

Affirmative Action Plan (AAP) for Managing Inclusion and Diversity

General Principles

- Modul University Vienna (hereafter MUV; the community of MUV comprises all people employed by, studying at or otherwise representing the university) is committed to the ideal of equal opportunities for people regardless of their background and identity and shall give priority to implementing measures necessary for the prevention of discrimination and to counterbalance unfavorable conditions in society.
- MUV shall apply this action plan to protect and promote diversity in the university, explicitly, but not exclusively, including: age, disability, ethnicity, family status or parenthood, gender and gender expression, national origin, religion, sexual orientation, and social class.
- All publications, documentation and other forms of communication shall use diversity-sensitive language. Any kind of discriminatory language and/or visual imagery is unacceptable and shall be subjected to review.
- The Inclusion and Diversity Committee (hereafter IDC) is the body responsible for ensuring that the expression of diversity and inclusion is protected and encouraged within the university.
- All members of the IDC shall hold any personal information divulged to them in the strictest confidence.

The Working and Learning Environment

- The IDC shall ensure that all recruitment processes are free from conscious or unconscious bias and discrimination. If the IDC detects bias or discrimination during recruitment, the process shall be deemed invalid.
- Positive discrimination measures shall be employed in recruitment processes to pursue equality of representation, particularly in senior positions.
- The IDC shall promote the flattening of hierarchies across the MU community as a tool to achieve a non-discriminatory environment and promote communication between members of the community.
- The IDC shall ensure that no discrimination in terms of inclusion or diversity occurs in the working and learning environment and shall investigate and assess any complaints arising from claims of discrimination.
- The IDC shall take measures to improve inclusion and protect diversity within the working and learning environment.
- Any kind of harassment on the basis of inclusion and diversity is not tolerated at MUV and considered a severe violation of the duties of employees and students. MUV is committed to providing a safe environment in which claims of harassment can be voiced and heeded.



- The MUV community's perception of inclusion and diversity within the university shall be monitored and evaluated periodically through a survey across the community in collaboration with other monitoring bodies.

Research and Teaching

- MUV emphasizes the importance of equality, inclusion and diversity and encourages all faculty members and lecturers to include these topics in their research or lectures where and if appropriate.
- Inclusion and diversity thesis topics are encouraged at bachelor, master or doctoral level, and supervisors are encouraged to provide thesis topics on these themes.
- MUV promotes inclusion and diversity as part of its research agenda.

IDC Objectives

- The IDC shall promote and facilitate the realization of the AAP within the MU community.
- The IDC shall be informed about inclusion- or diversity-related actions, conflicts or events.
- The IDC provides guidance on inclusion- or diversity-related issues. Any guidance shall remain confidential.
- Members of the IDC shall not be constrained in their actions and decisions by other members of the MU community, nor shall they be disadvantaged through their actions.
- Modul University Vienna shall provide the resources necessary for the IDC to fulfil its role.
- The AAP shall, if necessary, be revised on a yearly basis.

The MU Inclusion and Diversity Committee
Approved by the UB on November 12th, 2020

