

Information and points of contact for fair and respectful interactions at the Faculty of Physics

provided by the Equal Opportunities Working Party

“The University of Vienna is committed to the advancement of women and to actively support equality between women and men, equality for people with disabilities and/or chronic illnesses, and to respectful treatment of transgender, intersex and non-binary people. It rejects all discrimination and disadvantages in connection with caring responsibilities.”

(Preamble Affirmative Action Plan for the Advancement of Women and Gender Equality of the University of Vienna)

Equal Opportunities Working Party (Arbeitskreis für Gleichbehandlungsfragen, abbreviated AKGleich): This brochure provides information on the Equal Opportunities Working Party and its mission (in German).

→ https://gleichbehandlung.univie.ac.at/fileadmin/user_upload/p_gleichbehandlung/_20210909_AKGleichbehandlung_Web.pdf

Affirmative Action Plan for the Advancement of Women and Gender Equality of the University of Vienna (part of the University Statutes):

→ <https://satzung.univie.ac.at/en/more-parts-of-the-statutes/affirmative-action-plan-for-the-advancement-of-women-and-gender-equality/>

Code of Conduct (intranet) Alle members of the University of Vienna are required to observe the regulations of the Code of Conduct:

→ https://intra.univie.ac.at/fileadmin/upload/rektorat/Code_of_Conduct_english.pdf

Impermissible conduct in violation of professional obligations:

- discriminating behaviour on the basis of sex, ethnicity, religion or belief, age or sexual orientation
- (sexual) harassment
- mobbing

Duty of care:

Superiors, as the employer’s representatives, have a duty of care for the welfare of their staff. They are therefore obliged to act and take appropriate measures in case of (sexual) harassment or bullying.

Rights and obligations of the employer and of the superior can be found on the intranet ([intranet](#); in German):

- If a colleague’s or superior’s **human dignity** is being violated or professional cooperation and thus peace within the company is being severely disrupted (VwGH 11.12.1985, 85/09/0223; 16.10.2001, 2001/09/0096), the behaviour is also to be punished by **disciplinary measures**.
- This also applies to forms of behaviour which the person at which they are aimed regards as unwanted, inappropriate, insulting, or offensive. The term “**discrimination**” therefore includes creating hostile or humiliating working conditions.

- As a basic principle, employer and superior have the option to give employees **instructions** regarding their work. Employees have to comply with these instructions. The employees' official duties towards superiors are stipulated in the BDG (civil servants act) and VBG (contractual employment act). Civil servants and private-law employees generally have to support their superiors and comply with their instructions (§ 44 BDG, § 5a VBG).
- Moreover, behaviour may also result in **legal consequences**.

What can I do?

Get **help** if you think you are affected by discrimination, harassment or bullying. Contact the AKGleich or any other counselling service at the University of Vienna.

- **Support** the affected person if you witness an incident of discrimination, harassment or bullying.
- **Document** the incident in writing via a personal record of events.
- **Protect** your employees within the scope of your duty of care as a superior and provide for a discrimination-free work environment.
- **Foster** a discrimination-free work and study environment for all members of the University.

Contact points (there is no specific sequence in which these are intended to be contacted):

- Equal Opportunities Working Party <https://gleichbehandlung.univie.ac.at/>
- To make an official report of an incident, please contact the head of the Human Resources and Gender Equality unit <https://personalwesen.univie.ac.at/en/about-us/>
- Works Council for the general university staff <https://braup.univie.ac.at/>
- Works Council for the scientific university staff <https://brwup.univie.ac.at/>
- Conflict consulting <https://konfliktberatung.univie.ac.at/>
- Sexual Harassment & Bullying Counselling Office (psychological counselling in cases of sexual harassment and bullying at the University of Vienna.)
<https://personalwesen.univie.ac.at/en/gender-equality-diversity/sexual-harassment-bullying-office/>
- Arbitration Commission <https://schiedskommission.univie.ac.at/en/>