



SWISS TCM UNI
瑞士中医药大学

Equal Opportunities Regulations

This regulation is based on the Statutes.

(For the sake of simplicity, the masculine form is used throughout the text; the feminine form is always included.)



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I. General Principles

§1.1 Objective and Purpose

¹ This Regulation serves the systematic implementation of gender equality at SWISS TCM UNI (STU) and ensures equal opportunities for women and men as well as for employees and students of other gender identities.

² Structurally induced disadvantages shall be identified, corrected, and prevented through appropriate measures. The objective is to create a balanced and discrimination-free environment at all levels and in all areas of STU.

§1.2 Equality between Women and Men

¹ STU promotes the de facto equality of women and men in teaching, studies, continuing education, research, services, administration, and infrastructure.

² The promotion of equality and equal opportunities is a leadership responsibility and an integral part of the institution's responsibility as a higher education institution.

§1.3 Principles and Measures

¹ STU takes appropriate measures to ensure balanced representation of genders in all committees, functions, and hierarchical levels.

² It actively promotes the compatibility of family and professional life as well as family and studies.

³ STU fosters an academic culture in which equality, diversity, and mutual respect are actively upheld.

⁴ Findings from gender and diversity research are appropriately taken into account in teaching, research, and continuing education.

II. Measures to Promote Equal Opportunities

§2.1 Balanced Representation of Genders

2.1.1 Gender-Specific Statistics

¹ The university collects gender-disaggregated data on students, staff members, functions, and committees.

² Data collection serves quality assurance, strategic governance, and the further development of equal opportunities.

2.1.2 Promotion of Women and Men

¹ In areas where one gender is underrepresented, realistic target values are defined.

² Personnel planning includes information on timelines for implementation and the achievement of targets.

³ In areas of overrepresentation, appropriate compensatory measures are examined.

2.1.3 Job Advertisements

¹ Job advertisements are explicitly addressed to persons of all genders.

² In cases of underrepresentation of a gender, a corresponding reference is included in the job advertisement.

³ The Equal Opportunities Office is informed prior to publication.

2.1.4 Selection Procedures and Preferential Consideration

¹ The Equal Opportunities Office cooperates with the responsible selection and appointment committees.

² In cases of equivalent qualifications, preference may be given to the underrepresented gender.

³ Applications from persons of all gender identities and nationalities are treated equally.

§2.2 Compatibility of Family and Studies / Family and Career

- ¹ Study and working conditions are designed to be family-friendly wherever possible.
- ² Part-time work, flexible working models, and study-related organizational adjustments are promoted.
- ³ Extra-professional caregiving and parenting responsibilities are taken into account in staff appraisals.

§2.3 Protection against Discrimination

- ¹ Sexism, discrimination, and sexual harassment are not tolerated.
- ² The Regulation on Protection against Discrimination and Sexual Harassment of STU applies.
- ³ Gender-inclusive and non-discriminatory language is used in all forms of communication.

§2.4 Accessibility

- ¹ STU ensures barrier-free access to premises, study programs, services, and information.
- ² Implementation is carried out in accordance with the Federal Act on the Elimination of Discrimination against People with Disabilities (Disability Discrimination Act, DDA).

§2.5 Compensation for Disadvantages

- ¹ Students with disabilities or chronic illnesses may apply for compensation for disadvantages.
- ² The university provides appropriate support in the application process and in the implementation of such measures.

III. Equal Opportunities Office

§3.1 Function and Scope of Responsibilities

- ¹ The Equal Opportunities Office advises students, staff members, and governing bodies of the university.
- ² It is involved in decision-making processes that are relevant to equal opportunities.

§3.2 Organization

- ¹ The Equal Opportunities Office is organizationally assigned to, and represented within, the University Management.
- ² Where necessary, it may involve additional experts or institutional units.

IV. Quality Assurance, Monitoring, and Further Development

§4.1 Integration into the QSE

- ¹ Equal opportunities form an integral part of the Quality Assurance and Development System (QSE) of STU.
- ² The implementation of this Regulation is subject to a continuous improvement process.

§4.2 Monitoring and Indicators

- ¹ To assess effectiveness, qualitative and quantitative indicators are collected, in particular with regard to:
 - gender distribution;
 - leadership functions and committees;
 - compatibility of family and studies or career;
 - compensation for disadvantages and accessibility.

² Data processing is carried out in compliance with data protection regulations.

§4.3 Evaluation

¹ This Regulation is evaluated at least every four years.

² The evaluation forms part of the institutional QSE and may involve internal or external expertise.

§4.4 Reporting

¹ The Equal Opportunities Office prepares a periodic report.

² The report is submitted to the University Management.

§4.5 Further Development

¹ This Regulation is amended as necessary, in particular in response to legal changes.

² Amendments require approval by the University Council.

V. Enactment

¹ This regulation was adopted by the Equal Opportunities Office on March 28, 2025.

² It was approved by the University Council on March 31, 2025.

³ This document enters into force on April 1, 2025, and replaces all previous versions.

Related Documents:

- Application for Compensation for Disadvantages