

**JKU's Working Group on Equal Opportunities (AKG) pursues equity and actively counteracts discrimination in the following areas:**



GENDER



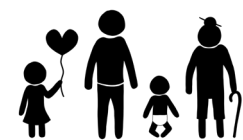
ETHNIC BACKGROUND



RELIGION OR CREED



SEXUAL ORIENTATION



AGE

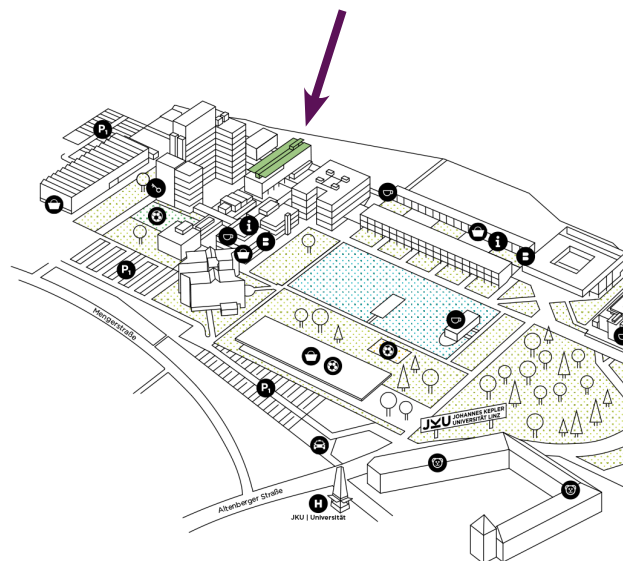


DISABILITY

## We are there for you!

Our office is accessible on the JKU campus in the Hochschulfondsgebäude on the 1<sup>st</sup> floor and available during the following business hours:

Monday	8:00 - 13:00
Tuesday	8:00 - 16:00
Wednesday	8:00 - 15:30
Thursday	8:00 - 16:00
Friday	8:00 - 14:00



JKU Linz  
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Altenberger Straße 69  
Hochschulfondsgebäude, 1<sup>st</sup> Floor, Room 129

Telephone no. (0732) 2468 - 4830  
Email: [akg@jku.at](mailto:akg@jku.at)

[www.jku.at/arbeitskreis-fuer-gleichbehandlungsfragen](http://www.jku.at/arbeitskreis-fuer-gleichbehandlungsfragen)



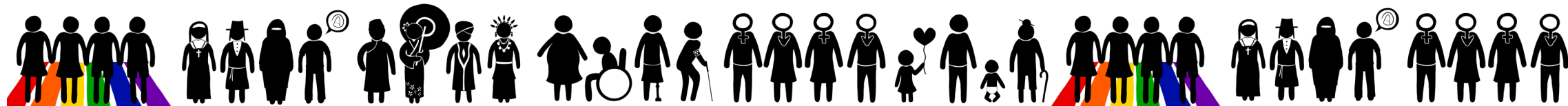
WORKING GROUP ON EQUAL OPPORTUNITIES



**PROMOTION OF WOMEN AND WOMEN'S INTERESTS IN THE WORKPLACE**

**ANTI-DISCRIMINATION**

**EQUALITY OF OPPORTUNITY**



## Contact Persons

at the Working Group on Equal Opportunities



### Chairman

Dr. Andreas Hölzl



### Office Manager

Dr. Christopher Frank



### Consultant

Mag.ª Nina Reschauer



### Consultant

Mag.ª Birgit Kupka

The Working Group on Equal Opportunities is a collegiate advisory board comprised of 15 employees with distinct roles and responsibilities, including representatives of the university's general staff, faculty members in various positions, and the student body itself. Additionally, the AKG consists of many deputy members that may fill in at any given time. The AKG works on an honorary basis and is restaffed every three years.

## Roles & Responsibilities

of the Working Group on Equal Opportunities

Provides aid and assistance to individuals suffering from discrimination, assaults, abuses of power, threats, harassment, and bullying of students or JKU employees.

Engages in personnel recruitment procedures regarding compliance with equal treatment legislation.

Offers consultations to employees and their management concerning diversity, inclusion, and equal treatment.

Contributes significantly to the implementation of the legally required gender-equitable & non-discriminatory language cluster in the workplace.

Reviews compliance with the statutory quota for women in collegial bodies (50%).

Acts in an advisory capacity in procedures leading to Tenure/Full Professorship and on post-doctoral qualification committees (Habilitation)

**Quick and discreet!**

**We are obligated to maintain strict confidentiality!**

**The members of the AKG are not bound by directives!**

## Examples of Discrimination

A professor makes derogatory comments in reference to the LGBTQIA+ community during a course

### Discrimination based on sexual orientation

The flow of information is repeatedly and arbitrarily withheld from an employee

### Bullying

An applicant is not hired due to her age and the fact she wears a headscarf

### Multiple discriminations based on age and religion

Lewd or suggestive conduct including unwanted glances, forward & ill-mannered jokes, offensive, intrusive or unwarranted comments & 'compliments', whistling & catcalling, inappropriate & unwelcome sexual advances and 'coincidental' or 'accidental' physical contact

### Sexual harassment

A faculty member repeatedly ignores a student's queries or comments and portrays said student as unintelligent or bothersome in front of others

### Denigration

A supervisor does not approve a business trip or training and does not provide objective justification or explanation as to why

### Discrimination or denial of equal opportunity

