and achievement of the efforts and goals enumerated in this Plan. FCEWA will submit a proposal for the catalogue of measures to the Board of Trustees. This catalogue of measures once approved by the Board of Trustees and published is a binding extension of this Plan and shall apply in its scope and validity to the same extent as specified for this Plan. The catalogue may be updated up to once per calendar year.
- (10) IT:U is legally bound to establish a future-oriented flagship for public universities which is characterized by innovative spirit, commitment and excellence in research, teaching, management as well as in sociopolitical concerns. Consequently, the following (open-ended) precepts are set up:
  1. Women are underrepresented as long as their share of jobs in the respective category –determined by resorting to full time equivalents is below 51%.
  2. At least the following reference units must be distinguished: 1. the group of the President, the first management level according to Part I of the Bylaws and all “Head of” positions; 2. the group of chairs of excellence, professors and professors of practice; 3. the group of assistant professors and postdoc academic staff; 4. the group of fellow professors; 5. the group of lecturers and other academic and artistic University staff; 6. the group of all other University staff members.
  3. In principle, gender equal representation requires that any collegial body consists of at least 51% women members.
  4. The Directives EU 2024/1499 und EU 2024/1500 prescribe to guarantee that FCEWA and its members as well as SCEWA and its members enjoy full independence by furnishing an appropriate organisational structure, appropriate supply of resources and the possibility to freely apply the provided legal remedies.
  5. The entity in charge of the procedure must inform FCEWA (possibly SCEWA as well) about steps taken or being planned, in order to ensure that these bodies are able to fulfil their tasks without delay and without restrictions.



6. In order to clarify scenarios of suspicion, FCEWA has the right to interrupt the procedure at any time with the effect that no further steps can be taken, and to submit a request to SCEWA if the suspicion cannot be resolved.

## Article 2 Scope of application and validity

- (1) This Plan applies to all members of the University as well as to applicants for study or employment. The scope of protection also expands to participants in projects held primarily by at IT:U.
- (2) The Affirmative Action Plan is developed by FCEWA with support from the Equal Opportunities Office.
- (3) All bodies authorized to make organizational, personnel, academic or financial decisions shall implement this Plan within their competences.
- (4) The time period in 2026 after the Plan comes into force is a transitional implementation period within which measures are being set up and ends on 1.1.2027. During this period, FCEWA may suspend elements of the Plan to ensure that sufficient structures are in place at IT:U to enforce it.
- (5) Scope of Protection: Protection against discrimination as well as shortcomings in women's advancement shall apply in particular to:
  1. the establishment of employment, training and student relationships;
  2. remuneration, scholarships and other financial benefits, which shall be determined on the basis of objective and transparent criteria;
  3. access to voluntary social benefits and institutional support measures;
  4. access to training, mentoring and development opportunities;
  5. promotion, career progression and assignment to positions of responsibility;
  6. working and study conditions, including allocation of tasks and access to resources;
  7. termination, suspension or non-renewal of employment or study relationships.
- (6) FCEWA and the Superior Committee for Equality and Women's Advancement (hereinafter: SCEWA) shall be involved sufficiently early in all relevant procedures to ensure meaningful participation and to prevent discriminatory outcomes and structurally biased procedures.
- (7) Mandatory involvement of FCEWA applies, in particular, to measures and decisions relating to:
  1. recruitment, employment, contract renewal, promotion, evaluation, and the allocation of leadership and decision-making functions;
  2. committee composition and procedural rules governing personnel-related matters;
  3. cases where suspicion of discrimination, abuse of power, or retaliation arises.
- (8) Involvement must take place before finalization of the decision-making and before any binding resolution is adopted.



## Prevention of Discrimination and Abuse of Power

### Article 3 Commitment

- (1) IT:U shall ensure a working and study environment free from discrimination, abuse of power and other forms of violence. IT:U shall define institutional responsibilities for the prevention of discrimination and hold leadership and relevant bodies and units accountable for the implementation, monitoring, and enforcement. Retaliation against persons who report misconduct or participate in related procedures is prohibited.
- (2) IT:U shall ensure accessible, confidential, fair, formal and informal reporting and conflict-resolution mechanisms which are aligned with the needs and decisions of the affected person as well as compliant with the requirements of the rule of law in such situations.
- (3) IT:U shall ensure prevention of discrimination and abuse of power through compulsory training measures.

