



Equal Opportunities Policy

valid from 01 January 2021
Version 1.0

Recipient: Employees of the Chrischona Campus AG (CCAG) and
the Theologisches Seminar St. Chrischona tsc

from the management CCAG and Rectorat tsc

1 General

1.1 Basis: Gender Equality Act

The Federal Act on the Equal Treatment of Women and Men, known as the " Gender Equality Act ", has been in force since 01.07.1996. It contains regulations that apply to all personnel decisions, from employment and personnel management to dismissal. Any kind of discrimination based on gender is prohibited. The purpose of the law is to promote equality between men and women.

1.2 Principle

CCAG and tsc respect and protect the dignity and personality of their employees and students. The behaviour of all employees is characterised by mutual respect, tolerance and appreciation. Any discrimination based on gender, age, origin, race, sexual orientation, social status, disability, as well as mobbing and sexually or otherwise motivated harassment will not be tolerated.

1.3 Equal treatment

The principle of equal treatment applies in particular to employment, the allocation of tasks, the organisation of working conditions, remuneration, training and further training, promotion and dismissal. This should also be reflected in the use of language, see document "Integrative language".

2 Prohibition

CCAG and tsc do not tolerate discrimination, sexual harassment, sexist behaviour or mobbing either in the employment relationship or in dealings with female and male students.

2.1 Discrimination in general

Discrimination is defined as any statement or action that is intended to disadvantage, treat unequally, or degrade the value of a person without objective reason.

2.2 Sexual harassment

Sexual harassment is any behaviour that is unwanted by one party and that degrades the persons concerned because of their sex. This includes in particular:

- a) sexual acts and behaviour that are punishable by law
- b) sexual advances accompanied by promises of advantages or threats of disadvantages
- c) unwanted physical contact, requests for sexual acts, intrusive behaviour
- (d) making suggestive remarks or jokes, particularly about appearance or physical characteristics
- e) showing and distributing pornographic material.

2.3 Sexist behaviour

Sexist behaviour is any behaviour without a direct sexual reference that discriminates against or disadvantages a person because of their gender.

This includes in particular:

- (a) discriminatory statements or actions directed at members of one gender
- b) behaviour that creates a hostile climate for members of one sex.

2.4 Mobbing

Mobbing is defined as systematically discriminatory, persistent or repeated aggressive behaviour towards other persons.

In particular, mobbing shall be deemed to be:

- a) hostile and offensive behaviour directed against persons, such as humiliation, insinuation, threats or harassment
- b) personal or material exclusion such as isolation, exclusion from events or exclusion from information.

3 Prevention

CCAG and tsc expect all employees to respect the personal boundaries to which their colleagues are entitled in interpersonal contact.

Supervisors at CCAG and tsc are responsible for ensuring a working environment free of discrimination and harassment within their area of responsibility. They take corrective action if they discover behaviour that contradicts this.

All employees contribute to a working atmosphere that is characterised by a culture of open discussion and positive debate, thus counteracting discrimination, sexual harassment, sexist behaviour and mobbing.

Those affected make it clear to the harassing or discriminating persons, within reason, that they feel harassed or discriminated against and that the behaviour in question is unwelcome.

Employees who notice harassment or discrimination are required, as far as is reasonable, to point out the inadmissibility of this action and to support affected persons who defend themselves.

4 Measures

4.1 Complaint possibilities

In the event of discrimination, sexual harassment or mobbing, the Rector / Managing Director or the Rector / Managing Director or, if this is not possible, the President of the Executive Board or the Board of Directors shall be informed. At the request of the person concerned, this may also be another member of the Executive Board or Administrative Board. The Executive Board or Board of Directors shall define a female member as an additional contact person if the President is male, or a male member as a contact person in the case of a female President.

In the event of a criminal case, the President of the Executive Board / Board of Directors must be informed.

Confidential treatment of the matter is guaranteed. Persons concerned who seek advice or lodge a complaint shall not suffer any disadvantage as a result.

4.2 Sanctions

Depending on the severity of the harassment, sanctions range from a written reprimand to immediate dismissal. Even in the event of an amicable settlement of the incident, CCAG and tsc reserve the right to impose sanctions on the person causing the harassment. Furthermore, harassment may have criminal consequences.

4.3 Abuse of the right to complain

Anyone who accuses a person who is not guilty of harassment against his or her better knowledge will be subject to the same sanctions mentioned above.

5 Entry into force

These Equal Opportunities Policy shall enter into force on 1 January 2021.

Chrischona Campus AG

Theologisches Seminar St. Chrischona tsc

Zsolt Kubecska, CEO CCAG

Benedikt Walker, Rector tsc