



University: University of Pécs
Country: Hungary

SDG10: REDUCED INEQUALITIES

10,6 Measures against discrimination

10.6.3. Does your university as a body take planned actions to recruit students/staff/faculty from under-represented groups? Yes.

In Hungary, applications run through the national admissions platform (Felvi) and the Higher Education Information System (FIR), which collect a core set of applicant data that universities can access for admissions and statutory reporting. Within this framework, some under-representation dimensions are tracked at application stage because they affect eligibility for “equal opportunity” bonus points (e.g., disadvantaged/low-income status certified by local authorities, or disability), while other sensitive attributes (e.g., ethnic origin/Roma identity, sexual orientation/LGBT status) are generally not collected or processed, except on a voluntary basis for specific support schemes, due to equal-treatment and data-protection rules. Disadvantaged/low-income status and disability are recorded in the national application because they entitle the applicant to equal-opportunity points; in 2023–2024 the official Felvi guidance confirmed 40 bonus points for disadvantaged applicants in most programmes, with documentation rules set out for proof of disadvantaged status. Universities receive these data via FIR when adjudicating applications.

- The UP’s Non-Discrimination Statement (live throughout the period) sets out the institutional commitment to equal treatment for students and staff. It formally commits the University to provide equal access to education and to prevent any disadvantage based on personal characteristics. In effect, it guarantees that the admissions and enrolment processes comply with equal-treatment principles, even if detailed demographic tracking is restricted. It demonstrates the University’s ongoing institutional commitment to fairness and inclusion — ensuring that underrepresented or potentially underrepresented applicants are protected from discrimination, even when their specific group membership is not recorded in admissions statistics.
- The university operates a **Support Service for students with disabilities**, providing assessment, academic accommodations, and mentoring. This naturally requires the collection and processing of disability-related data when students request adjustments—always handled in compliance with **GDPR and Hungarian data-protection law**.

Services:

- Office services:
 - Help during studies-related administration
 - Information, consultancy, administration
 - Digitization of class notes
 - Lending special tools
 - Help during Library visits
 - Help in typing or editing or printing written documents (e.g. assignments)
 - Visual information “translated” into acoustic information, reading out charts
 - English conversation club
 - Printing, written materials enlargement
 - General study administration
 - Ensuring sign language interpreter if needed



- Career
 - Find apprenticeship program
 - Consultation for study abroad and apprenticeship programs
 - Guidance for international volunteerism
 - Foreigner volunteers employment (EVS program)
 - Personal consultation for job searching and for abilities needed to success
 - Job offers gathering, mediation
 - Sensitize employers
- Mental Health Service
 - We help you to keep contact with your environment (chats, common events, transportation, etc.)
 - Proper treatment for possible mental harm (finding the proper expert, if needed).
 - Preventing crisis situations, treating actual crises.
- Transport service

The aim of this service is to ease access to public services and education.
The service uses a special minibus equipped for persons with special needs. An electric lifting machine and special fixing equipment make transport possible especially for people using a wheelchair. (Of course we are ready to transport students with other disabilities as well.)
The Service minibus is available when:

 - approaching the University
 - visiting public services (hospitals, library, offices, etc.)
 - going home
 - or during other transportation tasks
- Studies related services (helping to study)
 - Students with visual impairments: reading out or digitising notes from lessons, converting visual information to verbal (charts, pictures), facilitate written material, typing, formatting, printing, facilitate library use, accompany the student outside of the university and among its buildings.
 - Students with hearing impairments: Ensuring sign language interpreter if needed, facilitate library use, accompany the student outside of the university and among its buildings.
 - Disabled students: Accompany the student outside of the university and among its buildings, lifting-mobilisation, helping in notetaking and making written materials, facilitate library use.
 - Students with learning difficulties (dyslexia, dysgraphia, dyscalculia): Helping to understand texts and visual information, correcting documents written by students, language clubs, facilitate library use, teaching learning methodology.
- Physiotherapy
 - The aim is to develop the condition and contribution to rehabilitation of the disabled students and colleagues of the University.
 - The two professional physiotherapists provide personalised gym after condition survey.
- Sound therapy for skill development: AIT/ Auditory Integration Training
 - AIT's goal: Strengthen the skills, increase attention retention, and reduce learning difficulties of university students who participate in the program.
- Learning to learn: Aim: Treatment of learning disabilities, helping to develop and keep the level of learning outcomes focusing on the students having learning disabilities.
- Special Need Education



