Pannon Egyetem

University of Pannonia

POLICY ON EQUAL OPPORTUNITIES OF THE UNIVERSITY OF PANNONIA

for the period between 1st May 2026 and 31st December 2027

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* if the entry into force of the Policy is subject to adoption by the Board of Trustees

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The Policy on Equal Opportunities of the University of Pannonia (hereinafter referred to as: "**Policy**") issued by the University of Pannonia (hereinafter referred to as: "**University**") on the basis of the University's Organisational and Operational Rules (hereinafter referred to as: "**OOR**"), Part I Organisational and Operational Rules of Procedure (hereinafter referred to as: "**OORP**") approved by the Senate of the University of Pannonia and adopted by the Foundation for the University of Pannonia acting as the operator exercising founders' and ownership rights (hereinafter referred to as: "**Operator**") and on the basis of the resolution by the Board of Trustees on the rules of procedure for adopting the regulations of the University of Pannonia by the Board of Trustees is as follows.

General Provisions

1. §

(1) Act CXXV of 2003 on equal treatment and the promotion of equal opportunities provides that every person has the inalienable right to live as a person of equal dignity and that every person is entitled to effective legal protection in the event of discrimination.

(2) According to the principle of equal treatment, the same respect and circumspection shall be exercised and individual aspects shall be taken into account to the same extent regarding natural persons, groups of natural persons, legal persons, and organisations without legal personality, staying within the territory of Hungary, pursuant to the provisions of this Act.

(3) The University of Pannonia, as an employer and higher education institution, obliges itself to comply with the requirement of equal treatment in the establishment of its legal relationships, in its legal relationships, and in its procedures and measures taken; and to take action against all forms of discrimination, prohibiting all direct and indirect discrimination. The University ensures that, in the performance of its activities, it cooperates with students, teachers and other persons employed by or having a legal agreement to work with the University in order to ensure that equal treatment and equal access are guaranteed in the decisions arising from and in connection with the legal relationship.

(4) The scope of this Policy extends to
   a) the citizens of the University, applicants for admission to the University,
   b) the University's the higher education activities and its service and management activities related to higher education, the organisations involved in the performance of its tasks, as well as all the faculties, comprehensive organisational units and organisational units of the University.

(5) This Policy has been drawn up in accordance with the provisions of Act CXXV of 2003 on equal treatment and the promotion of equal opportunities, Act I of 2012 on the Labour Code and the relevant articles of Act CCIV of 2011 on national higher education, based on the mutual understanding of the University of Pannonia as the Employer and the basic organisation of the University of Pannonia's representative trade union, the Union of Higher Education Employees (hereinafter referred to as the "**UHEE**").

(6) The university committees and bodies must perform their duties with due regard for freedom of expression, learning, education and research and respect for human dignity, and with due respect for the prohibition of discrimination. They must observe and comply with the principles and requirements laid down in the Policy on Equal Opportunities and the Code of Ethics, and ensure they are complied with, in particular with regard to their duties in promoting equal opportunities.

(7) The following constitute a breach of the requirement of equal treatment under the provisions of the relevant law, in particular

a) direct discrimination,
b) indirect discrimination,
c) harassment,
d) unlawful segregation,
e) retaliation,
f) and any instruction to do so.

Principles

2. §

(1) The Employer obliges itself to investigate under a regulated procedure and remedy any consequences of any further violation of the requirements of equal treatment as provided for by the applicable legislation – such as harassment, unlawful segregation, retaliation or orders given to do so – in the course of the management, operation and performance of the duties of the University. The rules of procedure for proceedings initiated for violation of the requirements of equal treatment are laid down in Chapter II of Act CXXV of 2003 on equal treatment and the promotion of equal opportunities. The Act lays down the principle that every person has the inalienable right to live as a person of equal dignity, free from any form of discrimination.

(2) **Prohibition of direct discrimination**: direct discrimination is any provision which results in a person or group of persons being treated on grounds of a characteristic or quality less favourably than another person or group of persons in a comparable situation is, has been

or would be treated.

