Gender Equality Plan
Arnold-Bergstraesser-Institute

Goals and Guidelines

The goals of the ABI's Equality Plan are to ensure equal opportunities for all employees (and associates) and to create a working environment that is free of discrimination and oriented towards equality. Within the framework of these goals, increased consideration of gender aspects in the institute's research work is also aimed for.

Within the framework of these goals, the ABI Freiburg is committed to equality and diversity as defined by the General Equal Treatment Act (AGG). Through the application of the AGG, the equality directives of the EU are implemented in the Federal Republic of Germany.

Also, the ABI is committed to the specific goal of the AGG to "[...] prevent or eliminate discrimination on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual identity" (AGG 2006, § 1).

As an associated institute of the University of Freiburg, the ABI participates in the goals and measures for gender equality formulated in the University of Freiburg's Structure and Development Plan (GEP University of Freiburg). It cooperates with the Gender & Diversity Office of the University of Freiburg for this purpose.

Measures and Implementation

Beyond the measures taken by the University of Freiburg, the ABI actively promotes gender equality through the following structures and measures, among others:

- The contact point for all issues concerning abuse of power, including gender-related issues and problems of sexual harassment in the workplace is a contact group, which is elected annually at the staff meeting. In addition, the management is also the point of contact. The Institute management consults with the cluster heads and employees at least once a year on appropriate measures. A time budget is made available for this purpose.
- The AGG and other gender-related information is made available to employees.
- The ABI promotes capacity-building measures for the promotion of equality through its own training workshops or participation in further training measures of the University of Freiburg. The employees are given time off for this, the costs are covered by the ABI.
• Gender aspects are taken into account in the composition of the staff; the aim is to achieve a gender balance. In staff selection procedures, at least one man and one woman should be part of the selection committee.
• When appointing new members to committees (advisory board, association), the aim is to achieve a gender balance.
• To help balance family and career, the ABI supports employees' family commitments by, among other things: Flexible work schedules, the ability to work from home on an hourly basis or individual days, and prioritizing vacation requests during school breaks.
• The use of self-designations, names and pronouns as well as the correct address of gender-diverse employees in everyday work is implemented. Gender-sensitive language in external science communication is also implemented.
• Gender aspects are to be systematically considered in research, teaching and consulting. Employees are to be made aware of this through training opportunities.

Monitorings

• A status report by the management documents important indicators and measures once a year.
• The report is presented and discussed at the annual staff meeting (Think Day). It is brought to the attention of the Executive Board.

The Gender Equality Plan was compiled by the ABI management in 2022 following EU requirements and updated in 2024.