### Article 4 Discrimination

- (1) Discrimination is defined as the disadvantaging of employees, students and applicants on the basis of personal characteristics such as gender, race, color, ethnic or social origin, genetic features, language, religion or belief, political or other opinion, national minority, property, birth, disability, age or sexual orientation (Sections 4, 13 B-GlBG, Section 7b BEinstG, The Charter of Fundamental Rights of the European Union – CFR).
- (2) Selection and evaluation criteria shall be predetermined, documented and applied consistently. Where automated or artificial intelligence systems are used in recruitment or admission procedures, IT:U shall ensure transparency and accountability of the system's functioning and documentation as well as human oversight of the decision-making process and regular assessment to fight bias.
- (3) Any difference in treatment must be objectively justified by a legitimate aim and the means of achieving that aim must be appropriate and necessary.

### Article 5 Harassment, Gender-Based Violence, Bullying and Abuse of Power

- (1) IT:U prohibits all forms of harassment and abuse of power.
- (2) IT:U considers harassment unwanted conduct that has the purpose or effect of violating the dignity of a person, or creating an intimidating, hostile, degrading, humiliating or offensive environment. This may include action which is verbal, non-verbal, physical, online or psychological. Harassment that relates to gender, ethnic origin, religion or belief, age, sexual orientation or disability is a form of discrimination (Sections 8, 8a, 16 B-GlBG, 7d BEinstG).
- (3) IT:U considers gender-based harassment gender related conduct (not necessarily sexual in nature), that is unwanted and violates dignity. It includes gender-based hostility, degrading remarks about gender identity or expression, or discriminatory conduct connected to gender stereotypes. It also includes announcing or implementing professionally supportive or



professionally detrimental interventions aimed at inducing a person to perform favors of a sexual or gender-related nature ('quid pro quo') (Section 8(2)(2), Section 8a(2)(2) B-GIBG).

- (4) IT:U considers gender-based violence verbal, physical or psychological acts, directed at a person on the basis of gender, gender identity or expression, that inflict or intend to inflict harm or create or intend to create a hostile environment.
- (5) IT:U considers abuse of power/misuse of legitimate authority to disadvantage another member of the university community (such as students, staff or researchers, research collaborators or subjects) due to unjust use of a position of power. It covers intimidating, manipulative, or coercive behavior; unreasonable demands; and the withholding or controlling of information or resources. It also includes favoring individuals or groups without justification, penalizing disagreement, or prioritizing personal interests over the institution's duty of care.
- (6) IT:U considers bullying the repeated degrading treatment of a person or group over a longer period without reference to a diversity dimension, often associated with the goal or result of mental harm, exclusion or removal from the workplace. Bullying is a form of harassment; the respective remedies are available to the bullied person.

## Article 6 Prevention, Enforcement and Institutional Measures

- (1) The prevention of discrimination, harassment, abuse of power and violence is a core commitment of IT:U.
- (2) Acts of discrimination, harassment or abuse of power constitute a breach of duties: Employees and students who commit such acts violate their obligations arising from their employment/educational contracts. The competent supervisor shall ensure that measures are taken where appropriate.
- (3) IT:U shall ensure accessible, confidential and fair formal and informal reporting and conflict resolution mechanisms which are aligned with the needs and decisions of the affected person as well as compliant with the requirements of the rule of law in such situations. Protection against retaliation is guaranteed.
- (4) With regard to prevention, regular training and awareness programs are developed for all members of the university community to recognize problematic behaviors, learn counter mechanisms and train to stand up against bullying and gender-based violence. Regular trainings are mandatory for positions with managerial responsibility as well as for employees. First trainings must be taken within 12 months of starting at IT:U. A transition period will be provided for staff already working at IT:U in 2026.
- (5) Sanctions for violations shall be effective, proportionate and suitable for special and general deterrence. Where appropriate, measures taken by a supervisor may be complemented by reconciliation processes.