(3) Employers may not introduce any provision which would have the effect of causing a person or group of persons being treated less favourably than another person or group of persons in a comparable situation on the basis of their real or perceived

a) gender,
b) race,
c) colour of skin,
d) nationality,
e) ethnic group,
f) mother tongue,
g) disability,
h) state of health,
i) religion or belief,
j) political or other opinion,
k) marital status,
l) maternity (pregnancy) or paternity,
m) sexual orientation,
n) gender identity,
o) age,
p) social origin,
q) financial situation,
r) the part-time or fixed-term nature of their employment or other legal agreement to work,
s) membership of an interest group,
t) other status, qualities or characteristics

(protected characteristics, hereinafter collectively referred to as: "**characteristic(s)**").

(4) **Prohibition of indirect discrimination:** the Employer may not introduce any provision which does not constitute direct discrimination and which appears to meet the requirement of equal treatment, but which places certain persons or groups of persons with the characteristics defined in Section (3) of Article 2 of this Policy in a substantially more disadvantaged position than the position in which another person or group of persons in a comparable position was, is or would be placed.

(5) **Prohibition of harassment, unlawful segregation and retaliation:** harassment is conduct of a sexual or other nature, which is offensive to human dignity, related to a protected characteristic of the person concerned and has the purpose or effect of creating an intimidating, hostile, degrading, humiliating or offensive environment towards a person. Contrary to the common meaning, sexual harassment is not the only type of harassment.

The meaning of harassment: 'social strangulation' of a person with a protected characteristic in his or her environment.

(6) A provision shall constitute unlawful segregation if it separates, without the explicit permission of law, certain persons or a group of certain persons from other persons or the group of persons in a comparable situation on the ground of a protected characteristic.

(7) A conduct shall constitute retaliation if it causes, is aimed at causing, or threatens to cause legal injury to a person in relation to that person's raising a complaint, launching a proceeding, or participating in such a proceeding because of the violation of the principle of equal treatment.

Enforcement of the principle and requirements of equal treatment: general objectives in the fields of employment, social security and education

3. §

(1) In determining and applying the following provisions, the Employer must place particular emphasis on the fulfilment of the requirements of equal treatment:
   a) when establishing, amending or applying application procedures and employment rules;
   b) in the case of providing employment, in particular in the case of public job advertisements, when recruiting for a job and determining the conditions of employment;
   c) in the provisions relating to the procedure prior to and in connection with the establishment of an employment relationship or other work-related legal relationship; when establishing and terminating employment relationships or other work-related legal relationships;
   d) in connection with trainings completed before or during employment;
   e) in establishing and ensuring proper working conditions;
   f) in the determination and provision of any compensation due under the employment relationship or other work-related legal relationship, in particular in the determination and provision of the salary specified in Section (2) of Article 12 of Act I of 2012 on the Labour Code;
   g) in connection with membership or participation in employee organisations;
   h) regarding the promotion system; when effecting compensation and liability;
   i) in connection with the application for or taking of parental leave to facilitate the harmonisation of parental and employment responsibilities of employees and to increase the time available for childcare.

(2) In order to respect the principle of equal treatment, the University and the UHEE undertake to work together to take measures to support those concerned, to monitor the implementation of such measures and to improve them on the basis of experience gained, in order to promote equal opportunities for

a) women and men,
b) employees over 40 years of age,
c) the socially disadvantaged,
d) people belonging to a nationality or ethnic minority,
e) disabled persons,
f) university citizens with a reduced capacity to work or health impairment,
g) chronic patients, university citizens who are particularly vulnerable in an epidemiological situation,
h) employees with children under the age of 16,
i) young employees starting their careers,
j) workers reaching retirement age.

(3) The Employer shall prevent any discrimination against employees in the course of employment. This shall apply to the application procedure, the establishment and termination of employment and other work-related legal relationships, ensuring proper working conditions, remuneration, training, the promotion system and other employment-related matters. Exceptions to this principle are cases of discrimination justified by the nature and scope of the work, the content or nature of the given occupational activities, and based on proportionate and real occupational requirements.

