

## Gender Equality Plan

Since 2022, gender equality plans (GEPs) have been an eligibility criterion for public bodies, research organisations and higher education establishments participating in Horizon Europe projects. The University of Teacher Education Carinthia is dedicated to gender equality and actively promotes an equal opportunities policy. This Gender Equality Plan is adopted by the Rectorate and the University Council on 01.10.2025 and is published on the University's website.

### § 1 Legal documents

(1) The University of Teacher Education Carinthia - Viktor Frankl University has adopted a Women's Advancement Plan and Equality Plan as part of its Statutes (Section V of the [Statutes](#)).

(2) The University of Teacher Education Carinthia is committed to the equality of all gender identities and to equal treatment without discrimination, integrates gender-related content into research and teaching, pursues gender mainstreaming in all planning and decision-making steps, and provides an adequate working environment that enables the reconciliation of family responsibilities with work and study.

(3) The Women's Advancement Plan and Equality Plan sets out the prevention and handling of sexual harassment, gender-related harassment, discrimination and mobbing; provides for improving the reconciliation of family responsibilities with work and study; and establishes gender mainstreaming as a strategy to be applied in all planning and decision-making steps to strengthen an inclusive organisational culture.

(4) It provides for non-discriminatory recruitment and women's advancement in appointments; career development through continuing-education measures; the integration of gender-related content into research and teaching; and raising the proportion of women, including in leadership functions, together with gender mainstreaming in all planning and decision-making steps.

### § 2 Dedicated resources

(1) A Working Group on Equal Treatment Issues has been established at the University of Teacher Education Carinthia, whose members come from teaching, administration and the Austrian National Union of Students (ÖH). Its central task is to counteract discrimination based on gender, ethnicity, religion, belief, age or sexual orientation by university bodies and to provide advice on these matters.

(2) The members act autonomously in the performance of their duties, are subject to confidentiality obligations and contribute to ensuring equal treatment in the application process. The University of Teacher Education Carinthia drafts job advertisements in accordance with non-discriminatory principles and includes an equal treatment clause with the following wording: 'The federal government is committed to increasing the proportion of women and therefore strongly encourages women to apply. In accordance with Sections 11b and 11c of the Federal Equal Treatment Act, female applicants who are equally qualified as the most suitable male applicant will be given preference for admission to federal service or for appointment to the position under the conditions specified therein'.

(3) All applications received, including the complete application documents, will be made available to the Working Group on Equal Treatment Issues for review; in addition, the Working Group will be represented at all selection and application interviews. The selection committee shall justify its decision in writing.

(4) The Working Group on Equal Treatment Issues produces an annual activity report.

(5) At the University of Teacher Education Carinthia, the Centre for Gender and Diversity Competence is set up to coordinate the tasks linked to equality. It is responsible for anchoring

engagement with gender and diversity as integral components of research, teaching, and institutional development; strengthening gender and diversity competences at all levels so as to make a sustainable contribution to equal opportunities in education; and pursuing an explicitly intersectional approach that regards gender in interaction with other dimensions of difference.

(6) In matters of mobbing and harassment, the University of Teacher Education Carinthia has Anti-Mobbing Officers who are appointed for a three-year term. The appointments and contact details are published in the University's Official Gazette, rectorate communications, and staff meetings. Counselling contact points are listed in the Business Allocation of the Education Directorate of Carinthia. General information on mobbing prevention is provided by the Federal Ministry of Education.

(7) The University designates adequate resources and gender-equality expertise to implement this Plan and to support data collection, monitoring and training.

### § 3 Monitoring and data collection

(1) The University of Teacher Education Carinthia collects, analyses and annually reports gender-disaggregated data on staff and students, based on indicators.

(2) The Working Group on Equal Treatment Issues has to submit an annual report on its activities to the University Council and the Rectorate.

(3) The University of Teacher Education Carinthia responds in writing each year to the Federal Ministry of Education's request regarding various incidents in the context of mobbing prevention.

### § 4 Training

(1) The University of Teacher Education Carinthia designs and delivers initiatives, such as training programmes, that foster and entrench a gender- and diversity-sensitive, inclusive institutional culture. These offerings are provided and supported across multiple organisational units.

(2) Open to all members of the university, the Centre for Gender and Diversity Competence designs and delivers continuing-education and training programmes on gender, diversity, and anti-discrimination across research, teaching, and organisation, thereby strengthening gender- and diversity-related competences in academia as well as leadership capacities.

(3) All new staff members at the University of Teacher Education Carinthia must attend gender and diversity workshops as part of the onboarding process.

(4) Training on gender equality and unconscious bias is provided for staff and decision-makers; in particular for members of selection and appointment committees.

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Contact:

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