



Mission Statement Gender Equality

The members of Ulm University, its committees, and its management are committed to ensuring equal career and development opportunities for women and men. Their mutual aim is to achieve true equality between men and women. They adhere to the following guidelines.

1. The principles of equal opportunities and gender equality are anchored in all processes at the University. All university committees are committed with determination and creativity to ensure their implementation in all areas and on all levels of operation at the University.
2. Equal opportunities and gender equality are quality criteria for all decision-making processes as well as for organisational and individual action.
3. Ulm University is committed to ensure a management culture that is based on the principles of gender equality and equal opportunities. The executives of Ulm University make certain that working and research conditions are characterised by appreciation, mutual respect and esteem.
4. Ulm University supports the diverse individual career paths of its members.
5. Ulm University pursues models of staff recruitment and staff development that embrace gender equality and equal opportunities. Qualification and further training are promoted in order to achieve equal opportunities for all.
6. Ulm University is committed to ensuring that the study conditions are fair and equitable. It aims to achieve a balanced gender ratio in all study programmes.
7. Ulm University strives to achieve a balanced gender ratio on all levels across all university offices and committees. It shall ensure that the members of its committees are sensitised to the matters of gender equality and equal opportunities.
8. Ulm University is a family-friendly university. The compatibility of work and studies with private life and family is actively promoted.
9. Ulm University uses gender-sensitive language.