

# Welcome Apéro 2024

## Office for Equal Opportunities (OEO)

The University of Bern strives to promote gender equality and equal opportunities among its students, faculty, and staff. Its approach is anchored in the *Strategy 2030* policy and implemented through the “Equal Opportunities Action Plan 2021-24”.

The Office for Equal Opportunities (OEO) advises and supports parties responsible for carrying out the Equal Opportunities Action Plan. It also initiates and executes its own measures to foster gender equality and equal opportunities.

The OEO is active in the following 7 areas:

### **1) Institutional anchoring of gender equality and equal opportunities**

Structures and plans favouring equal opportunities in faculties, centres, administration; gender monitoring.

### **2) Equal opportunities in personnel selection and promotion**

Participation by the OEO's gender equality officers and by the gender equality delegates from the faculties in structural and employment committees; counselling.

### **3) Promotion of female early career researchers**

COMET career programme for female postdocs, targeted courses, and coaching.

### **4) Reconciliation of career, studies, and care responsibilities**

Continuing development of family friendly infrastructure; support of university staff and students with care responsibilities; encouragement of flextime models; dual career support; advisory and informational services.

### **5) Choice of study and access to study**

Drawing attention to stereotyped choice of subject area; career open houses, National Future Day; measures against selectivity based on social origin.

### **6) Respectful and inclusive study and work environment**

Preventive and awareness measures against discrimination on the basis of gender, sexual orientation, race, social origin, disability or chronic illness and gender identity; counselling on these topics; prevention of sexual harassment; encouragement of gender-neutral and non-discriminatory language; equal pay.

### **7) Communication**

Information about equal opportunities via newsletter, websites, printed matter, and events.

### **What the OEO can do for you:**

#### **Career Programme COMET for female Postdocs, mentoring**

The OEO offers the Career Programme COMET (Coaching, Mentoring and Training) and accompanies mentoring programmes at faculty level for junior scientists and students.

### **Courses and workshops, coaching**

The OEO offers an annual programme of courses and workshops for students, intermediate staff, faculty, and administrative staff. We also offer career coaching for female postdocs.

### **Dual Career support**

The OEO supports partners of newly arrived scientific staff in their professional start. The support measures are open to partners of scientists on the postdoc level and above.

### **Advisory services**

The OEO advises university administrative units and individuals on the following issues related to equal opportunities: work-life balance, career advice, dual career, sexual harassment/sexism, hate speech, disability, and chronic illness, LGBTIQ+, racism.

### **Information**

Through a newsletter, website, events, and printed publications, the OEO provides information on current topics in university equal opportunities policy and on measures to promote gender equality and equal opportunities.