## Article 7 General Protection Against Discrimination in Connection With the Employee and Student Lifecycle

- (1) The President shall submit quarterly reports to FCEWA on justification, structuring or termination of an employment relationship (beginning with the job advertisement) from 2026 onwards, and on justification, structuring or termination of an educational contract from 2027 onwards. In addition, FCEWA shall be entitled, at its discretion, to request information and documentation on any topic subject to the quarterly report. Such information shall be provided without delay.
- (2) Where an employee or a student approaches FCEWA, FCEWA shall be entitled to request any further information necessary from the responsible university body or unit. Such information shall likewise be provided without delay.
- (3) FCEWA shall be provided by the competent university body or unit with information as is necessary for the performance of its tasks. FCEWA shall be granted access to relevant documents, to the extent required for the fulfilment of its functions. All access to personnel files is only permitted with the explicit consent of the persons concerned.
- (4) The operational handling of the reporting obligation may also be carried out by the respective department or unit (e.g. People & Culture/Study Affairs), without this affecting the President's responsibility.
- (5) FCEWA may obtain opinions, statements and information from experts in preparation for its decisions. The necessary documents may be made available to these experts. Such experts shall be bound by a statutory duty of confidentiality and shall be required to enter into a written non-disclosure agreement (NDA) as a precondition for receiving any documents or information.
- (6) FCEWA, in cooperation with the People & Culture unit, shall develop a catalogue of requirements for job advertisements, to ensure compliance with equality and fairness principles. Pursuant to Article 11 para (2) and (4) of Part V of the Bylaws, the People & Culture unit shall provide FCEWA with access to all vacant positions and the corresponding list of applications received, including any application documents necessary for FCEWA's tasks. FCEWA shall be entitled to conduct random checks of vacancy information and corresponding list of applications received.
- (7) If FCEWA considers the reasoning of the university body or unit in charge of the procedure explaining why fewer or no female applicants are invited to selection interviews (Article 3 para (7) of Part V of the Bylaws) valid and communicates this evaluation to the university body or unit in charge of the procedure, the hiring process can be continued without delay. If FCEWA considers the reasoning of the university body or unit in charge of the procedure explaining why fewer or non-female applicants are invited to selection interviews (Article 3 para (7) of Part V of the Bylaws) not valid, it may require that the post is advertised anew.
- (8) Where there is suspicion of discrimination, including gender-based discrimination, direct or indirect discrimination, retaliation, or structural procedural bias, the competent decision-making body or unit and FCEWA shall be notified without delay.



- (9) Upon the notification, FCEWA is - pursuant to Article 12 of Part V of the Bylaws - entitled to require postponement (“stop-the-clock”) of the procedure by notifying the competent decision-making body or unit in writing of the suspected infringement.
- (10) Unless the action does not permit delay, postponement request is binding and immediately effective upon receipt and may last for a maximum period of ten days. ‚Undelayable action‘ shall be interpreted narrowly and exists only where postponement would: violate a non-extendable statutory deadline; or cause immediate and severe operational harm that cannot reasonably be mitigated by interim measures. Internal time pressure, convenience, reputational concerns, financial burden or prior planning deficiencies do not constitute undelayable action.
- (11) If after assessment, FCEWA concludes that the intended measure or decision of the university body or unit is discriminatory, it shall request clarification from the responsible body or unit. After evaluating the information obtained, FCEWA shall adopt its final opinion and inform the competent decision-making body or unit within ten working days.
- (12) If the competent university decision-making body or unit amends the intended measures or decision and thereby eliminates the suspected infringement, the procedure may continue.
- (13) If the university body or unit refuses to comply with the objection and amend its plan in accordance with the opinion of FCEWA, it must notify FCEWA in writing, setting out in detail the reasons for its insistence.
- (14) If no solution is reached during the interruption period, or if the discrimination is not eliminated by the body or unit responsible for the personnel decision, FCEWA may submit a written request to SCEWA within a period of eight working days pursuant to Article 13 of Part V of the Bylaws requesting a decision on the matter.
- (15) Provided that the request meets these requirements and is submitted in due time, it shall have suspensory effect. During this period the competent or responsible university body or unit may take only actions that cannot be postponed (see supra Article 7 para (9)); any actions in contravention of this rule are ineffective. SCEWA shall decide on the request in accordance with Articles 13 and 14 of Part V of the Bylaws.

## Article 8 Protection Against Discrimination in Connection with Harassment

- (1) In the event of harassment, FCEWA shall inform the person concerned about possible courses of action. If the person concerned wishes to receive psychological support, IT:U must provide this to the greatest extent possible including professional support. If the person concerned wishes the harasser to be held accountable, they must be informed of the possible need to name individuals in the subsequent proceedings and to testify about the harassment scenarios they have experienced. In all phases of the proceedings, the person concerned must be afforded the highest possible level of protection from confrontation.
- (2) Pursuant to Article 14 para (4) of Part V of the Bylaws, FCEWA may refer cases of harassment on the grounds of gender, ethnicity, religion or belief, age, sexual orientation or disability suspected to have taken place in the University's study and work environment to SCEWA and



request that SCEWA establish whether harassment has occurred and, if applicable, take appropriate action to ensure that the harassment is eliminated.

