



Equal Opportunities Plan

2021-2024

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John von Neumann University Equal Opportunities Plan 2021-2024

Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities (hereinafter referred to as the Equal Opportunities Act) stipulates that budgetary bodies and majority state-owned legal entities with more than fifty employees are obliged to adopt an equal opportunities plan (§ 36 of the Equal Opportunities Act) to reduce discrimination.

The Equal Opportunities Plan (hereinafter referred to as the "EP") of John von Neumann University (hereinafter referred to as the "University"), recognising the right of all persons to live as persons of equal dignity, has been prepared based on Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities (Act on Equal Opportunities).

INTRODUCTION

1. Introduction, content, and scope of the EP

(1) The EP shall be signed by the Rector on behalf of the University, the Director of Economics and the head of the representative trade union representing the employees at the University, as being in full agreement with their will.

(2) The EP shall enter into force upon signature by the partners concerned.

(3) The University's Equal Opportunities Plan is drawn up for a period of four years.

(4) The EP shall include general principles and long-term institutional objectives, as well as medium-term objectives and means for the four-year period.

(5) The EP shall apply to all departments, students, and employees of the University.

2. Documents, bodies, and departments promoting equality

(1) The University's Code of Ethics summarises all ethical standards that are not contained in the University's regulations.

(2) The Faculty's Student Affairs Committee is responsible for assessing applications for equal opportunities and for granting discounts and entitlements in response to such applications.

(3) The University's Equal Opportunities Coordinator performs his/her advisory role within the Directorate for Education and Training.

(4) The University has a sign language interpreter to assist hearing impaired students. Most buildings, offices and classrooms are accessible.

(5) The Student Services Centre provides services to help disadvantaged students and students with disabilities to continue their studies. The aim of the HSC is to foster an inclusive and tolerant attitude among university citizens.

(6) The services of the Library and Information Centre are also available to disabled university citizens.

GENERAL PRINCIPLES AND LONG-TERM OBJECTIVES

1. General principles for promoting equal opportunities

(1) The University shall provide learning and working conditions and circumstances which contribute to the preservation and strengthening of the human dignity and fundamental values of all its students and employees and to compliance with the principles laid down in the Equal Opportunities Act.

(2) The University shall pay particular attention to the following groups in the process of equal opportunities in order to respect equal treatment and to ensure equal opportunities:

a) women,

b) persons belonging to national or ethnic minorities,

c) people with fewer social opportunities,

d) people with disabilities,

e) students and workers with disabilities or health problems,

(f) persons with three or more children,

(g) workers who are about to retire,

(h) students raising a child.

(3) Equal treatment shall be ensured in all employment and student relationships.

(4) Direct or indirect discrimination against a university citizen shall constitute a breach of the requirement of equal treatment.

(5) In addition to the requirement of equal treatment, the employer has a duty to give preference to disadvantaged groups, since the aim is to eliminate the inequality of opportunity resulting from membership of that group. An exception to this principle is made in cases of necessary discrimination which clearly arises from the nature or the context of the employment.

2. The University's long-term objectives for equal opportunities

Non-discrimination, equal treatment

(1) This point covers cases relating to the establishment of student status and the recruitment and employment of staff, the determination of wages, income and benefits, and the possibility of training and further training.

(2) It also covers discrimination of any kind, in particular discrimination based on age, sex, marital status, nationality, race, descent, religion or political conviction, against workers and students.

Respect for human dignity

(1) The University shall respect the values, human dignity and uniqueness of its employees and students in the course of employment and educational research. It shall give priority to the creation of an appropriate working environment which promotes the preservation and consolidation of fundamental values.

(2) The institution shall pay particular attention to the prevention and, where appropriate, the elimination of discrimination against employees and students on grounds of age, sex, marital status or health.

(3) In its actions, the University shall act in a spirit of humanism and tolerance.

Partnership and cooperation

(1) The employer shall endeavour to apply the principle of partnership in the employment relationship.

(2) To this end, it shall establish transparent contractual relations with a view to securing mutual benefits.

(3) The University shall endeavour to engage in dialogue with employees and students in all matters which directly concern them.

(4) The University shall pay particular attention to the right of citizens of the University to information and consultation.

Social solidarity

(1) In employment, no employee of any age, sex, nationality, marital status or health condition is more valuable to society than another.

(2) It is in the interest of all citizens of the University to strengthen solidarity, which can promote opportunities for disadvantaged groups.

Fair and flexible treatment

(1) The University shall develop positive and equitable measures to promote the improvement and preservation of the employment position of those concerned and to favour disadvantaged students.

An equal opportunities approach towards students and external relations

(1) All employees of the University shall apply the principle of equal treatment in their relations with students.

(2) All employees of the University shall apply the principle of equal treatment in their external relations.

(3) The University shall create a barrier-free, healthy learning and working environment in accordance with Act XCII of 2007 to ensure equal access. Barrier-free buildings shall facilitate the movement of students with reduced mobility, elderly students and employees and visitors.

(4) The University shall take steps to ensure that info communication accessibility is also provided, so that the electronic interfaces of the University are accessible on an equal basis.

Ensuring equal opportunities through training

Promote equal access to training programmes:

(1) The principle of equal access shall be applied to support participation in training courses that support the performance of the job. The University shall keep under review the learning and training needs of its employees and shall endeavour to align them with its interests.

(2) The University may provide financial support for the further education of employees under the terms of individual study contracts.

