

By-Laws of the Central Institution “UNIFY – Unity for Family, Equal Opportunities, and Diversity” at the University of Heidelberg

In its meeting of 19 July 2022, the senate of the University of Heidelberg passed the following by-laws for the central institution “UNIFY – Unity for family, equal opportunities, and diversity” at the University of Heidelberg in accordance with § 19 (1) sentence 2 item 10 LHG.

§ 1 Assignment

UNIFY is a central (optional) institution of the university within the meaning of § 15 (7) LHG. The institution is assigned to the office of the university’s Equal Opportunities Commissioner for academic staff and students (*Universitätsgleichstellungsbeauftragte*; UGB). It shall cooperate with the officer for equal opportunities, who is in charge of science-supporting staff, in relevant matters.

§ 2 Tasks

(1) UNIFY shall support and advise the university's Equal Opportunities Commissioner for academic staff and students and her deputies. UNIFY shall inform and advise the university boards and institutions in implementation of the legal requirement of creating equal opportunities. The institution is dedicated to gender-appropriate and diversity-sensitive university development at the University of Heidelberg. It shall contribute its experience to the planning, concepts, and decisions of the university in matters of equal opportunities, diversity, and reconciliation of science with a course of studies and family. UNIFY shall also advise on these subjects within the scope of its statutory tasks, contributing to establishing equal opportunities with service offers and projects. UNIFY shall offer advisory services and various measures to help establish a culture of respect and diversity at the University of Heidelberg. The institution shall periodically report to the Equal Opportunities Commissioner for academic staff and students on the current developments in the areas of equal opportunities, diversity, and reconciliation.

(3) The instruments and activities used at the University of Heidelberg consider the requirement of equal opportunities and the diversity principles of the Act on Higher Education of the Land of Baden Württemberg, the law on equal opportunities in Baden-Württemberg (*Chancengleichheitsgesetz*) and the general law on equal treatment (*Allgemeines Gleichbehandlungsgesetz*)¹. They refer to the areas of organisation culture, personnel management, studies, and teaching, research and promotion of families that are specified there. UNIFY supports the university's Equal Opportunities Commissioner for academic staff and students in performing her tasks and implements her current projects.

¹ Cf. LHG BW § 2 (3), (4); § 4; § 5 (2); § 7 (1); § 10 (2); § 11 (7); § 13 (2); § 19 (1), (2); § 20 (1), (3); § 29 (3); § 34 (3); § 45 (6); § 48 (3); § 51 (6); § 61 (1), (3); ChancenG BW; AGG

In particular the following tasks can be derived from performance of the statutory tasks:

- Development and implementation of the operative targets of the university's equal opportunities plan
- Increase of the women's ratios on all levels of scientific service and across all subjects (where women are under-represented)
- Design and execution of individual funding programmes to create equal opportunities
- Promotion of diversity at the university and removal of disadvantages for university members based on various diversity features (e.g., origin/gender identity/sexual orientation/family/social origin, origin/faith/philosophy/physical and mental health, age)
- Support of reconciliation of science or a course of studies and family
- Development of diversity management by information, networking, projects
- Quality assurance at academic appointments by monitoring and guidelines
- Implementation of gender and diversity monitoring at the university
- Promotion of respectful and discrimination-free interaction in university cooperation, in particular to implement a culture of diversity
- Prevention and institutional advisory services in cases of sexual harassment, bullying, stalking, and discrimination.

§ 3 Organisational Structure

UNIFY is managed by a managing director subject to the authority to issue instructions of the university's Equal Opportunities Commissioner for academic staff and students. The management shall take care of UNIFY's day-to-day business in close coordination with the university's Equal Opportunities Commissioner for academic staff and students; it shall act as the superior for the subject officers and administrative employees of the institutions. In coordination with the university's Equal Opportunities Commissioner for academic staff and students, the management shall decide on use of the resources assigned to the institution within the scope of the applicable, in particular budget-related, provisions, and compile the budget.

The university's Equal Opportunities Commissioner for academic staff and students and the management shall report to the rectorate on the institution's day-to-day business at least once per year.

§ 4 Entering into Effect

These by-laws shall enter into effect on the day following their publication in the university Vice-Chancellor's gazette.

Heidelberg, 28/07/2022

Signed Prof. Dr. Dr. h.c. Bernhard Eitel
 Vice-Chancellor