- (3) For cases of sheer discriminatory assault mediation is ruled out.

## Women's Advancement & Gender Mainstreaming

### Article 9 Gender Mainstreaming

- (1) IT:U considers gender mainstreaming the systematic inclusion of the goals of advancing women and other gender minorities and of promoting gender equality in all activities, measures and decision-making processes of IT:U. Engagement in gender equality shall be taken into account in target agreements, strategic planning and budget allocation. IT:U shall value gender competence put forward by applicants for employment or study.
- (2) The catalogue of measures according to §1 para (9) of this Plan shall include measures to establish diversified and efficient support for women to enhance women's qualifications in science and/or arts as well as to improve their strategic and managerial skills, thus strengthening all abilities required to pursue a career and achieve top positions. These measures, which are directed to IT:U's women students and employees, may be provided in the form of scholarships, training programs, coaching, mentoring or networking.
- (3) Subjects in women's, gender, welfare, childhood and child-care, queer, and intersectional studies shall be eligible for funding and budget allocations on the same basis as all other subjects.
- (4) Non-compliance with this requirement may constitute discrimination and shall be addressed in accordance with IT:U's institutional policies and legal obligation. FCEWA may review such cases and, where appropriate, refer them to SCEWA pursuant to Article 14 of Part V of the Bylaws for a determination of whether an infringement has occurred and for the adoption of appropriate measures.
- (5) IT:U creates the infrastructure that enables employees and students to communicate within the university in a manner that corresponds to their gender characteristics, gender identity, gender expression and gender role.

### Article 10 Gender Mainstreaming in Study Programs

- (1) IT:U promotes the deep integration of women's studies, gender studies, welfare studies, queer studies, and intersectional studies within all study programs at the university.
- (2) IT:U commits to produce and use bias-free materials (e.g. for educational and public relations purposes) that are free from explicit and implicit gender stereotypes.
- (3) IT:U commits to providing financial and professional support programs for women in STEAM and related interdisciplinary fields, in the form of grants, scholarships, or exemption from student fees. IT:U invests in outreach programs that motivate young women and other gender



minorities to enroll in interdisciplinary STEAM programs. Further measures are covered in the catalogue of measures.

## Article 11 Gender Mainstreaming in Employment

- (1) In accordance with Section 11 para 1 of the B-GlBG, IT:U shall work towards eliminating the underrepresentation of women and addressing structural disadvantages in employment. Apart from the scenarios, for which Article 3 para (1) and (3) of Part V of the Bylaws require a women's share of 51%, IT:U shall strive for a balanced gender representation within a range of 45%-55% in all areas of the University, including teaching, research, employees and study programs within 3 years from the entry into force of the Plan. The extent to which genders are represented in a reference unit is determined on the basis of full-time equivalents (not per capita). Where women are underrepresented, priority must be given to equally qualified female applicants in recruitment or promotion in accordance with applicable law. As regards access to training, priority must be given to female applicants who are not significantly less qualified than the best male applicant.
- (2) Failure to comply with the reservation provision is considered discrimination.
- (3) Co-leadership and leadership in part-time employment are effective measures of involving women in leadership positions.

## Article 12 Gender Mainstreaming in Science

- (1) The definition of "academic excellence" will not only be determined by publications, but measured by a wider competence framework, based on the more inclusive DORA and in line with the CoARA-principles.
- (2) Scientific and artistic topics in the field of women's studies, gender studies, welfare studies, queer studies, and intersectional studies are to be regarded as equivalent to other topics in the context of qualification assessments (e.g. in tenure track procedures, and also in appointment procedures, depending on the subject-specific requirements of the respective call for applications).
- (3) Funding decisions shall not disadvantage gender-related research fields.
- (4) IT:U shall adopt targeted mentoring structures and supportive measures for career development such as coaching for underrepresented genders. Further measures are covered in the catalogue of measures.

