

Equal opportunities, diversity and family support in the Collaborative Research Center (SFB) „Strukturwandel des Eigentums“ / Structural Change of Property

The DFG pays strong attention to equal opportunity (EO) and anti-discrimination and has formulated 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 career support.

The SFB has established its own organizational support for EO measures: The Equal Opportunity Committee. Currently, the members of the EOC are:

Noëmi Burgenmeister, Cinnamon Ducasse, Petra Gümplova, Bettina Hollstein, Malte Janzing, Henrike Katzer, Paula Klöcker, Antje Linkenbach (MWK-Vertreterin Gleichstellung) Jörg Oberthür, Pauline Stockmann, Anne Tittor and Lara Rössig. 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: Anne Tittor.

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.

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.

	FRIEDRICH-SCHILLER-UNIVERSITY JENA	UNIVERSITY OF ERFURT
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Offices: Equal Opportunity and Diversity	Gleichstellungsbüro The Equal Opportunities Office provides confidential advice on: <ul style="list-style-type: none"> • application procedures and appointment procedures for professorial positions • discrimination, sexual harassment, difficulties in the working environment • need for advisory services in relation to transgender people or transidentities • continuing education courses on gender-specific issues Contact: Prof. Dr. Bärbel Kracke (baerbel.kracke@uni-jena.de , gleichstellung@uni-jena.de)	Office for Equal Opportunity and Family Services The office provides confidential advice: <ul style="list-style-type: none"> • on the promotion of female scholars: recruitment, qualification, appointment • on questions, criticism and complaints regarding gender equality and on the compatibility of careers and family duties • in case of experiences with sexual discrimination, harassment or violence, action options, including how to make a formal complaint Kontakt: Dr. Theresia Piszczan (theresia.piszczan@uni-erfurt.de , gleichstellungsbeauftragte@uni-erfurt.de , gleichstellungsbuero@uni-erfurt.de) MAX-WEBER-KOLLEG Gleichstellungsbeauftragte The equal opportunity officer works on improving the compatibility of career and family responsibilities and increasing the proportion of female junior scientists and professors. Contact: Dr. Antje Linkenbach (antje.linkenbach@uni-erfurt.de)
Diversity	Diversity The Diversity Office 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: <ul style="list-style-type: none"> • Anti-discrimination counseling • Identifying discrimination 	<hr/> Diversity The Executive Board of the University of Erfurt has an Advisory Board for Diversity. It advises the Executive Board on fundamental issues of diversity and helps to promote a diversity-sensitive institutional culture. Kontakt: Diversity Officer of the University

	<ul style="list-style-type: none"> Possibilities of action in the case of discrimination <p>Contact: diversitaet@uni-jena.de</p>	<p>Christian Tischmeyer diversitaet@uni-erfurt.de</p> <hr/> <p>Family and University</p> <p>The University of Erfurt supports employees in combining their work life with an active family life with a wide range of family-friendly programs. For example: In addition to a campus daycare center, the University also offers flexible childcare 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 here (German only). Contact: Department 2, Human resources (personal@uni-erfurt.de) Equal opportunity office (gleichstellungsbuero@uni-erfurt.de)</p>
Family	<p>JUni Familie</p> <p>The Family Office (JUniFamilie) 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 (JUniKinder). The child-friendly campus cafeteria offers free food to children, there a lendable toy bags available and facilities for nursing and wrapping babies. The Division for Human Resources offers advice and assistance regarding paternal/maternity leave and on caring for relatives. Contact: Family Office (familie@uni-jena.de) Division for Human Resources (dez5@uni-jena.de)</p>	
Staff Council Inclusion (disabilities)	<p>The Inclusion Representative is the contact for:</p> <ul style="list-style-type: none"> the affairs of employees with disabilities and equivalent status the organization of their work to suit their condition executives who would like to learn more about benefits for employees with disabilities and equivalent status <p>Contact: Ingrid Weyrauch (ingrid.weyrauch@uni-jena.de)</p>	<p>Staff Council</p> <p>The responsibilities and rights of the staff council 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 (covering § 66 to § 82 a). There is no English translation available at this time. In § 68, the general responsibilities of the staff council are described, which also includes:</p>

	<p>Representatives for severely disabled persons Representatives for severely disabled persons (Schwerbehindertenvertretung) promote the integration of severely disabled persons in the University, represent their interests and provide them with advice.</p> <ul style="list-style-type: none"> • They check that the laws in favor of the severely disabled people are complied with • They apply for measures that serve the severely disabled • They receive suggestions and complaints from severely disabled people and negotiates with the employer <p>Contact: sbv.mail@uni-jena.de</p>	<ul style="list-style-type: none"> • 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>There is a separate office for inclusion: Inclusion officer: Nadine Pippus-Wehlisch (nadine.pippus-wehlisch@uni-erfurt.de) Representative for severely disables people: Gregor Herrmann (gregor.herrmann@uni-erfurt.de)</p>
Counselling and complaint: Harrassment, violence, dicrimination	<p>Counselling services</p> <p>The counselling services advise on how to deal with experienced or observed discrimination:</p> <ul style="list-style-type: none"> • in (digital) courses respectively in the teaching context • in examinations or in other curricula performances • in the context of research or • in general in the context of studies or work at the University of Jena. 	<p>Advice and support</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 contact points 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>The counselling is free of charge for those seeking advice. Please note that the consultation is not legally binding.</p> <p>Advice in German or English possible. On request, an interpreter can be appointed for other languages. This also includes written or sign language interpreters.</p> <p>The 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 appointment, in person. If you wish, they are also happy to do so anonymously.</p> <p>Counselling services would like to draw particular attention to our Walk and Talk offer. During a walk, you can discuss your concerns with a person from the Diversity Office.</p> <p>Make an appointment with the counselling services team.</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 and will of course be treated confidentially. Finally, those affected receive feedback on the result of the examination.</p> <p>MAX-WEBER-KOLLEG</p> <p>The Max-Weber-Kolleg 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. 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"> • Unwelcome sexual advances • Inappropriate and demanding invitations • Demands of sexual acts • Sexually offensive gestures, groping, pinching or smacking • Unwelcome sexual jokes • Suggestive or lascivious remarks and insinuations
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Advisory board	Gleichstellungsbeirat The Advisory Board 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.	Gleichstellungsbeirat The Advisory Board 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.
Policies		Guidelines for protection against discrimination, harassment and violence With the " Directive on Protection against Discrimination, Harassment and Violence " (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.
International Office	https://www.uni-jena.de/en/International+Office	https://www.uni-erfurt.de/en/international/counselling/international-office
Doctoral student representatives	Within the SFB there is a Midlevel Representation, that you can address at: midlevel-reps.sfb-eigentum@uni-jena.de	They represent the interests of doctoral students at the University of Erfurt, facilitate an interdisciplinary and cross-faculty exchange on issues relevant to doctoral studies and

	Additionally each faculty has its own midlevel representatives.	contribute to the promotion of an interdisciplinary, cooperative and international doctoral culture. https://www.uni-erfurt.de/forschung/gremien-und-organe/promovierendenvertretung
Assistant's Council	The Assistants' Council represents the student, academic and artistic assistants, who are employed at the University of Jena: https://www.uni-jena.de/63272/assistenzrat assistenzrat@uni-jena.de	The Assistants' Council represents the student, academic and artistic assistants, who are employed at the University of Erfurt, on the Staff Council. https://www.uni-erfurt.de/organisation/interessenvertretungen/assistenzrat