(4) In the course of employment, the Employer must respect the human values, human dignity and individuality of employees and other persons employed in a work-related legal relationship. The Employer considers it an important task to create an appropriate working atmosphere that contributes to the preservation and strengthening of fundamental values. The Employer condemns all forms of discrimination, and in the performance of its duties, it respects the principles of equal opportunities and equal treatment in all respects. The prohibition of discrimination does not resolve all existing inequalities; therefore the University will develop fair and flexible measures to help improve and maintain the employment position of the people concerned.

(5) In its selection activities as part of human resources management, the Employer will only take into account its institutional needs projected into the future, as set out in its human resources management strategy, and the criteria to ensure the development of a workforce with a composition that meets the relevant quality requirements. When conducting the selection procedure, it only applies discrimination that is justified by the nature and type of the work and which is clearly linked to the nature or type of employment.

(6) The following do not constitute a violation of the principle of equal treatment:
   a) a provision aimed at eliminating equal opportunities for an explicitly designated social group, based on an objective assessment, if it is based on a law or a government decree issued on the basis of authorisation by law or collective bargaining agreement and it is for a fixed term or until a specific condition is met. However, such a provision may not violate a fundamental right, grant any unconditional advantage or exclude the consideration of individual criteria,
   b) in the course of employment, discrimination based on specific and decisive occupational conditions justified by the nature of the work or working conditions, pursuing a legitimate aim and being proportionate to the aim,
   c) discrimination based on proportionate and actual occupational requirements justified by the essence or nature of the particular occupational activities, directly arising from an ethos which is fundamental to the nature of the organisation, and determined on the grounds of religion or belief, or on national or ethnic origin.

(7) The **conditions for preference** under Section (6) are:
   a) It may not infringe a fundamental right,
   b) It may not provide an unconditional advantage,
   c) It may not exclude the consideration of individual criteria.

(8) Within its means, the University:
   a) facilitates access to training and information for all its employees in accordance with the relevant provisions of the University's Employment Requirement System (hereinafter referred to as the "**ERS**"),
   b) facilitates professional, language and IT training for its employees,
   c) support the further training of disadvantaged groups of employees.

(9) The law, a government decree issued on the basis of authorisation by law, or a collective bargaining agreement may, with respect to a defined group of employees, provide for an obligation for positive action in relation to the employment relationship or other work-related relationship.

(10) **In relation to students:**
   a) The proceedings conducted to remedy a breach of the requirements of equal treatment may not preclude the possibility of asserting personal rights before a court or the initiation of other proceedings suitable to determine liability and the consequences thereof, including proceedings before an administrative body responsible for monitoring compliance with the requirements of equal treatment.
   b) The University obliges itself to create healthy and safe conditions for academic training, identify and eliminate the causes of student accidents in order to prevent them, and ensure compliance with health and safety at work requirements.
   c) The relevant section of the University's Student Requirement System in force, which provides for the benefits to be granted to students with special needs, and the

Committee for the Special Need Students (hereinafter referred to as the "SAS Commission"), which plays an active role in the practical implementation of the provisions of the Student Requirement System, are intended to facilitate the fulfilment of the commitments undertaken. The SAS Commission is responsible for creating the necessary conditions for equal opportunities for students with disabilities applying to the University of Pannonia and studying at the University, in accordance with the laws and regulations in force. The work of the SAS Commission is managed by an institutional coordinator.

(11) Following the activities of the Equal Opportunities Committee, the Ethical Committee and the SAS Commission established and operated at the University, the following four priority target groups have been identified to ensure equal opportunities:
   a) employees and students with disabilities or impairments;
   b) employees and students raising children;
   c) women (with consideration on the principle of gender equality);
   d) foreign national university citizens who do not speak Hungarian.

(12) The University must also take into account the requirement of equal treatment in the context of the social security of employees (social and welfare tasks) and the provision of healthcare services (participation in disease prevention programmes and screening etc.) and support them as far as possible.

(13) The ERS, which is available to all citizens of the University in electronic and paper form, contains a separate chapter on certain elements of the social benefits system.

(14) When determining the remuneration for work of equal value or work recognised as being of equal value, compliance with the requirement of equal treatment is a matter of particular importance. In determining the equal value of work, the Employer must take into account the nature, quality and quantity of the work performed, the working conditions, the qualifications required, the physical or mental effort, the experience and, last but not least, the responsibility assumed.

