



Diversity Policy: Promoting, Practicing, and Benefiting from Diversity

Adopted by the Executive Board of the University on 13 March 2018 (ULB 2018-10).

The University of Zurich (UZH) is committed to the active and systematic promotion of diversity and prevention of discrimination. As Switzerland's largest education and research institution, active in Europe and worldwide, UZH embraces diversity as a core value. UZH supports diversity-friendly and inclusive research, teaching, studies, academic self-organization, and administration. With reference to the Federal Constitution of the Swiss Confederation, UZH tolerates no discrimination.¹

Living diversity

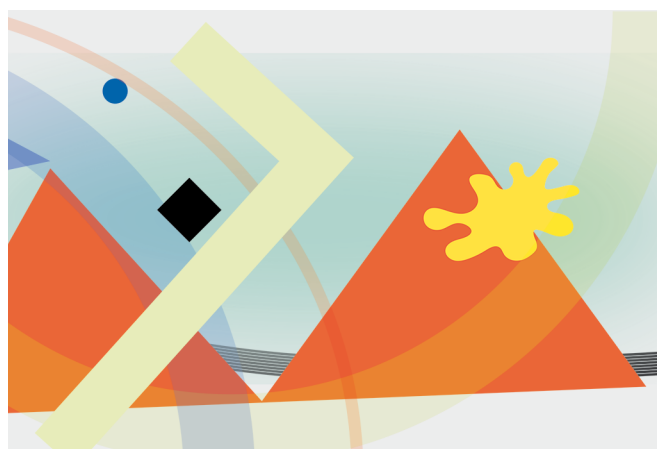
UZH is committed to a culture of truly practiced diversity. UZH staff and students treat each other with esteem, respect, and open-mindedness regardless of age, disability, gender, gender identity, origin, religion, sexual orientation, social or occupational position, or language. In our encounters with each other, we welcome the opportunity to broaden our horizons, to learn from one another, and to thrive through new challenges.

Assuming social responsibility

Against the backdrop of societal change, UZH raises university members' awareness of current issues and requirements regarding diversity and inclusion. UZH sustainably supports its members in acquiring and strengthening the required skills.

Facilitating discrimination-free participation

UZH recognizes and values each person as an individual. UZH promotes equal opportunities and discrimination-free participation in studies, research, and employment. It offers its members development and career opportunities according to their talents and interests. Wherever possible, UZH considers its staff and students' personal and societal responsibilities.



Driving performance and competitiveness through diversity

UZH promotes attractive conditions for studies, research, and employment. UZH supports inter- and trans-disciplinary exchange and knowledge transfer and thereby strengthens its positioning as an ideal place to teach, study, and work. UZH values diversity as an important scientific resource and strives to recognize, support, and apply the diverse skills and potential of its members to tackle current and future challenges.

Recognizing diversity as a comprehensive task

UZH strives to implement aspects of diversity and inclusion in its management tools and processes as part of its organizational development. It recognizes diversity as a task that concerns all its units and members.

Defining and implementing objectives

UZH complements this Diversity Policy with an implementation plan. The implementation plan defines diversity and inclusion objectives and outlines strategic and operational measures for achieving these objectives.

UZH allocates a commensurate amount of resources for the coordination, implementation, and regular evaluation of these measures.

Protecting against discrimination

UZH adopts appropriate preventive and reactive measures to protect its members against discrimination in any specific case and thus ensures legal liability. UZH may take affirmative action to enable structurally disadvantaged groups to fully participate in all areas of university life.

Promoting diversity-friendly communication

UZH staff and students cultivate a communication style that is diversity-friendly and inclusive. UZH is committed to stopping the reproduction of stereotypes in words and pictures and to giving its members barrier- and discrimination-free access to information.

1 Federal Constitution of the Swiss Confederation, Article 8, paragraphs 1 and 2:
Every person is equal before the law. No person may be discriminated against, in particular on grounds of origin, race, gender, age, language, social position, way of life, religious, ideological, or political convictions, or because of a physical, mental or psychological disability.