

# Gender Equality Plan Hochschule Fresenius

2022

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## TABLE OF CONTENT

<b>1. PREAMBLE</b> .....	3
<b>2. COMMITMENT TO DIVERSITY AND EQUALITY</b> .....	3
<b>3. MEASURES AND RESOURCES</b> .....	5
<b>3a. Equal Opportunity Officers and Reporting Structures</b> .....	5
<b>3c. Family-friendly conditions</b> .....	7
<b>4. EQUALITY IN STUDIES, TEACHING AND RESEARCH</b> .....	9
<b>5. DATA COLLECTION AND MONITORING</b> .....	10
<b>6. FURTHER EDUCATION AND TRAINING</b> .....	10
<b>7. OUTLOOK</b> .....	11

## **1. PREAMBLE**

Hochschule Fresenius began life as the "Chemisches Laboratorium Fresenius" (Fresenius Chemical Laboratory) in 1848 and has evolved into a privately owned German university with a long educational history. It is the oldest educational institution of its type in the field of chemistry. It combines teaching, research, and practical experience exactly as envisaged by its founder, Carl Remigius Fresenius. The Fresenius name is synonymous with practical teaching that is closely linked with applied research and development. This goes for all its faculties: The long-established Faculty of Chemistry & Biology; the Faculty of Health & Social Sciences; and the Faculty of Economics & Media, both launched in 1997/98; the Faculty of Design, which became part of Hochschule Fresenius in 2013; and onlineplus, the new faculty established in 2015 for distance and online learning. Building on its history, Hochschule Fresenius designs its study programs to be both sustainable and innovative and to serve the future requirements of society and the job market. It continuously develops its services and strategies in collaboration with its practical partners and in dialog with associations, alumni, and students.

In keeping with this, the mission statement of Hochschule Fresenius defines its principal aims as follows: To provide practical teaching, conduct practical research, embody internationality, and to support, challenge, and encourage its students!

## **2. COMMITMENT TO DIVERSITY AND EQUALITY**

Hochschule Fresenius actively strives for diversity and for open and respectful interactions between all the people who study, teach, and research under its roof and who manage and help shape its processes. We promote an atmosphere that welcomes diversity, individuality, and a variety of perspectives as creative resources.

Hochschule Fresenius does not tolerate discrimination.

We support measures that encourage people to show sensitivity toward those with different social backgrounds and ways of life as well as applied research projects on the subject of diversity.

We advocate for a culture of organization and leadership that expressly welcomes diversity and an openness to new ideas. We ensure that talented early career researchers get the support they need.

We facilitate family-friendly working time models and mobile working. We believe we have a responsibility to offer family-friendly advice and support services that will make it easier for our staff members to work while raising children or, for example, caring for relatives.

We establish transparent procedures that promote equal opportunities in the allocation of jobs, committee positions, and support measures. All Hochschule Fresenius members can use their potential to help develop our organization, regardless of their age, country of origin, religion, gender, sexual identity/orientation or any particular needs they may have.

It is crucial to ensure that all students have equal access to our services and to enable educational mobility. Hochschule Fresenius is constantly working to make its study options equally available to all interested groups.

Up-to-date, flexible study options enable students in various phases of life and family to participate in our programs, accompanied by advice and support services that will help them to combine their studies, work, and family.

We want to consistently raise awareness of diversity among our students, both in seminars and extracurricular services, to prepare them for value-based, ethically responsible, and professional conduct and to encourage them to advocate for this mindset when participating in society.

### **3. MEASURES AND RESOURCES**

Hochschule Fresenius is taking various measures to create an organizational structure that is fair to all and provides various resources and contact points for this purpose.

#### **3a. Equal Opportunity Officers and Reporting Structures**

The university has equal opportunity officers at its various locations. They are the point of contact and advice for both students and employees. Among other things, the Equal Opportunity Officers advise on applicable regulations regarding maternity and parental leave as well as other aspects of employment law that relate to one of the six diversity dimensions. They also provide advice on reconciling work/study and family life. In addition, they are the point of contact in cases of discrimination and advise on the need for further training in the area of equality. In addition, together with the disability officers, they support students and employees with physical and mental disabilities.

Likewise, there are contact persons at the locations for the General Equal Treatment Act (German: Allgemeines Gleichbehandlungsgesetz (AGG)), to whom official complaints can be submitted. Regardless of this, employees have the option of turning to the special contact points of the university or their respective company.

