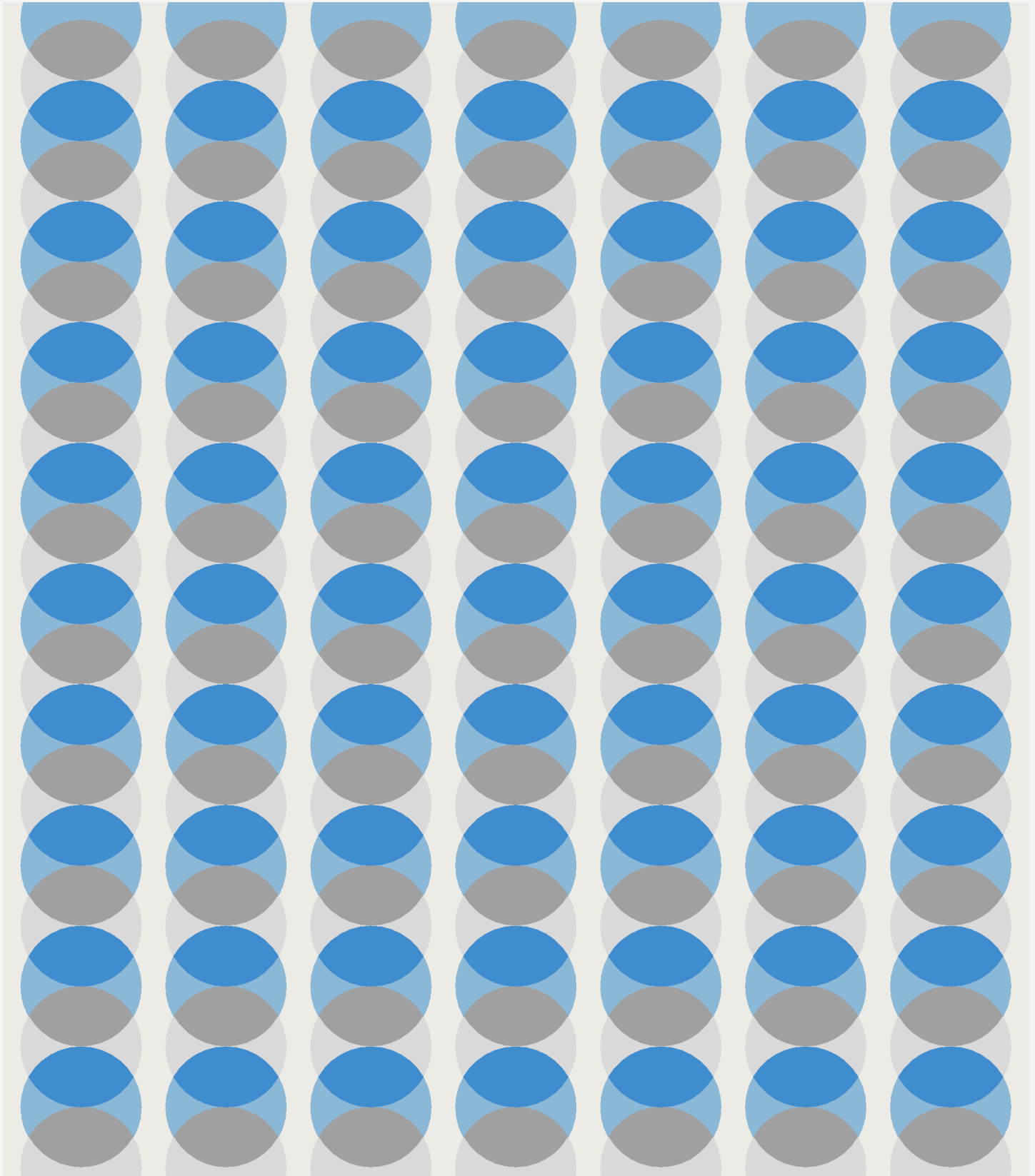


TUM Diversity Code of Conduct



The Technical University of Munich (TUM) has adopted the following Code of Conduct as the basis for its diversity policy

Preamble

The Technical University of Munich (TUM) recognises the diversity and variety of individual talents as its unique institutional asset. We actively promote gender equality and are committed to becoming Germany's most appealing technical university for women. As a family-friendly university, we invest sustainably in helping students balance family, work and their studies. The TUM community thrives on mental support and the networking of its members across disciplines, nationalities, and generations. We understand internationality as a connection between our homeland and the world. Based on the liberal values of an educated society, we respect the cultural identity of people in other regions of the world.

The principles of equality and diversity are anchored in this TUM Diversity Code of Conduct. This ensures that personnel and structural measures regarding gender equality, family-friendliness, and diversity can be designed and implemented in a transparent, consistent, competitive, future-oriented and sustainable manner. In addition to transforming organizational structures, this also requires a shift in academic culture. Gender and diversity research is considered an indispensable foundation for equality and is supported by the university. To promote the diversity of individuals at TUM, as well as their varied career paths and lifestyles, targeted gender and diversity management is required.