## §13 Additional Provisions for Appointment Procedures Concerning Professors

- (1) If candidates who have not applied are included in the appointment procedure, FCEWA must be notified without delay.
- (2) The members of FCEWA have the right to attend meetings of the appointment committees in pairs (up to two members) and to submit motions, to have dissenting opinions recorded in the minutes and to have certain contributions to the discussion made during the proceedings



included in the minutes. In addition to the attendance rights of FCEWA members under Article 11 para (3) of Part V of the Bylaws, FCEWA may designate a suitable representative, including a member of the Equal Opportunities Office, to attend selection procedures and committee hearings in an advisory capacity in order to safeguard compliance with equality and non-discrimination provisions.

- (3) FCEWA must be invited to attend meetings of the appointment committee at least one week in advance. If FCEWA is not invited or if notice is not given in good time, any resolutions passed at such meeting are invalid following Article 11 para (3) of Part V of the Bylaws, unless FCEWA waives its right to participate. In such case, the appointment committee must reconvene and hold a new meeting including FCEWA to deliberate and pass a resolution. If FCEWA is unable to attend a meeting, it must notify the appointment committees in writing.
- (4) All hearing committee members must complete an anti-bias training prior to the first contact with any application materials or applicants.
- (5) As long as women are underrepresented in the relevant reference unit, female applicants who are equally qualified as the most suitable male applicants must be given priority in the appointment proposal pursuant to Article 3 para (3) of Part V of the Bylaws. Appointment negotiations must be conducted with them as a matter of priority. In all appointment negotiations, the President must inform the negotiating partners of the proportion of women achieved in the relevant organizational unit and of any associated legal priority rules.

## Care-Compatibility

### Article 14 Commitment to Care Responsibility and Work Compatibility

- (1) IT:U recognizes caregiving responsibilities as a key equality issue and prohibits direct or indirect disadvantage on this ground.
- (2) IT:U considers it its duty to take care responsibilities into account. Flexible working arrangements and remote work shall be considered as appropriate measures. Beyond flexible work arrangements, IT:U shall ensure institutional visibility of employees with caregiving responsibilities.
- (3) IT:U shall periodically assess caregiving needs of employees. Results shall be reported to FCEWA and other competent university bodies.
- (4) Based on this evaluation, IT:U shall adopt reasonable support measures, subject to operational and budgetary feasibility. Requests for flexible arrangements shall be assessed individually and proportionately. IT:U shall grant access to information on caregiving-related rights.
- (5) IT:U shall endeavor to ensure that care responsibilities are as compatible as possible with working as well as studying and completing a degree. In this regard, IT:U shall take caregiving responsibilities into account when scheduling institutional events, to the greatest extent possible.



- (6) IT:U ensures that the exercise of rights related to caregiving responsibilities, including the use of flexible working or study arrangements, shall not result in disadvantage or adverse consequences.
- (7) IT:U shall promote equal caregiving involvement across all genders and avoid reinforcing gender stereotypes.
- (8) IT:U ensures that caregiving-related absences or workload adjustments do not result in disadvantage in recruitment, appointment, evaluation, promotion, performance assessment, or academic progression, and promotes an institutional understanding of caregiving as compatible with excellence, commitment, and long-term career development.
- (9) IT:U recognizes care responsibilities as a relevant dimension in research contexts and ensures that care responsibilities are appropriately considered in research-related activities, including project planning, funding applications, timelines, mobility requirements, authorship practices, and evaluation of research performance.

## Article 15 Measures to Enhance Care Responsibility and Work Compatibility

- (1) Employees experiencing urgent personal caregiving responsibilities, whether short-term or longterm including situations involving children, family members, or other dependents have a temporary right to work remotely/mobile for the duration of the care need, to the extent compatible with the essential requirements of their role. This includes all tasks that do not require physical presence and can be performed digitally with reasonable organizational effort. Employees with ongoing care responsibilities shaped by chronic illnesses are entitled to different working hours and attendance arrangements, provided that this does not interfere with their work. These different arrangements must be agreed between the employer and the employee. Refusal of temporary mobile working is only permissible if specific, objective, and documented operational reasons make physical presence absolutely necessary and these cannot reasonably be postponed, reorganized, or partially replaced by mobile activities. Any refusal must be proportionate, limited in time, and accompanied by a practicable alternative. This entitlement exists without prejudice to statutory entitlements to care or nursing leave under national law.
- (2) Students facing an acute care situation - such as the illness of a child or care-dependent family member, or a short-term care need of a dependent person - must not suffer any disadvantages in their studies as a result. For the duration of the care need, there is a temporary entitlement to mobile/remote participation in courses and study-related activities, as far as possible; reasonable flexibility in attendance requirements; alternative or postponed examinations and performance assessments, while maintaining the essential learning objectives and academic standards. A refusal is only permissible in the case of objectively justified and documented academic requirements (e.g., safety-related laboratory work or mandatory attendance exams), must be proportionate and limited in time, and, if possible, supplemented by reasonable alternatives.