#### **3b. Gender promotion and development**

Hochschule Fresenius gives appropriate consideration to persons of any gender in its selection decisions. This applies to all positions held and to be filled at the university.

The recruitment of qualified professors is a central instrument of the university's development planning. Therefore, it endeavors to fill the positions of the academic staff in accordance with its budget planning, as far as possible, on a permanent and equal basis.

According to §1 of the appointment regulations of Hochschule Fresenius of 19.01.2022, the appointment is prepared by a selection procedure of the appointment committee. The appointment procedure is preceded by a public announcement. Already within the public announcement, attention is paid to a gender-appropriate address of the applicants and thus an equal opportunity basis for the filling of the academic staff is created. If the nature of the position permits, the wording "full-time or part-time" is used in order to make it possible from the outset for applicants with children to apply. Furthermore, the responsible dean must ensure a balanced gender ratio when determining the appointment committee.

The individual development perspectives and the associated further training measures of the employees are discussed and the next steps are defined in regular employee meetings. Equal opportunities for all genders are to be created and taken into account. In this way, Hochschule Fresenius is pursuing the goal of creating an equal distribution of the sexes within the various hierarchy levels and establishing a balanced gender ratio in management positions.

The efforts of Hochschule Fresenius to fill both academic and administrative positions with a balanced gender ratio are monitored on an ongoing basis with regard to the recruitment situation and new hires. In this way, Hochschule Fresenius pursues an equal opportunity strategy in the recruitment and promotion of young scientists and administrative staff.

By sending out internal job advertisements within Hochschule Fresenius gem. GmbH and publishing internal job advertisements throughout COGNOS AG, accessibility for all employees is ensured and development within the company is promoted.

In order to create a balanced gender ratio in all areas of activity at the university, care must be taken when formulating job advertisements to ensure that all genders feel equally addressed and that there is no perceived preference for certain genders.

### **3c. Family-friendly conditions**

In order to offer all employees equal working conditions and opportunities for further development, the university creates framework conditions to support all individual life situations. To this end, the university provides the following resources.

#### **pme Family Service**

To improve the compatibility of work and family, COGNOS AG has been cooperating with pme Family Service since January 2019. The pme Family Service is primarily a contact for the topics of childcare, life situation coaching and homecare/eldercare. In addition to individual counseling, the service also includes help in organizing places in daycare centers, outpatient services or nursing homes.

Furthermore, the university pursues the goal of offering framework conditions that make it easier for all genders to combine family and career. This includes mobile working options, part-time models and the associated work-life balance for all employees.

#### **Mobile Working**

In accordance with existing (company) agreements of Hochschule Fresenius, all employees of the company are provided with a mobile working arrangement. All employees have the right to participate in mobile working. Participation in mobile working is voluntary for employees. In consultation with superiors, a personalized mobile working solution can be achieved for each field of activity and each employee.

Before taking up mobile working, employees are advised by the responsible body on occupational health and safety regulations. The advice includes, among other things, ergonomic design options for workstations in accordance with the latest ergonomic findings, as well as the essential aspects of VDU work in accordance with the Workplace Ordinance. In the aforementioned regular employee discussions, the experiences made with mobile working and possible adjustments are made the subject of discussion. Furthermore, within

the framework of the company agreement, the sponsor undertakes to regularly question the employees as to whether the framework conditions provided by the company agreement for mobile working and the actual implementation are adequate.

### **Part-time working**

In addition to the option of mobile working, the university aims to create different working time models and to support and take into account the different life phases of its employees. In this context, a dialog with superiors, for example in the context of the annual employee meetings, creates the opportunity to set up hour reductions and increases depending on the phase of life and needs. The Equal Opportunity Officers can provide advice in this regard. In this way, the university would like to create flexibility in the organization of working hours for its employees in order to be able to react to special life situations and needs, for example when taking on caregiving tasks in a family environment.

The mobile working solutions mentioned above also apply within the part-time models and thus enable the greatest possible flexibility for all employees.

The university is pursuing the goal of implementing part-time management in the area of management functions as well. In all appointments to management positions, particular attention is paid to the qualifications of the applicants and new models such as job sharing are included in the appointment considerations.

