

LEGAL BASIS for the work of the Equal Opportunities Team

Universities Act 2002 (Federal Law)

The Universities Act defines the basic tasks and competences of the Equal Opportunities Team as a body responsible for working against discrimination based on the five features stipulated in the Federal Law on Equal Treatment (see below). Furthermore, certain rights and duties of the Equal Opportunities Team are stated explicitly, e.g. regarding the supervision of hiring processes or adherence to 50 per cent female members in collegial bodies of the university.

<https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=20002128#>

Federal Law on Equal Treatment

The Federal Law on Equal Treatment prohibits direct and indirect discrimination based on the following five features: gender, ethnical belonging, age, religion or other belief systems/world views, and sexual orientation. Furthermore, it includes a paragraph on the professional promotion of women.

<https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10008858>

Plan for the Advancement of Women at the Academy of Fine Arts Vienna

The plan is part of the Academy's self-administered statute. It regulates the number and type of members of the Equal Opportunities Team as well as details regarding its role in hiring processes. Furthermore, it includes provisions for the Advancement of female employees at the Academy. The plan is expected to be updated and reissued in the academic year of 2019/2020, for the first time together with an **Equality Plan**.

<https://www.akbild.ac.at/Portal/organisation/uber-uns/Satzung/Frauenfoerderungsplan/frauenfoerderplan-der-akademie-der-bildenden-kuenste-wien>

Anti-discriminatory agreement of the Academy of Fine Arts Vienna

The anti-discriminatory agreement applies to all students, teaching and administrative staff at the Academy of Fine Arts as well as applicants. It extends the Federal Law's definition of discrimination to include disadvantage, unequal treatment, bossing, mobbing and staffing as prohibited behaviour. Furthermore, a formalized internal procedure for handling complaints is established.

<https://www.akbild.ac.at/Portal/organisation/uber-uns/dokumente/betriebsvereinbarungen/antidiskriminierung>