- (3) IT:U shall support measures that allow employees on parental leave to remain in contact with IT:U, if the employees wish to do so based on a marginal working contract. This provision shall in no manner result in implicit pressure on the employee to remain in contact, or affect career prospects if not taken.
- (4) IT:U will actively and assertively promote parental leave for fathers as an institution and take measures to encourage it wherever possible.
- (5) IT:U shall adopt institutional measures to promote compatibility of caregiving and professional or academic life, including participation in relevant networks, provision of facilities, flexible working time models, and promotion of family-compatible meeting practices.

## Accessible University

### Article 16 Commitment to Accessibility

- (1) IT:U is committed to equality for people with disabilities including persons with chronic or mental health conditions and persons covered by applicable accessibility legislation (hereinafter referred to as 'people with disabilities') and shall ensure equal participation in research, teaching and administrative activities. 'Disability' shall be understood in accordance with applicable national and European law and in line with the social model of disability. More detailed regulations are set out in the guidelines for the equality of persons with disabilities at IT:U.
- (2) To ensure equal access, IT:U shall comply with applicable accessibility legislation, including the European Accessibility Act and relevant technical standards. The Equal Opportunities Office shall develop inclusiveness, bias-free and accessibility guidelines in cooperation with relevant university units. Such guidelines shall require approval by FCEWA.
- (3) IT:U shall ensure accessibility in the construction and design of its built environments to the greatest extent possible.

### Article 17 Accessibility Officer

- (1) IT:U establishes the role of accessibility officer. The accessibility officer and their deputy shall be elected in accordance with Section 22a para 1 BEinstG.
- (2) The accessibility officer shall serve as contact person for staff and students with disabilities and coordinate accessibility matters. They shall represent the interests of employees and students with disability in accordance with Section 22a para 7 sentence 1 BEinstG. The duties shall be governed by Section 22a para 8 BEinstG.



## §18 Measures to Ensure Accessibility

- (1) In accordance with Article 16 para (3) of Part V of the Bylaws, every third calendar year, the Board of Trustees shall commission a study on ensuring accessibility and assessing the situation of persons with disabilities at the IT:U with regard to their working and study conditions. Proposals for commissioning a research institution must be submitted by FCEWA. The Accessibility Officer may participate in the selection of evaluators. An executive summary of the study must be distributed to all University bodies specified in section 9 para 1 of the IT:U Act.
- (2) IT:U establishes comprehensive guidelines for the inclusion and equal treatment of persons with disabilities. These guidelines will provide a binding framework for all university processes and interactions, as well as practical tools and support to achieve accessibility in all areas of work. This includes trainings and counselling activities organized by IT:U. These guidelines shall be developed by FCEWA in close cooperation with the respective responsible unit and submitted to the President for approval.
- (3) IT:U pursues inclusive hiring and employment practices in accordance with applicable legal requirements. IT:U shall ensure inclusive recruitment procedures and provide appropriate training for People & Culture staff. Qualified applicants with recognized disabilities shall be given preference in accordance with applicable law. A cooperation with the Ministry's workplace assistance service (NEBA) and disability representative organizations is to be established. Requests for reasonable accommodation shall be assessed individually and in cooperation with the person concerned.
- (4) IT:U shall provide training on inclusive and accessible working practices. Ideally, these training courses are carried out as part of paid partnerships with people with disabilities.

## Diversity

### Article 19 Commitment to Diversity

- (1) IT:U is committed to fostering a pluralistic, inclusive and respectful academic environment. IT:U respects and protects diversity, including on the grounds of gender, race, color, ethnic or social origin, genetic features, language, religion or belief, political or other opinion, national minority, property, birth, disability, age or sexual orientation in accordance with applicable constitutional and EU law.
- (2) IT:U cultivates forms of communication that promote respect, inclusion and non-discrimination. Discriminatory, stereotypical or degrading forms of expression must be avoided.
- (3) IT:U respects the decision of its employees regarding religious or non-religious beliefs. Public, cultural and religious holidays, festivities and fasting periods shall be considered in organizational planning where operationally feasible.