TUM strives for a balanced gender ratio in its central and decentralized committees. The equal opportunity mandate, in addition to promoting women and expanding family-friendly structures, incorporates further key diversity mandates aligned with anti-discrimination legislation and the General Equal Treatment Act (AGG): ethnic origin, gender, religion and worldview, disability, age, and sexual identity. Discrimination and gender-stereotypical attributions are countered at all levels. University members are to be made aware of equal opportunity issues, and diversity competence is to be enhanced.

TUM is committed to gender-sensitive language and design in its fundamental documents (regulations, statutes, service agreements), public relations, marketing, and internal communications. Visual materials must also reflect the diversity of TUM in order to break down stereotypes and prejudices in this area as well.

In order to enable people from abroad to access the information, the relevant documents and the online presence are also made available in English. Media work is oriented to cater to an international audience.

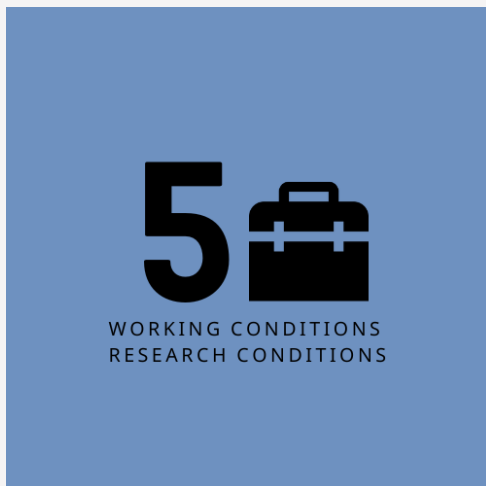


Perspectives on equal opportunity and diversity are criteria for research funding. This applies particularly to the internal allocation of (merit-based) scholarships, research funds and the granting of leave for research purposes. TUM supports project-related equal opportunity concepts when applying for third-party funding.

TUM designs its curriculum in a diversity-sensitive manner. This applies to gender- and diversity-sensitive didactics as well as to course content.

TUM aims to make course content and materials, as well as assignments, accessible and understandable for students with disabilities and for students from abroad.

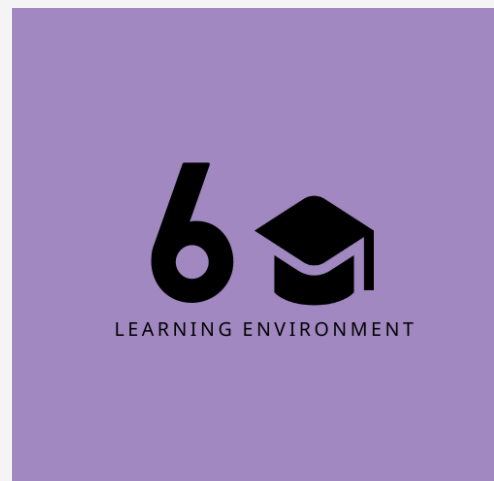
TUM supports teaching staff through continuing education opportunities in higher education didactics (TUM ProLehre program) and through appropriate questions in evaluation instruments.



TUM strives to foster a healthy work-life balance. It promotes flexible work arrangements, a positive work environment, and respectful interactions in everyday work and academic life. TUM is committed to long-term employment relationships in research, teaching, and administration, while taking performance criteria into account. Managers ensure that working and research conditions are as compatible as possible with the various life and career models in the academic context and that discrimination and harassment are prevented. Positive measures are taken to support disadvantaged groups and people with disabilities.

TUM designs its academic programs to promote diversity. This applies to academic regulations as well as the provision of information, advising, and support services at both the university and departmental levels. TUM provides opportunities for students to structure their studies flexibly.

TUM takes measures to achieve a balanced gender ratio in all academic disciplines. These include support and counselling programs in collaboration with higher education institutions (including student research centres and upper-level models).





PERSONNEL DEVELOPMENT
PERSONNEL RECRUITMENT

TUM pays attention to equality-oriented personnel recruitment and development. It ensures active recruitment and transparent, appreciative, performance-oriented design of recruitment and promotion procedures, combined with comprehensive monitoring. A goal of personnel development is diversity-sensitive leadership cultures. TUM is actively committed to achieving the overarching and field-specific targets for gender equality and family support.

TUM integrates gender and diversity equity into its resource management. It ensures equality-oriented budgeting. It makes sure that equal opportunity is also reflected in salary structures (including job classifications, an performance bonuses).



FINANCIAL MANAGEMENT
RESOURCE MANAGEMENT



FAMILY SUPPORT

TUM promotes and supports a family-friendly work and study environment. It offers its members regular and flexible childcare options, supports dual-career couples, and fosters a family-friendly academic culture. Special support is provided to researchers who are actively raising children, as well as to TUM members who are caring for sick or disabled family members. Priority is given to cases of hardship.

Die TUM has embedded Diversity Management at the level of the University Executive Board through the position of Senior Vice President for “Talent Management & Diversity.” This leadership role is intended to drive the further development of the gender equality mandate, which TUM views as a social and institutional obligation. This includes, from an organisational perspective, statistics, comprehensive monitoring, and evaluations. The institutionalization and quality development of gender equality are supported in a sustainable manner through human and financial resources.



The TUM Diversity Code of Conduct took effect following a resolution by the University Council on May 16, 2012.

