Equal Opportunities
We aim to markedly increase the percentage of women at higher skill levels and to build a university that is completely free from discrimination, is equality oriented and family friendly.

To achieve our goal, we work in the following five strategic focal areas.

### Organizational development

**Equal opportunities consulting**

We advise the rectorate, faculties and departments on building a sustainable foundation for equal opportunities, ensuring that centralized and decentralized strategic focal areas and measures are interlinked effectively.

**Monitoring**

We collect data and information about equal opportunities that are taken into account in university-wide quality assurance processes and serve as a basis for strategic planning.

### Career development

**Training**

Each semester we organize genderspecific workshops for various qualification levels of the university.

**antelope**

antelope is a compact and exclusive career program of the University of Basel. It is geared towards highly qualified female PhD students and postdocs from all faculties. For a period of 10 months, early career researchers receive support with the systematic planning and development of their careers and are prepared for future leadership and management duties.

**get on track**

The funding is aimed at PhD students who are parents. Each semester, support options are offered to help students complete their PhD within the allotted time.

### Increasing the proportion of women in leadership positions

**stay on track**

The funding is intended for highly qualified postdocs in the first phase of motherhood. For the purposes of focus and high-quality research, relief options are announced each semester.

### Family-friendly university

**Family services**

On the website you will find information on questions about how to balance your studies and career with family.

### Diversity

In this new strategic focal area we aim to develop a diversity policy for the university. Furthermore, the focus will be on the topic of teaching and learning awareness of socio-cultural differences.

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The University of Basel is an organization that values and promotes the diverse potential of its employees regardless of age, religion, gender, cultural heritage, sexual orientation or disability.

Further information, measures and the University of Basel’s equal opportunities plan can be found on our website.

[www.unibas.ch/chancengleichheit](http://www.unibas.ch/chancengleichheit)

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