

Date: 8 April 2021

Diversity strategy of the University of Lucerne

Approved by the University Executive Board on 13 July 2020

**FROHBURGSTRASSE 3
POSTFACH 4466
6002 LUCERNE**

www.unilu.ch

1 Preamble

The University of Lucerne understands "diversity" to mean the variety and heterogeneity of people, groups of people and organisational units. At the University, the various individual and structural characteristics of employees and students are perceived, recognised, valued and utilised. The prohibition of discrimination is enforced.

2 Goals of the Diversity Strategy

2.1 The Diversity Strategy serves to establish the basic principles for the perception, recognition, appreciation and utilisation of the different potentials and competences of the University's employees.

2.2 The diversity strategy forms the common basis for the institutional handling of diversity, for dealing with sexual harassment and discrimination, and for the institutional provision of equal opportunities.

2.3 The diversity strategy forms the basis for identifying the need for action in matters of diversity, for setting diversity goals and for implementing diversity measures.

2.4 The diversity strategy reaffirms the University of Lucerne's commitment to an institutionally anchored, appreciative and supportive approach to diversity as well as to the establishment and consolidation of a diversity culture of equality.

3 Basic principles

The University of Lucerne recognises and takes into account the diversity of its students and staff, in particular with regard to gender, mental and physical abilities or physical and psychological impairments, age, parenthood, ethno-cultural and social origin, marital status, health or illness, skin colour, religion and world view, sexual orientation and language. It is guided by the following basic principles:

Legal level

- the **basic principle of non-discrimination** (legal prohibition of discrimination), according to which no one may be discriminated against "in particular on grounds of origin, race, sex, age, language, social status, form of life, religious,

philosophical or political conviction or on grounds of physical, mental or psychological disability" (BV, Art. 8, para. 2), and according to which harassing behaviour based on gender (discrimination through sexual harassment) is prohibited (GIG, Art. 4), and

- the **basic principle of formal equality of opportunity** as the absence of discrimination and disadvantaging factors or barriers.

We actively promote equal opportunities and the elimination of direct, indirect and structural discrimination and create framework conditions that are conducive to equal opportunities and respect for the diversity of students and staff. (Cf. UniG, §4, para. 1e; Statute, § 39, para. 1; Mission Statement, para. 2).

- the **basic principle of equality**, according to which equalising regulations and measures are used to achieve substantial equality of opportunity, in particular between women and men and for people with a disability, to support disadvantaged persons and groups and to compensate for factual disadvantages and factual inequality of opportunity. (GIG, Art. 3, Para. 3; Statute, § 39, Para. 2; § 39a, Para. 1)

We strive to achieve substantial equality of opportunity, especially between women and men and for people with disabilities, and use equalising regulations and measures where necessary.

Ethical level

- The **basic principle of openness and tolerance**, or allowing and accepting different views and ways of behaviour, out of respect for the individual.

Out of respect for their proponents, we allow different views and ways of acting to be accepted and granted as far as is possible, and advocate a culture of openness and tolerance.

- The **basic principle of appreciation and inclusion**, according to which the knowledge, experience and prerequisites as well as the participation of students and staff in community

life are regarded as something valuable, and they themselves, in their diversity, are welcomed as an enrichment of the community.

We recognise the knowledge, experience, skills and participation of all students and staff in university life as something valuable, welcome them as an asset to the university community in their diversity and promote a culture of appreciation, participation and inclusion.

- the **basic principle of being a role model for society**,

Conscious of its responsibility as a public-law institution towards society and aware of its mission to promote interaction with people (UniG, §4, para. 1a), the University of Lucerne strives to be a role model of lived inclusion as an educational institution and as an employer.

Level of functionality

- The **basic principle of the best possible promotion and use of the potential and opportunities of diversity**,

In order to optimally fulfil its performance mandate and to increase its innovativeness, its performance and competitiveness as well as the satisfaction, creativity and motivation of its students and staff, the University of Lucerne aims to recognise, promote and make the best possible use of the diverse experiences, abilities and competences and potentials of its members.

4 Implementation

The University of Lucerne implements the basic principles set out in paragraph 3 of this policy. In doing so, it takes the following aspects into account:

- 1) **Responsibility:** The responsibility for identifying the need for action in the diversity dimensions and for implementing the Diversity Strategy lies with all university members, but especially with those who exercise decision-making authority over others through their membership in committees of all kinds.