Organizational and Operational Regulations of the University of Pécs, Chapter 4, paragraph 28, point 1.d; da), db), dc) see below:

§ 28. (1) The right of the student to

d) be able to receive financial or in-kind care, in particular in this context

da) provide him with dormitory care or housing support,

db) receive a social or other scholarship (in particular, a study, doctoral student, republican scholarship), social, textbook or note purchase support,

dc) in order to fulfill his payment obligations - according to the provisions of the regulations - receive an exemption, reduction, discount in installments, postponement.

Annex No. 6 of the Organizational and Operating Regulations of the University of Pécs lays down the Payment and benefit regulations of the University of Pécs.

II. chapter

Legal titles of student benefits

§ 11. The University may use the funds available for student benefits under the following legal titles:

a) to pay a performance-based scholarship

aa) study scholarship,

ab) national higher education scholarships,

ac) institutional professional, scientific scholarship,

ad) institutional public life scholarships,

b) to pay a social-based scholarship

ba) regular social scholarship,

bb) extraordinary social scholarship,

bc) the institutional part of the Bursa Hungarica Higher Education Municipal Scholarship,

bd) ministerial scholarship for foreign students,

be) basic support,

bf) support for participation in professional internships.

c) doctoral scholarship

d) Ildikó Kriszbacher scholarship,

e) László János Doctoral Student Research Scholarship,

f) UP Sport and Parasport Scholarship,

g) for the payment of other scholarships specified in these Regulations,

h) to finance institutional operating costs

ha) to support the preparation of notes, the purchase of electronic textbooks, study materials and electronic devices necessary for preparation, as well as the purchase of devices to support the studies of students with disabilities,

hb) support for cultural activities and sports activities,

hc) maintaining and operating a college,

hd) renting dormitory accommodation, dormitory renovation,

he) supporting the operation of the student and doctoral (doctoral) union.

The University of Pécs not only supports students from disadvantaged or minority backgrounds but also strives to promote the **recruitment and inclusion of under-represented academic and non-academic staff**, and continuously reviews its personnel policies to ensure **fair access, equal treatment, and inclusive working conditions**.



Equal Opportunities Report - Year 2024 (Directorate for Operations and Investments)

Extract:

1. To improve working conditions, with particular emphasis on improving the situation of workers over 40, parents with young children and workers with reduced working capacity, with particular attention to the physical and info-communication accessibility of buildings and workstations.

2. In the field of working conditions (access to work equipment, working time, health and safety)

a) The University of Pécs shall make the workplace and work possible and accessible to employees with special needs on an equal basis, by making the workplace physically accessible, by providing information on the workplace and work in a way that is understandable to all, and by providing the necessary tools for people with disabilities to perform their work. To this end, it will develop a methodology for creating an up-to-date, change-tracking database on the status of physical and info-communication accessibility of buildings that is easy for the users concerned to understand, communicate and report on, and will create the necessary database.

The Act LXXVIII of 1997 on the Shaping and Protection of the Built Environment requires safe and barrier-free accessibility for all in the case of public buildings and that safe and barrier-free use for all must be ensured during the construction, renovation, conversion, extension, restoration and modernisation of the building and its parts (individual functional unit). With this in mind, all construction projects of the UP contribute to the accessibility of workplaces.

In 2022, the Chancellery's Directorate of Operations and Procurement collaborated and consulted with the Support Services Disability Coordinator to update the Accessibility Status Register of the UP's building stock.

b) In order to promote the physical and health needs of employees and a healthy lifestyle, the employer shall provide the occupational safety equipment and facilities required by the legislation in force at the time, as well as create conditions for safe working, collect, communicate and develop health prevention services available on campus. To this end, it regularly reviews its Occupational Health and Safety Policy, its Regulations on the Protection of Law Enforcement and Property and other relevant policies.

