

Karlsruhe Institute of Technology (KIT) attaches high importance to equal opportunities for women and men. All issues related to equal opportunities implementation are regulated through special statutes. The objectives and the measures to achieve them are laid down in the equal opportunities schedule.

The Equal Opportunities Office was established to coordinate the various specific tasks and serve as a central contact point.

To ensure equal opportunities and career advancement for all employees in all areas of science, administration, and technology, the KIT equal opportunities officers cooperate closely with the Presidential Committee and the Diversity Management Division of the Staff Development Service Unit.

Legal bases for equal opportunities

- § 16 of the KIT Further Development Act
- § 4 of the Law of Baden-Württemberg on Universities and Colleges
- Equal Opportunities Act Baden-Württemberg
- Agreement on Implementation of the Länder on the Federal Equal Opportunities Act for Employees of the Länder
- General Equality Act

Contact

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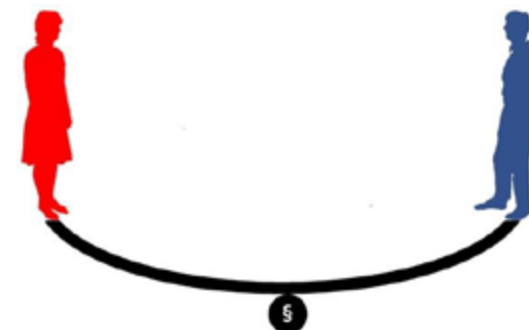
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Equal Opportunities

for Women and Men at KIT

EQUAL OPPORTUNITIES





EQUAL OPPORTUNITIES

Long-term objectives

- More women in leading positions at KIT
- Gender balance in science and technology
- Fair career opportunities for women and men
- Work-life balance

To reach these objectives, KIT strives to

- Create optimum conditions for women intending to work in or working in leading positions
- Increase the percentage of women in leading positions in science and administration
- Increase the percentage of female students in mathematics, informatics, natural sciences and engineering
- Enhance quality management for all measures ensuring equal opportunities

In August 2010, KIT was granted the “family-friendly university audit” certificate for the first time. The aim of this audit is to support family-friendly personnel and academic policies and the compatibility of family, career, and studies. Currently, the fourth recertification is being carried out. Upon its successful completion, validity of the certificate will be extended until June 2023.

Measures taken by the Equal Opportunities Office

For pupils:

- Girls’ Day, High-School Graduates’ Day, information days at schools
- KIT-Kinder-Uni: lectures & workshop activities for kids
- KIT-Kinder-Uni – The Workshop

For (student) parents:

- Project “audit familiengerechte hochschule” (family-friendly university audit)
- Kampagne „Kind & Campus: So geht’s!” (Campaign: child and campus: This is how it works!)
- Parent-child office at Campus North
- KIT-Schulkindbetreuung: educational after-school & holiday childcare programs

For employees and students:

- Participation in the working group “Sicher auf dem Campus” (staying safe on campus)
- Lehr-Lernraum Schulkindbetreuung: extracurricular trainee programs for students
- Kongressbetreuung: childcare programs during conferences

Guidance and support:

- In the case of conflicts
- Against sexual violence and discrimination
- In the case of work/studies-life balance problems

Further relevant contacts

Diversity Management
www.peba.kit.edu/english/2281.php

Family Care
www.peba.kit.edu/1249.php

Family Portal
familienportal.kit.edu/english/index.php

Female students, doctoral candidates, postdocs
www.zak.kit.edu/english
www.khys.kit.edu/english/index.php

Women interested in mathematics, informatics, natural sciences, and engineering
www.mint-kolleg.kit.edu
www.hoc.kit.edu

Networks

Wissenschaftlerinnen am KIT
WiKIT (female scientists at KIT)
<http://wikit.net.kit.edu/>

KIT Office Network KIT-ON
<http://kit-on.net.kit.edu/index.php>

Netzwerk Gesundheit (network health)
<http://gesundheit.net.kit.edu/>