(3) The university may organise continuing training for employees during working hours.

(4) The University shall provide employees with access to and information on training courses.

(5) All public employees shall be provided with the opportunity to familiarize themselves with occupational safety and health regulations.

(6) Lifelong learning shall be provided regardless of age. All employees of working age shall have the opportunity for retraining, further training and learning.

(7) The employer shall pay special attention to the further training of parents bringing up their children alone, by providing working time allowances which do not hinder the performance of work.

Ensuring an appropriate pace of career development

(1) The employer shall provide all employees with opportunities for promotion without discrimination, based solely on professional ability, experience and performance, in accordance with the provisions of the Employment Standards.

(2) The employer shall pay special attention to the career advancement of women and persons with disabilities, ensuring a continuous bilateral dialogue

between the group and the employer to identify the needs of the disadvantaged group.

Benefits for people with families

(1) The employer shall be flexible in granting leave, considering, where possible, unscheduled leave for family reasons.

(2) The University will occasionally organise family events at work (picnics, outings).

(3) The employer shall provide leave for exceptional family events at the expense of the normal leave entitlement.

(4) When planning leave, the employer shall consider, as far as possible, school, nursery, and crèche holidays.

(5) The employer shall keep in touch with employees during maternity leave, maternity leave, parental leave, and maternity leave with childcare allowance, and shall share with them information concerning them and information of public interest.

(6) The employer shall make teleworking possible during an epidemic situation if it is feasible for the job in question.

(7) The employer may, where this does not interfere with the performance of the employee's duties, grant working time off to employees with two or more children who are not yet self-employed or to employees who are the sole carers of at least one child under the age of ten, as provided for in the collective agreement.

Improving working conditions and protecting workers' health

(1) Employees may use the institution's sports facilities and equipment under the conditions laid down by the university to protect their health.

(2) The employer shall endeavour to provide defibrillators at all university premises, monitor the condition of the equipment, organise trainings in the use of the equipment.

(3) The employer shall promote burnout prevention, especially for employees in daily contact with students.

(4) In order to maintain the health and well-being of employees, the employer shall allow employees to participate in organised health and disease prevention screening tests.

(5) The employer shall pay special attention to improving the working conditions of women and disabled persons, ensuring a continuous bilateral dialogue between the group and the employer to identify the needs of this disadvantaged group.

Ensuring equal treatment in recruitment and employment

(1) When recruiting staff, the emphasis shall be on the skills, abilities and competences required for the job or work.

(2) Employers shall not discriminate against employees, on the grounds of marital status, nationality, race, origin, religion, political opinion, membership of an interest group or organisation.

(3) The employer shall in all cases consider the employees' right to be informed and to be informed and, as far as possible, their individual needs, when dealing with personnel matters.

(4) If a worker becomes disabled during the period of his employment, the employer shall ensure his continued employment on a reduced-time or light-duty basis. The worker may be released from work on the grounds of medical incapacity only after the rehabilitation procedure has been completed and in compliance with the relevant legislation.

Moral and financial recognition

(1) The Employer shall pay greater attention to the moral recognition of work performed in the interests of the University without compensation.

(2) In all cases, the employer shall bear in mind the principle of equal pay for equal work when granting financial recognition for additional work.

(3) The employer shall regularly review the pay and benefit system and shall eliminate the causes of any disadvantages that may exist and unjustified pay increases.

Student Affairs Committee

To implement the Equal Opportunities Plan, the University shall establish a Faculty Student Affairs Committee within the framework of the Organisational and Operational Regulations, which shall deal with student equality issues.

(1) Students may lodge a complaint with the Faculty Student Affairs Committee (FASC), either verbally or in writing, if they experience any action or behaviour that violates their equal opportunities rights. A record of the oral complaint shall be kept.

(2) At the request of the aggrieved party, the HÖB may conduct the proceedings in confidence with the identity of the complainant. In such a case, the complainant's details shall be placed by the HÜB in a sealed envelope in the file. Only the members of the Commission, the Equal Opportunities Coordinator, the Rector, the Chancellor and the members of the competent administrative bodies, courts and prosecution services may consult them.

(3) The HÜB may conduct the procedure within 7 working days, which may be extended by the Commission once for a further 7 working days in duly justified cases, with simultaneous notification of the complainant.

(4) No action may be taken pending a recommendation for a decision by the Review Board.

(5) The Commission shall notify the parties concerned in writing of its proposal for a decision.

(6) If the Commission considers the complaint unfounded in its proposal for a decision, it shall also inform the persons concerned of the other legal remedies available to them under the legislation.

CLAUSE

Possibility to lodge a complaint, provision of the redress procedure

(1) The right to lodge a complaint shall be without prejudice to any remedy which the employee may have under a specific legal provision (civil action, employment action, proceedings before a labour or administrative authority for breach of the requirement of equal treatment, in particular the procedure before the Equal Treatment Authority).

(2) The Equal Opportunities Plan of the John von Neumann University for the period 2021-2024 has been signed by the Rector and the Chancellor on behalf of the employer, and by the representative of the representative trade union of the University on behalf of the employees, after reading, discussing and incorporating their opinions, as being in full agreement with their will.

(3) The employer undertakes to publish the Equal Opportunities Plan on the University's website and to make it available on its internal electronic network.

(4) This EP shall remain in force until 31 December 2024.

Kecskemét, 28 January 2021.

Dr. Tamás Fülöp

Rector