- 2) **Target groups:** The target groups for the implementation of the diversity strategy are all university members.
- 3) **Areas of implementation:** The basic principles mentioned in the Diversity Strategy and their implementation are taken into account in the central and decentralised strategic planning and in the service agreements between the University and the Government Council of the Canton of Lucerne. Areas of implementation are in particular personnel development and personnel management at administrative and academic level, the areas of research, studies, teaching, continuing education and services as well as their administration, the promotion of young academics, internationalisation, public relations, real estate management, quality assurance and in the compatibility of studies, work, career, private life and family.
- 4) **Communication and awareness-raising:** We strive to consolidate and maintain a diversity-sensitive organisational culture. To this end, we communicate internally and externally in a gender- and diversity-sensitive manner; we promote the development and expansion of diversity competences and the avoidance of stereotypes, raise awareness of diversity issues and provide information about the diversity strategy and its implementation.
- 5) **Implementation plan:** The present Diversity Strategy is to be supplemented by an implementation plan. This plan defines goals in the area of diversity and inclusion and specifies strategic and operational measures to achieve these goals.
- 6) **Resources:** The University of Lucerne ensures the implementation of the basic principles mentioned in paragraph 3 of this strategy, the coordination and implementation of the measures to achieve the diversity goals as well as their regular review through an appropriate use of resources.

5 Quality development

We implement instruments to ensure quality in the achievement of diversity goals and in the implementation of measures. For this purpose, we define success criteria and key figures on the basis of

which measures can be evaluated and transferred into a monitored process.

Annex: Basic Documents

The diversity strategy is based on the following fundamental documents:

- Bundesverfassung der Schweizerischen Eidgenossenschaft vom 18. April 1999 (Bundesverfassung, BV, SR 101, Art. 8, Abs. 2)
- Bundesgesetz über die Gleichstellung von Frau und Mann vom 24. März 1995 (Gleichstellungsgesetz, GIG, SR 151.1)
- Bundesgesetz über die Beseitigung von Benachteiligungen von Menschen mit Behinderungen vom 13. Dezember 2002 (Behindertengleichstellungsgesetz, BehiG, SRL 151.3)
- Verfassung des Kantons Luzern vom 17. Juni 2007 (SRL 1)
- Gesetz über das öffentlich-rechtliche Arbeitsverhältnis vom 26. Juni 2001 (Personalgesetz, PG, SRL 51)
- Verordnung zum Personalgesetz vom 24. September 2002 (Personalverordnung, PVG, SRL 52)
- Gesetz über die universitäre Hochschulbildung vom 17. Januar 2000 (Universitätsgesetz, UNIG, SRL 539)
- Statut der Universität Luzern vom 12. Dezember 2001 (SRL 539c)
- Personalverordnung der Universität Luzern vom 25. Oktober 2005 (SRL 539a)
- Berufungsreglement der Universität Luzern vom 10.04.2002 (SRL 539d)
- Leitbild der Universität Luzern vom 27. Juni 2018
- Strategie der Universität Luzern 2019 bis 2022 vom 19. Dezember 2018
- Zielsetzungen zur Erreichung von Chancengleichheit vom 12. September 2005
- Richtlinien für den Schutz vor sexueller Belästigung am Arbeitsplatz und im Studium vom 13. Dezember 2011
- Richtlinien für Studierende zur Änderung von Vorname und amtlichem Geschlecht (Anrede) bei Transmenschen vom 5. August 2015
- Richtlinien für die Gewährung eines Nachteilsausgleichs vom 12. November 2015

The diversity strategy is also based on the agreements, conventions and protocols on human rights and fundamental freedoms signed by Switzerland. The most important of these are:

- The Convention for the Protection of Human Rights and Fundamental Freedoms, better known as the European Convention on Human Rights (ECHR), opened for signature on 4 November 1950
- The International Convention on the Elimination of All Forms of Racial Discrimination (ICERD, opened for signature on 21 December 1965)
- The International Covenant on Civil and Political Rights (ICCPR), opened for signature on 16 December 1966
- The International Covenant on Economic, Social and Cultural Rights (ICESCR), opened for signature on 16 December 1966
- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), opened for signature on 10 December 1979
- The Convention on the Rights of Persons with Disabilities, opened for signature on 30 March 2007