

## **Equal opportunities, diversity and family support at the Collaborative Research Center (SFB) „Strukturwandel des Eigentums“**

The DFG pays strong attention to equal opportunity (EO) and anti-discrimination and has issued policy guidelines that are also binding for the SFB (see [DFG](#)). In addition, the DFG provides funding for EO measures, especially for supporting young female scientists and family-friendly measures.

The SFB has established its own organizational structure for EO measures: **The Equal Opportunity Committee**. Currently, the members of the EOC are: Henrike Katzer, Sofia Bianchi Mancini, Bettina Hollstein, Sylka Scholz, Petra Gümplöva, Helen Anne Gibson, Antje Linkenbach-Fuchs (MWK Repräsentantin), Roman Birke und Jörg Oberthür. The chairperson of this committee is the **Equal Opportunity Officer** of the SFB. This position corresponds to the EOOs of faculties. Currently, the SFB EOO is: [Helen Anne Gibson](#).

The EO committee discusses and designs EO measures and submits plans for EO budget and targeted measures to the managing directors of SFB who take the final decision about deployment of funds. SFB members are invited to approach the EOC expressing their needs, demands and problems, to find solutions together, if possible, supported by SFB funding.

All members of the committee can be contacted regarding issues of equal opportunity, diversity, family support and complaints (harassment, violence, discrimination). The committee and the EO closely collaborate with the various organizations at Jena and Erfurt universities that assume related functions. That means, depending on the case, the responsible units are the university units, and the SFB EOC helps to get in touch with them. This is especially true for all formal aspects of employment, as SFB members are employees of the respective universities, and hence enjoy the full rights and obligations of these. For example, formal complaints must always be directed at the respective university offices.

Below, we provide an overview of the relevant units at both universities and the Max-Weber-Kolleg. Structures differ in detail, but generally converge on a joint basis which reflects the respective legal obligations and policy commitments. All texts are excerpts from the university websites.

	<b>FRIEDRICH-SCHILLER-UNIVERSITY JENA</b>	<b>UNIVERSITY OF ERFURT</b>
<b>Equal Opportunity</b>	<p><b>Gleichstellungsbüro</b></p> <p>The <a href="#">Equal Opportunities Office</a> provides confidential advice on:</p> <ul style="list-style-type: none"> <li>• application procedures and appointment procedures for professorial positions</li> <li>• discrimination, sexual harassment, difficulties in the working environment</li> <li>• need for advisory services in relation to transgender people or transidentities</li> <li>• continuing education courses on gender-specific issues</li> </ul> <p>Contact: Prof. Dr. Bärbel Kracke (<a href="mailto:annette.weinke@uni-jena.de">annette.weinke@uni-jena.de</a>, <a href="mailto:gleichstellung@uni-jena.de">gleichstellung@uni-jena.de</a>)</p> <p><a href="#">Special information for female doctoral students</a></p>	<p><b>Gleichstellungs- und Familienbüro</b></p> <p>The <a href="#">equal opportunities officer</a> provides confidential advice:</p> <ul style="list-style-type: none"> <li>• on the promotion of female scholars: recruitment, qualification, appointment</li> <li>• on questions, criticism and complaints regarding gender equality and on the compatibility of careers and family duties</li> <li>• in case of experiences with sexual discrimination, harassment or violence, action options, including how to make a formal complaint</li> </ul> <p>Contact: Dr. Katharina Reinholdt (<a href="mailto:theresia.piszczan@uni-erfurt.de">theresia.piszczan@uni-erfurt.de</a>, <a href="mailto:gleichstellungsbeauftragte@uni-erfurt.de">gleichstellungsbeauftragte@uni-erfurt.de</a>)</p>
<b>Diversity</b>	<p><b>Diversity office</b></p> <p>The <a href="#">Diversity Office</a> is committed to make sure that all members and affiliates of the University are able to pursue their scholarly activities on an equal basis, regardless of ethnic background, gender, gender identity, sexual orientation, religion or belief, disability, age, chronic or mental illness, family responsibilities, or socioeconomic background. The office can provide you with advice and information on the following topics:</p> <ul style="list-style-type: none"> <li>• Anti-discrimination counseling</li> <li>• Identifying discrimination</li> <li>• Possibilities of action in the case of discrimination</li> </ul> <p>Contact: <a href="mailto:diversitaet@uni-jena.de">diversitaet@uni-jena.de</a></p>	<p><b>MAX-WEBER-KOLLEG</b></p> <p><b>Gleichstellungsbeauftragte</b></p> <p>The <a href="#">equal opportunity officer</a> works on improving the compatibility of career and family responsibilities and increasing the proportion of female junior scientists and professors.</p> <p>Contact: Dr. Antje Linkenbach-Fuchs (<a href="mailto:antje.linkenbach-fuchs@uni-erfurt.de">antje.linkenbach-fuchs@uni-erfurt.de</a>)</p> <p>The Presidium of the University of Erfurt has an <a href="#">Advisory Board for Diversity</a></p> <p>Contact: Niklas Radenbach (<a href="mailto:praesidiumsbuero@uni-erfurt.de">praesidiumsbuero@uni-erfurt.de</a>)</p>