- (4) IT:U supports lifelong learning and supports its staff to have access to personal and professional development opportunities in accordance with institutional resources.

## Article 20 Measures to Enhance Diversity

- (1) IT:U publishes annual diversity and inclusion impact reports containing measurable indicators and corrective action plans.
- (2) IT:U funds academic language-support programs (academic writing, discipline-specific language courses) available to students and employees based on assessed needs.
- (3) All bodies, units and members of IT:U strive to the greatest extent possible to use gender-neutral language in communications. Generic disclaimers stating that masculine forms include all genders shall not replace inclusive language.
- (4) IT:U shall promote diversity awareness and intercultural competence as part of personnel development. IT:U shall value diversity awareness and intercultural competence put forward by applicants for employment or study.
- (5) IT:U develops and implements measures to highlight and communicate the importance of diversity for its organizational culture, both internally and externally. IT:U promotes internal networks and interest groups that represent diversity. Further measures are covered in the catalogue of measures.

## Governance and Enforcement

### Article 21 Purpose, Legal Basis

This section ensures effective equality governance, including sufficient resources, complete access to information, continuous participation in relevant procedures, and enforceable mechanisms to prevent and remedy discriminatory outcomes.

### Article 22 Equality Governance Bodies

- (1) In the implementation, monitoring, and enforcement of this Affirmative Action Plan, IT:U is supported by FCEWA and the Equal Opportunities Office.
- (2) The Equal Opportunities Office and FCEWA advise and support members and bodies of IT:U in all matters relating to diversity, inclusion, equality, women's advancement, and work-life balance.

### Article 23 Independence; Structural and Financial Endowment

- (1) IT:U shall provide the independent organs FCEWA and SCEWA pursuant to § 21 with the personnel, material, and financial resources necessary for the fulfilment of their statutory and regulatory tasks. The level of resourcing shall ensure autonomous task performance without undue dependence on other organs of the university.



- (2) FCEWA and SCEWA shall be structurally and financially endowed in such a manner as to effectively fulfil their tasks, including participation in relevant procedures and effective exercise of information and enforcement rights under the Affirmative Action Plan.
- (3) Such endowment shall include but not be limited to: adequate administrative support capacity; protected time allocation for committee members; access to internal data and documentation required for performance of tasks (subject to data protection requirements); access to independent external expertise where required (e.g., legal expertise, bias prevention, conflict handling/mediation); respective resources in the Equal Opportunities Office and an annually planned budget line sufficient for the fulfilment of tasks.
- (4) Resources provided under the Affirmative Action Plan shall not be reduced, withheld, or restricted as a reaction to lawful oversight activities, objections, postponement requests, reporting, or escalation steps taken under the Affirmative Action Plan.
- (5) The financial endowment of the independent organs shall be based on a multi-year global budget agreed between the independent organs and the President and Managing Director. The independent organs shall execute this global budget administratively on an autonomous basis within the agreed terms. Expenditure within an agreed base allocation shall not require further approval.
  1. IT:U will provide FCEWA and SCEWA with a cost center to manage their budgets and approve requests.
  2. In budget execution and in implementing the measures financed thereby, the independent organs shall, to the extent compatible with their independence, seek synergistic cooperation with other organisational units of the university.
- (6) The independent organs shall negotiate the terms of the multi-year global budget with the President and the Managing Director. FCEWA shall submit the outcome of these negotiations to the Board of Trustees, for approval.
- (7) The same procedure shall apply to any material amendment to the current multi-year global budget during its term.
- (8) Where the Board of Trustees does not approve the proposed budget, the President, the Managing Director, and the independent organs shall resume negotiations and submit a revised proposal within six weeks.

## Article 24 Right to Complete and Timely Access to Information and Documentation

- (1) FCEWA and SCEWA shall be granted complete and timely access to information required to assess equality impacts and procedural fairness.
- (2) As a minimum standard, all documentation required for meaningful participation shall be provided no later than five (5) working days before the relevant decision date, unless binding legal deadlines require shorter timelines. In such cases, documentation shall be provided immediately upon availability together with a written justification of urgency.
- (3) Failure to provide documentation within the defined timelines constitutes a procedural defect and may trigger postponement.