In 2022, the Occupational Health and Safety Code, the Fire Safety Code, the Environmental Code, Occupational Safety Regulations and the Radiation Safety Code were reviewed, the amended Fire Safety Code, the Environmental Code and the Facility Radiation Safety Code were approved by the Senate. The amendment process for the Occupational Health and Safety Code is underway.

c) The employer shall provide the employees with ergonomically suitable working conditions and work equipment, depending on the pace of the disposal and their financial possibilities.

Accessibility Guide for blind and partially sighted users

The materials available here will help blind and visually impaired users to acquire the skills necessary to use these software and services. Most of our help is available in the form of audible tutorials, which provide the user with step-by-step instructions on how to use a particular service, its menus and options.



The audio files not only contain instructions on how to use the application, but also the screen reader software, which allows you to get familiar with the structure and interface of the service. The most commonly used functions are illustrated with audio examples. The list of audio and written help is constantly growing.

Some services of the University Library and Knowledge Center of the UP

Accessible

There is a disabled parking space in the free car park on the south side of the Knowledge Center. There is a lift to all levels of the building. The lift and the registration desk are accessible via a strip for the disabled. The lifts have braille signs and audible signals to help you find your way around. On the 1st floor, several technical devices, such as a TOPAZ desktop reading TV, help to magnify texts, and a Focus 80 Braille display and keyboard for blind people make it easier to navigate on the computer. With Jaws for Windows professional screen reading software, the reader can listen to the text on the screen using headphones. Our library also has a braille network printer that can be used to convert and print any digital text into Hungarian braille characters. The service is free of charge.

Audio book terminal

More than 600 audio books are available for loan from the Csorba Győző Library. Read by popular actors, the audio books, which are mainly aimed at improving the quality of life of blind and partially sighted people, can be a pleasant diversion for anyone. From 2016, in a first for the country, a touch-screen terminal on the 1st floor of the Csorba Győző Library in the reading room will help readers to choose the right audio book for them.

The library goes to your door!

Can't come to the library because of a long-term illness? If so, you don't have to miss out on the pleasure of reading - our staff will deliver library documents to your home. Delivery is once a month. The service is free of charge.

Transportation

17 electric cars are used for transportation between the sites of the University of Pécs daily, out of which 5 are owned by the university and 12 are rented cars. One of the electric cars is used by the University of Pécs Support Service to transport students with reduced mobility. The aim of this service is to ease access to public services and education.

The Support Service uses a special minibus too, equipped for persons with special needs. An electric lifting machine and special fixing equipment make transport possible especially for people using a wheelchair.

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Parasport life at the University of Pécs

The University of Pécs has a UP PEAC Parasport Department. Lectures and video summaries are held, where you can get to know the sports from the representatives of the sports of



racketball, boccia and wheelchair basketball. The undisclosed goal of the department is to recruit more members to their teams, in addition to raising awareness, who can apply regardless of age and gender, and even healthy people are welcome to join.

Admission information of the University of Pécs:

- Go to PTE! app: if someone wants to apply to the University of Pécs and doesn't want to miss anything, the application allows you to get to know the university and keep up to date with current news. Unmissable events related to admission are available in a special way - such as open days, and they draw attention to the most important deadlines. All this is filtered by disciplines so that those interested only receive notifications about what they are really interested in.
- Class trip with PTE: you can explore the city of Pécs hand in hand with the students here, who will show you the real Pécs student life, take you around the University's campuses, and answer questions during an interactive walk, such as: What are the good places in Pécs? What is life like in university dormitories? Can you study in such majors, how can you build a career? What can you do in Pécs besides university? (sports, dance, music, theatre,...)
- Heading to the PTE Cultural Festival event: here everyone can experience for a day what it feels like to be a university student, and also get all the information they need for a successful admission.
- Career orientation counselling
- Career orientation program package (free to download)
- Support services
- Applications and scholarships
- University life
- University sports, parasports
- Student Governments
- Foreign Language Centre
- Dormitories
- Online reception (the reception is free, but registration is required in advance)
- international opportunities