<p><b>Family</b></p>	<p><b>JUni Familie</b></p> <p>The <a href="#">Family Office</a> can support you in all matters that might arise as you try to balance your career with your family commitments. It also offers flexible, hourly childcare right on campus.</p> <p>The <a href="#">child-friendly campus</a> cafeteria offers free food to children, there a lendable toy bags available and facilities for nursing and wrapping babies.</p> <p>The <a href="#">Division for Human Resources</a> offers advice and assistance regarding paternal/maternity leave and on <a href="#">caring for relatives</a>.</p> <p>Contact: Family Office (<a href="mailto:familie@uni-jena.de">familie@uni-jena.de</a>) Division for Human Resources (<a href="mailto:dez5@uni-jena.de">dez5@uni-jena.de</a>)</p> <p><a href="#">Special information for doctoral students</a></p>	<p><b>Family and University</b></p> <p>The University of Erfurt supports employees in combining their work life with an active family life with a wide range of <a href="#">family-friendly programs</a>. For example the University offers <a href="#">flexible childcare</a> on campus and tries to take family interest in account with flexible working hours. You can find detailed information on enrolling your child in public day-care centres <a href="#">here</a> (German only).</p> <p>Contact: Department 2, Human resources (<a href="mailto:personal@uni-erfurt.de">personal@uni-erfurt.de</a>) Equal opportunity office (<a href="mailto:gleichstellungsbeauftragte@uni-erfurt.de">gleichstellungsbeauftragte@uni-erfurt.de</a>)</p>
<p><b>Inclusion (disabilities)</b></p>	<p>The <a href="#">Inclusion Representative</a> is the contact for:</p> <ul style="list-style-type: none"> <li>• the affairs of employees with disabilities and equivalent status</li> <li>• the organization of their work to suit their condition</li> <li>• executives who would like to learn more about benefits for employees with disabilities and equivalent status</li> </ul> <p>Contact: Ingrid Weyrauch (<a href="mailto:ingrid.weyrauch@uni-jena.de">ingrid.weyrauch@uni-jena.de</a>)</p> <p><b>Representatives for severely disabled persons</b> <a href="#">Representatives for severely disabled persons</a> (Schwerbehindertenvertretung) promote the integration of severely disabled persons in the University, represent their interests and provide them with advice.</p>	<p><b>Staff Council</b></p> <p>The responsibilities and rights of the <a href="#">staff council</a> are laid out in the Thuringian Employee Representation Act (ThürPersVG), which was amended in January 2019. The participation of the staff council is addressed specifically in Section 8 of the Act.</p> <p>In § 68, the general responsibilities of the staff council are described, which also includes: the taking in of suggestions and complaints made by employees, and if they appear justified, to then follow through with negotiations with the designated administration (head of department / faculty). the integration/participation of foreign employees at the workplace, in addition to promoting the understanding between them and the German employees.</p>

