



University: University of Pécs
Country: Hungary

SDG5: GENDER EQUALITY

5,6 Women's progress measures

5.6.8. Does your university as a body have a policy that protects those reporting discrimination from educational or employment disadvantage? **Yes.**

Study and Examination Regulations of the University of Pécs; pp. 14-17.

Section 12 – Remedies

(1) In accordance with the provisions of Section 57 of the National Higher Education Act, a student may seek remedy against a decision or action, or the failure to take action (hereinafter collectively referred to as “decision”) made by the University within fifteen days from the date of notification or, in the absence thereof, from the date the student became aware of it, except for decisions relating to the assessment of studies. A request for remedy shall be deemed submitted within the deadline if it is sent by post with verifiable proof or communicated to the University in writing within fifteen days from the notification or awareness. The student may also submit the request for remedy electronically (via email) to the authorities specified in the regulations. When submitting the request by email, it must be sent from the email address registered in the Neptun system, and the student’s name and study identification number must be indicated in the message.

(2) Proceedings may also be initiated against a decision concerning the assessment of studies within fifteen days from the date of notification or awareness if the decision was not based on the requirements adopted by the University, or it is contrary to the provisions of the University’s organisational and operational regulations, or the rules for organising the examination were violated.

(3) The Second-Instance Study Committee shall act in accordance with the procedural rules set out in the Rules of Procedure, which forms Annex 10 of these Regulations. The request for remedy must be adjudicated, and the decision communicated (that is, put in writing and sent to the student) within thirty days from the date of submission.

(3a) In the event of a violation of the student’s rights, in addition to submitting a request for remedy, the student may:

a) turn to the University Students’ Union for legal assistance;

b) in the case of doctoral students (and doctoral candidates), turn to the Doctoral Students’ Union for legal assistance;

c) initiate proceedings by the Commissioner for Educational Rights, provided that all internal remedies within the University have been exhausted, except for judicial proceedings.

(4) The Second-Instance Study Committee shall consist of three members. The Chair is an official designated by the Rector; another member is a University employee with a legal qualification appointed by the Rector; and the third member is a representative of the University Students’ Union, or in matters concerning doctoral training and the conferment of doctoral degrees, a representative of the Doctoral Students’ Union.



(5) The student shall submit the request for remedy, addressed to the Second-Instance Study Committee, to the body that adopted the contested decision, within the applicable time limit, together with the documents necessary for adjudication. Requests against a decision concerning the assessment of studies shall be submitted directly to the Second-Instance Study Committee within the time limit. The body that issued the contested decision must forward the request for remedy without delay, but no later than eight days, to the Second-Instance Study Committee, attaching a copy of the contested decision, its position on the request, and the necessary documents—except where the request is dismissed as late or where the contested decision is corrected, supplemented, modified, or withdrawn in accordance with the request.

(6) The student or their authorised representative may act in the remedy procedure. If the request is signed by the authorised representative, or jointly with the student, the original copy of the authorisation must be attached. In the case of electronic submission, a scanned copy of the signed authorisation must be attached, and the paper original must be presented upon request by the Committee.

(7) The person adjudicating the request for remedy may not be:

- a) the person who made or failed to make the contested decision;
- b) a close relative of such a person;
- c) anyone from whom an impartial judgment of the matter cannot reasonably be expected.

(8) The Second-Instance Study Committee may:

- a) reject the request;
- b) instruct the party who failed to make a decision to issue one;
- c) alter the decision;
- d) annul the decision and order a new procedure;
- e) terminate the remedy procedure;
- f) refer the case to the competent authority;
- g) suspend the procedure.

(9) In cases under points (a)–(d) of paragraph (8), the decision shall take the form of a resolution and must be reasoned. In cases under points (e)–(g), the Committee shall issue an order, which must contain the elements specified in paragraph 7(2) of Annex 10. The Committee shall terminate the procedure if it becomes moot or if the student withdraws the request. If additional information, documents, or the hearing of the student or others are necessary, the Committee may suspend the procedure until the next meeting where the case can be properly examined. The suspension period is not included in the thirty-day time limit. Orders under points (e)–(g) may be issued by the Chair of the Committee outside a formal meeting upon the secretary’s recommendation.

(9a) The decision must include information on the possibility of further remedy, and the student must—except in the specific cases below—be offered an opportunity to be heard at the Committee’s meeting. In cases concerning dormitory accommodation, exemption from dormitory fees (i.e. equal opportunity applications), or social grants, the student shall only be heard if they explicitly request it in their application. If the student fails to appear, the meeting



may proceed based on the available documents. If the student provides prior justification for their absence and requests a later hearing, the procedure must be suspended until the next session in which they can participate.

(9b) The Committee may also conduct the hearing electronically via an audiovisual communication tool (online video call). Technical details for online participation shall be included in the invitation sent to the student's registered TR email address. If the student declares that they lack the technical means or requests a personal hearing, online participation shall not be applied.

(10) The student may challenge the final decision in administrative court proceedings. The submission of the claim has a suspensive effect. The claim may also be submitted on the grounds of violation of provisions governing the student's legal status.

(11) The first-instance decision becomes final if no request for remedy is submitted within the time limit set in paragraph (1) or if the student has waived their right to submit such a request. The second-instance decision becomes final upon notification.

(12) For the purposes of these provisions, "provisions governing student legal status" mean those in laws or institutional documents that establish the student's rights and obligations.

(13) In adjudicating the request for remedy, the provisions of the Act on General Administrative Procedure shall apply accordingly to verification, form and content of decisions, and their correction, supplementation, modification, or withdrawal, whether on request or ex officio.

(14) The student and the University shall each bear their own costs incurred during the remedy procedure and any prior proceedings.

(15) The right to initiate a remedy procedure also extends to acts performed within the University's competence during the admission process and enrolment. This right remains available even if the student's legal relationship with the University has since ceased.

Section 13

(1) No remedy under Section 12 shall apply where the University and the student have concluded an agreement for the provision of services. In the event of a breach of the agreement, the aggrieved party may bring the matter before a court.

(2) A decision taken under the University's or the maintainer's authority during practical training that violates the requirement of equal treatment is null and void. The invalidity of such a decision may be invoked by anyone, at any time, without limitation.

(3) —

(4) —

(5) —



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



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it. The heads of the organizational units shall ensure that the Equal Opportunities Plan is available and accessible to all employees.