



Gender Policy Code of Conduct

Adopted by the Executive Board of the University on 11 August 2005.¹

Core principle: All staff and students at the University of Zurich should ensure that women and men have equal rights and development opportunities at the University. The Code of Conduct applies to all who work or study here. The University supports the promotion and implementation of genuine equality between women and men.

1 The interests of both genders must be optimally served at all levels and in all functions. This includes equal representation as well as due consideration of any specific gender interests in all working contexts.

2 The University aims to achieve a balanced representation of women and men at all levels and in all functions. If either gender is strongly underrepresented in a given context, the Code of Conduct recommends preferential treatment of candidates of the underrepresented gender, given equivalent qualifications. Promoting junior female academics is a particular concern.

3 Nobody may suffer negative consequences due to their sex, gender identity or gender transition.

4 The University supports forms of employment that enable staff and students to combine work or studies with family commitments. The University provides child-care facilities for staff and students.

5 Each individual's dignity and integrity must be respected. Sexual harassment and sexist behavior are violations of human dignity.



All staff and students enjoy equal opportunities. (Photo: Palma Fiacco)

6 At the University, written and spoken language should express equal treatment of women and men while maintaining precision and elegance.

7 Data relevant to the achievement of equal opportunities are collected regularly, linked with the University's management tools, and analyzed with a view to monitoring progress as well as providing a basis for further measures. The Gender Equality Commission and the Office for Gender Equality and Diversity advise staff and students on all questions of gender policy.

Further information:

Gender Policy Code of Conduct: www.uzh.ch/about/basics/genderpolicy.html
Gender Equality Commission and Office for Gender Equality and Diversity: www.gleichstellung.uzh.ch
Foundation for Childcare in the Zurich University Area: www.kihz.ethz.ch

¹ Amended per UZH Executive Board Order (ULB 2013-472) from 5 Sep 2013, adapted due to name change of Office for Gender Equality and Diversity from 14 Aug 2019