### **Work-Life-Balance**

With the described models for working hours and location, the university strives for a comprehensive work-life balance for all employees. In addition to the flexible working time models, the university would also like to support the employees' balance in their free time and provides cooperation in the area of sports. Through various benefit options, all employees have access to special rates at fitness



centers and special discounts on leisure activities and events.

#### **4. EQUALITY IN STUDIES, TEACHING AND RESEARCH**

In accordance with its mission statement, the university perceives differences as enrichment, values and promotes diversity, and shapes intercultural diversity for its employees and students from different positions, ways of thinking and acting.

Hochschule Fresenius has many years of experience in promoting lifelong learning. From initial academic training and part-time degree programs to master's degree courses, continuing education concepts and cooperation for doctoral studies, all our students find educational opportunities in the form of flexible modules. They enable them to achieve personal development goals.

Through different time and fee models, which can also be changed within the current study program, the university offers students of all life and family situations an opportunity to study.

In the general part of the study and examination regulations of the Hochschule Fresenius, § 22 regulates compensation for disadvantages, maternity protection and parental leave for students. No legal obligations arise from non-participation. Students with physical or mental impairments can obtain compensation for disadvantages, and the same applies accordingly in the case of care for a sick child or relatives in need of care. Pregnant or breastfeeding students are not obliged to take part in academic events and examinations. The Maternity Protection Act and the Federal Parental Allowance and Parental Leave Act apply accordingly. Examination regulations are accessible via the university's internal platforms. In addition, students can seek advice from the Equal Opportunity and Disability Officers.

To provide students with additional support in the event of problems, Hochschule Fresenius offers psychosocial counseling, which is free of charge and accessible to students at low thresholds. In addition, liaison lecturers and equal opportunity officers are available to students who experience problematic, abusive or discriminatory situations.

To ensure that all students and employees are addressed equally, Hochschule Fresenius uses gender-neutral language in its official communications. All lecturers are also advised to use gender-neutral language in their lectures. The university provides a guideline for this purpose, which can be accessed via the internal platforms.

## **5. DATA COLLECTION AND MONITORING**

The university administration program collects and evaluates key figures on gender distribution and the students' countries of origin. The International Office of Hochschule Fresenius monitors the development of international students and draws conclusions for the required information and support needs of incoming students in order to offer them the best possible opportunities for inclusion at the university.

Twice a year, the Presidential Board collects key figures on personnel development. In the future, targeted indicators regarding gender distribution will also be collected in order to monitor the development of female-read people in leadership positions and among professors in particular and to be able to adapt existing measures accordingly or to take further measures in areas where one gender predominates.

## **6. FURTHER EDUCATION AND TRAINING**

Hochschule Fresenius offers students various workshops and guest lectures to provide support specifically for female-read students in areas where conscious and unconscious unequal treatment still takes place. Within the Career Development department, workshops and career training sessions will be offered specifically for female-read students. These include, for example, workshops on career counseling or on avoiding "unconscious bias" (i.e. unconscious stereotypes, for example in application and selection procedures or performance evaluations). There are also targeted offers for advising and supporting female entrepreneurs. The focus is on increasing the self-

confidence of women and showing them the development opportunities for their future careers.

For employees, the university organizes workshops on the topic of diversity, where, among other things, a better understanding of the topic, the underlying problems and the implementation in everyday work and in the lecture situation is to be created. Events such as Diversity Day are also used to raise awareness and educate all employees at the university.

In the future, the training program for students and employees will be expanded even further. To this end, targeted data will be collected in order to determine existing needs and to improve and expand the training offered to all university employees. A collegial case consultation is also planned.

## **7. OUTLOOK**

Overall, Hochschule Fresenius will further professionalize the existing infrastructures, counseling services and measures. Specifically, the counseling area for students (psychosocial counseling, liaison lecturers, equal opportunity and disability officers) will be better coordinated and networked so that the needs of students can be addressed even more effectively. This should be accompanied by an expansion of the counseling services and further training for employees.

The monitoring of key figures is to be given a stronger focus on gender differentiation, so that in areas where the proportion of one gender clearly predominates, targeted measures can be created for a balanced gender ratio. In addition, Hochschule Fresenius stands for diversity beyond gender, which means that the proportion of people of different origins, age ranges and physical constitutions is to be expanded even further.