

Equality Plan (EP)

Guidelines

ZfT's main objective is to promote excellence research independent of gender, geography, generation, language, political view, religion, looks, disability or any other aspects. We already implemented equality at the ZfT since founding in 2007 and aim for diversity in future. For example, the salary of all employees is based on qualification of each individual person.

Data collection and monitoring:

Equality data on human resources (like gender, geography, generation) will be monitored and annually reported at the member assembly. All monitored data is based on a personnel questionnaire, which is part of the onboarding process. We continuously monitor statistical deviations from our pool of applicants to detect and combat unconscious biases early.

Training:

ZfT will offer awareness trainings on equality and unconscious biases for staff and decision-makers.

Specific ZfT targets are:

Appropriate support to achieve excellence

- by work-life balance and organisational culture;
- by striving for equality balance in leadership and decision-making;
- by equal opportunity in recruitment and career progression;
- by integration of the equality dimension into research
- by taking action against equality-based violence including sexual harassment.