- (4) For major personnel-related procedures, in particular recruitment, employment, promotion, evaluation, contract renewal and measures by their supervisor, the competent decision-making body or unit shall produce a short written Equality Compliance Statement confirming the timely involvement of equality governance bodies; the timely provision of relevant documentation; and the documented handling of any equality-related concerns raised.

## Article 25 Consequences of Non-Compliance; Corrective Action

- (1) Any measure or decision adopted in violation of information rights, participation rights, or postponement obligations under this governance framework constitutes a procedural breach.
- (2) Any measure or decision in which discrimination is suspected, and which is adopted without the required involvement of the competent FCEWA shall be considered invalid and must be subject to immediate review. The measure or decision may be suspended, reversed and/or the affected procedural steps repeated.
- (3) Corrective action may include: suspension of implementation; reopening the procedure with full FCEWA involvement; repetition of the procedure under corrected criteria and safeguards; and/or a documented decision review stating reasons and corrective measures taken.

## Article 26 Protection Against Retaliation

- (1) No person shall be subject to retaliation, disadvantage, or adverse treatment on the grounds that they raise concerns under this governance framework; provide information to equality governance bodies or participate in proceedings; support another person in exercising their rights.
- (2) This also applies to the membership in, or activities carried out on behalf of, FCEWA or SCEWA.
- (3) Any suspicion of retaliation shall be considered as a procedural breach and may result in the postponement of proceedings or other appropriate measures.

# Documentation and Reports

## Article 27 Documentation of Data Relevant to Equality and Communication Measures

- (1) IT:U establishes comprehensive diversity monitoring as part of its quality assurance system from 2027 onwards. This covers all organizational units and service areas of the university. This monitoring shall document, in a transparent manner, the fairness in the distribution of resources and relevant equality measures, including statistics on their implementation, use and effectiveness.



- (2) The percentages as well as absolute numbers of members of all genders, nationalities, age groups and salary levels in the following categories must be recorded:
1. Students and graduates according to the following categories:
    - i. applications and results for the admission procedure for the individual fields of study;
    - ii. First-year students;
    - iii. degrees in the individual fields of study, separated into first degrees and second degrees;
    - iv. degrees in the individual stages of study;
  2. University staff in accordance with the groups defined in Part V of the Bylaws, including in particular:
    - i. the group of the President, the first management level according to Part I of the Bylaws and all “Head of” positions;
    - ii. all other bodies, committees, permanent lists of informants or experts, etc.;
    - iii. the group of chairs of excellence, professors and professors of practice;
    - iv. the group of assistant professors and postdoc academic staff;
    - v. the group of fellow professors;
    - vi. the group of lecturers and other academic and artistic University staff;
    - vii. the group of all other University staff members not listed under subparas (1) to (6).
  3. General staff, divided into the groups ‘With university degree’ and ‘Without university degree’
  4. Research groups and academic staff:
    - i. Participation, leadership and collaboration in research projects
    - ii. ii. Participation in conferences, external collaborations and award of travel allowances
    - iii. Scientific authorship and further academic output
    - iv. Other contributions to research or teaching
  5. Tenure track procedures, qualification agreements, development agreements and similar; admissions, appointments, mutually agreed terminations of employment, dismissals, redundancies; awarding of travel allowances; participation in training and further education events as part of the IT:U personnel development programs.
  6. Leaves and periods of absence, especially due to childbirth and care responsibilities
- (3) The proportion of women must be determined separately for full-time and part-time employees for each reference unit.
- (4) The official website of the IT:U and the IT:U Communication and Information Platform (CIP) shall contain hyperlinks to the Affirmative Action Plan, coaching and mentoring opportunities targeting women, as well as information on and details of FCEWA and SCEWA, the Equal Opportunities Office, and the Accessibility Officer.
- (5) The names and email addresses as well as office locations of all those support bodies and units must be made available to all members of the university via the CIP.



- (6) The numbers of members of all genders must be recorded annually for all organizational units in absolute figures and percentages and published on the CIP in accordance with the principles of transparency and documentation under Article 16 of Part V of the Bylaws.
- (7) The data collected under this monitoring system shall serve as a basis for reports prepared pursuant to Article 16 of Part V of the Bylaws.

## Article 28 Reports

FCEWA is entitled to request annual implementation and execution reports from the respective responsible bodies and units. The nature and scope of the reports must be communicated at least six weeks in advance.