	<ul style="list-style-type: none"> <li>• They check that the laws in favor of the severely disabled people are complied with</li> <li>• They apply for measures that serve the severely disabled</li> <li>• They receive suggestions and complaints from severely disabled people and negotiates with the employer</li> </ul> <p>Contact: <a href="mailto:sbv.mail@uni-jena.de">sbv.mail@uni-jena.de</a></p> <p><a href="#">Special information for doctoral students:</a></p>	<p>There is a dedicated unit for inclusion:</p> <p>Inclusion officer: Nadine Pippus-Wehlisch (<a href="mailto:nadine.pippus-wehlisch@uni-erfurt.de">nadine.pippus-wehlisch@uni-erfurt.de</a>)</p> <p>Representative for severely disabled persons: Gregor Herrmann (<a href="mailto:gregor.herrmann@uni-erfurt.de">gregor.herrmann@uni-erfurt.de</a>)</p>
<p><b>Counselling and complaint: Harrassment, violence, dicrimination</b></p>	<p><b>Counselling services</b></p> <p>Counselling services advise on how to deal with experienced or observed discrimination:</p> <ul style="list-style-type: none"> <li>• in (digital) courses respectively in the teaching context</li> <li>• in examinations or in other curricula performances</li> <li>• in the context of research or</li> <li>• in general in the context of studies or work at the University of Jena.</li> </ul> <p>The counselling is of course free of charge for those seeking advice. Please note that the consultation is not legally binding.</p> <p>Counselling services can advise you in German or English. On request, an interpreter can be appointed for other languages. This also includes written or sign language interpreters.</p> <p>Counselling services listen to you, advise you and - if necessary and only with your permission - advocate for you with the relevant authorities. They provide advice by telephone, email, video service and, by</p>	<p><b>Advice and support</b></p> <p>Persons affected, involved or witnesses can turn to the Equal Opportunity Officer in the event of discrimination, (sexual) harassment and/or violence. In particular, the Diversity Officer is also available as a contact person for the concerns of students with disabilities, psychological or chronic illnesses. These <a href="#">contact points</a> offer confidential support and advise in person or by telephone on protection and action options, including how to make a formal complaint.</p> <p>Formal complaint</p> <p>Persons who feel discriminated against or harassed or who have experienced violence within the scope of application of the General Equal Treatment Act and/or the Directive on Protection against Discrimination, Harassment and Violence (Ri-AGG-UE) have the right to complain to one of the University's complaint offices. The complaint offices are Department 1: Registrar's Office and the Legal Department. Complaints can be submitted informally in writing or put on record. The complaint will first be examined within the university</p>

	<p>appointment, in person. If you wish, counselling services are also happy to do so anonymously.</p> <p>The coordinator of counselling services is: Dorothee Gößner (<a href="mailto:dorothee.goessner@uni-jena.de">dorothee.goessner@uni-jena.de</a>)</p> <p>For information on counselling in cases of conflict: <a href="https://www.uni-jena.de/advisory+service">https://www.uni-jena.de/advisory+service</a></p>	<p>and will of course be <b>treated confidentially</b>. Finally, those affected receive feedback on the result of the examination.</p> <p><b>MAX-WEBER-KOLLEG</b></p> <p>The <a href="#">Max-Weber-Kolleg</a> is committed to providing a safe environment for all its members and employees free from discrimination on any ground and from harassment at work, including sexual harassment. The Max-Weber-Kolleg operates with a zero tolerance policy for any form of sexual harassment in the workplace. All incidents will be treated seriously and allegations promptly investigated.</p> <p>Sexual harassment is the unwelcome conduct of a sexual nature that makes a person feel offended, humiliated and/or intimidated and may involve but is not limited to:</p> <ul style="list-style-type: none"> <li>• Unwelcome sexual advances</li> <li>• Inappropriate and demanding invitations</li> <li>• Demands of sexual acts</li> <li>• Sexually offensive gestures, groping, pinching or smacking</li> <li>• Unwelcome sexual jokes</li> <li>• Suggestive or lascivious remarks and insinuations</li> <li>• Sexual comments regarding appearance or sexual orientation</li> </ul> <p>In case you are subject to such or other unwanted behaviour, we encourage you to contact the equal opportunity officer at the Max Weber Kolleg or use the complaint box located in 6th floor.</p>
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<p><b>Advisory board</b></p>	<p><b>Gleichstellungsbeirat</b> The <a href="#">Advisory Board</a> works towards the equality of opportunity for women and men at the University. The advisory board consists of members of all faculties, the administration and students. It supports the central equal opportunity officers with its work in the departments and service units.</p>	<p><b>Gleichstellungsbeirat</b> The <a href="#">Advisory Board</a> advises the Equal Opportunities Officer on the implementation of equal opportunities for women and men at the University of Erfurt. It submits a proposal to the Senate for the election of the Equal Opportunities Officer and her deputy.</p>
<p><b>Policies</b></p>	<p><a href="#">Vice-President for Young Researchers and Diversity Management</a></p>	<p><b>Guidelines for protection against discrimination, harassment and violence</b> With the "<a href="#">Directive on Protection against Discrimination, Harassment and Violence</a>" (2020) the University of Erfurt expresses that it does not tolerate discrimination and harassment at the university. If an incident should nevertheless occur, the directive allows the University to react within the scope of its possibilities. Those affected receive support from the university.</p>
<p><b>International Office</b></p>	<p><a href="https://www.uni-jena.de/en/International+Office">https://www.uni-jena.de/en/International+Office</a></p>	<p><a href="https://www.uni-erfurt.de/en/international/counselling/international-office">https://www.uni-erfurt.de/en/international/counselling/international-office</a></p>