



University: University of Pécs
Country: Hungary

SDG10: REDUCED INEQUALITIES

10,6 Measures against discrimination

10.6.5. Does your university as a body have a diversity and equality committee, office and/or officer (or the equivalent) tasked by the administration or governing body to advise on and implement policies, programmes, and trainings related to diversity, equity, inclusion and human rights on campus? Yes.

Equal Opportunity Plan, University of Pécs (01/01/2024 - 31/12/2024), Section V

V. Bodies involved in the implementation of the Equal Opportunities Plan and the procedure to be followed to ensure compliance with equal treatment and equal opportunities

1. The implementation of the University of Pécs Equal Opportunities Plan is monitored by the Works Council and the Equal Opportunities Committee. The rules concerning the composition, operation, duties and competences of the Equal Opportunities Committee are contained in the Rector's and Chancellor's Instruction No. 2/2019 on the Rules for the Establishment of Non-Senate Standing Committees and Ad hoc Working Groups at the University of Pécs. The Equal Opportunities Committee shall assist in the investigation of complaints regarding violations of equal treatment, harassment, discrimination, and violations of equal opportunities legislation and this Plan, and in the procedure to be applied to ensure equal opportunities. The Equal Opportunities Committee and the Works Council may initiate an investigation with the Rector of the University of Pécs in the case of a violation of the law affecting a large group of employees without any notification or complaint.
2. In order to ensure equal treatment and equal opportunities, the University of Pécs provides employees with the opportunity to lodge complaints in the following ways. In the event of violation of equal treatment, harassment, unlawful segregation, retaliation, all employees may, without discrimination, turn to the Equal Opportunities Committee, the Works Council or the trade unions represented at the employer, which will submit the complaint to the employer within 8 days of its submission - in the case of a trade union complaint, after seeking the opinion of the Equal Opportunities Committee. From the date on which the complaint is lodged with the employer until the matter has been resolved, and for a maximum of 8 days, the measure complained of may not be implemented. If the parties concerned cannot reach an agreement during the above procedure, they may involve a mediator in the procedure, the costs of which must be agreed in an individual agreement. Employees shall be informed of the outcome of the procedure. If the procedure is still unsuccessful and the case cannot be resolved, the employee may appeal to the competent territorial tribunal.
3. In addition to the above, the University of Pécs has a University Ombudsman, whose general task is to support the non-discriminatory treatment of university citizens in accordance with the requirement of equal treatment and to facilitate the amicable settlement of their conflicts in the course of university operations, in accordance with Annex 55 of the Organizational and Operational Rules of the UP. The Ombudsman may be approached by any citizen of the University if he/she perceives any of the following on the part of another citizen, decision-making forum or organisational unit of the University in relation to the operation of the University: a) the violation of equal opportunities b) discrimination c) violation of the right



- to a fair hearing d) violation of human dignity e) abuse of power f) violation of privacy g) harassment h) violation of the right to sexual autonomy
4. The Equal Opportunities Plan of the University of Pécs is adopted by the parties for the period between 1st January 2024 and 31st December 2024. 5. The implementation of the Equal Opportunities Plan will be monitored by the Equal Opportunities Committee. The Equal Opportunities Committee shall examine the implementation of the Equal Opportunities Plan, the situation of equal treatment and equal opportunities in the workplace and shall report to the Rector on the results of its examination by 31st January 2025. The deadline for adopting the Equal Opportunities Plan for the next period is 31st January 2025. Until the adoption of the next periodic Equal Opportunities Plan, the parties consider themselves bound by this Equal Opportunities Plan. The University of Pécs will publish the Equal Opportunities Plan on the University's website so that all its employees are aware of it. The heads of the organizational units shall ensure that the Equal Opportunities Plan is available and accessible to all employees.
 5. The implementation of the Equal Opportunities Plan will be monitored by the Equal Opportunities Committee. The Equal Opportunities Committee shall examine the implementation of the Equal Opportunities Plan, the situation of equal treatment and equal opportunities in the workplace and shall report to the Rector on the results of its examination by 31st January 2025. The deadline for adopting the Equal Opportunities Plan for the next period is 31st January 2025. Until the adoption of the next periodic Equal Opportunities Plan, the parties consider themselves bound by this Equal Opportunities Plan. The University of Pécs will publish the Equal Opportunities Plan on the University's website so that all its employees are aware of it. The heads of the organizational units shall ensure that the Equal Opportunities Plan is available and accessible to all employees. The Equal Opportunities Plan of the University of Pécs is accepted by the parties by signing it in order to create equal opportunities in the workplace.

Study and Exam Benefits

Disability coordinator

Article 78. (1) The Rector of the University shall appoint an institutional coordinator in charge for students with disabilities for the assistance of disabled students. The duty of the Faculty coordinator in charge of students with disabilities shall be fulfilled by the head of the Supporting Service.

(2) The duty of the coordinator of the Faculty in charge for students with disabilities shall cover the following:

- a) taking part in the first-instance assessing and registering applications regarding assistance, exemption or benefit submitted by students with disability,
- b) keeping contact with disabled students and their personal helpers,
- c) ensuring disabled students possibilities of assistance in the course of their studies and exams and arranging possibilities of consultation in the instruction period,
- d) forward proposals concerning the utilisation of normative grants for assisting the studies of disabled students and the purchase of devices necessary for giving assistance
- e) continuous registration of the headcount of disabled students in line with the provisions pertaining to data protection and ensuring the use of data for statistical purposes,
- f) registering the statistical data of disabled students in the record within 60 days from enrolment and registration.

(3) The duty of the institutional coordinator in charge for students with disabilities shall be to take part in assessing and registering legal-remedy applications regarding assistance, exemption or benefit submitted by students with disability.



(4) The Supporting Service helps the work of the coordinators in charge for students with disabilities and the studies and everyday life of students with disability.

Support Service

In the summer of 2005, the first Support Service was established in the country at the University of Pécs to facilitate the lives of students and teachers with disabilities. The Support Service operates based on the provisions of the III of 1993 Act on Social Administration and Social Benefits.

Servcices:

- Office services:
 - Help during studies-related administration
 - Information, consultancy, administration
 - Digitisation 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