(15) The University must pay particular attention to the observance of the requirements of equal treatment in educational contexts in the following areas:

   a) determining the conditions for admission to education, and assessing applications for admission;
   b) defining and setting educational requirements;
   c) performance assessment;
   d) the provision and use of education-related services;
   e) access to education-related benefits;
   f) accommodation and boarding in dormitories;
   g) the issue of certificates, diplomas and degrees which may be obtained in education;
   h) access to career guidance and counselling; and
   i) the termination of a legal relationship related to participation in education.

(16) The University may not unlawfully segregate any person or group. No clubs, student groups or other student or other organisations with a purpose to discredit, stigmatise or exclude other persons or groups may operate at the University.

(17) The requirement of equal treatment is not infringed if, in an institution of higher education, education based on religious or other philosophical convictions is organised on the basis of voluntary participation of students, the purpose or curriculum of which justifies the formation of separate groups, provided that the participants in the education do not suffer any disadvantage as a result, and provided that the education complies with requirements approved, prescribed or supported by the State.

(18) A law or a government decree issued on the basis of a law may impose a preferential treatment obligation in connection with education and training on a specified group of participants in the public school system and in education outside the public school system.

Equal opportunities objectives and measures of the University of Pannonia

4. §

(1) The University operates an Equal Opportunities Committee to ensure equal treatment and equal opportunities. This Policy also serves as an equal opportunities plan.

(2) Observance of the requirement of equal treatment: the Employer must observe the requirement of equal treatment in connection with the employment relationship and other work-related legal relationships, in particular in connection with remuneration for work. In addition, it acknowledges that the remedy of a breach of this requirement may not result in the violation or impairment of the rights of any other employee.

(3) Ensuring equal opportunities in working conditions, equal opportunities commitments:

a) Monitoring and analysis of the employment situation of disadvantaged groups of employees, with particular regard to wages, working conditions, career development, training, and benefits related to bringing up children and parenthood.
b) Extending and upgrading the benefits for employees with a family.
c) Creating a family-friendly working environment, such as balancing responsibilities and work schedules for single parents raising children, employees looking after sick relatives or relatives in need of care.
d) The Employer considers employees on maternity or childcare leave as equal employees in making its decisions and will provide all assistance in their returning to work.
    i. Keeping in touch with employees who receive childcare allowance

(hereinafter referred to as “childcare allowance”) and childcare benefit (hereinafter referred to as “childcare benefit”) and who are exempted from work while they care for their children.

ii. Facilitating the reintegration of employees returning from maternity leave, childcare leave, other long-term absences (ensuring part-time employment on request, on a case-by-case basis; flexible working arrangements).

iii. The Employer provides leave for exceptional family events (birth of a child, marriage, etc.) against the regular annual leave.

e) In the event of retirement, the provision of professional information, whereby the University informs the employee, at the employee's request, of the legal options and their consequences before retirement.

f) Providing disadvantaged employees, especially those with lower education levels, with the opportunity to acquire vocational qualifications as much as possible.

g) When drawing up the training plan, priority should be given to employees who can make the most effective use of the knowledge to be acquired in their daily work.

h) The Employer makes every effort to improve working conditions in general and protect the health of employees. As part of this, preventive screening examinations are organised for the employees of the University of Pannonia in order to maintain their health, furthermore, comprehensive health preservation and mental well-being support services are available for employees through telemedicine services.

i) Ensuring equal access to the services and information provided by the University and ensuring equality in the accessibility to and the proper use of buildings owned and used by the University.

j) The Employer endeavours to provide a barrier-free working environment for disabled university citizens as much as possible. On the one hand, it undertakes to make the properties under its management accessible (ramps, lifts, passenger lifts, handrails) in the event of reconstruction, modernisation or renovation, and, on the other hand, it pays particular attention to ensuring that the workplace for disabled employees is designed to enable them to carry out their duties as easily as possible without feeling the disadvantages of their disability.

k) The University provides parking spaces for disabled persons. A list of accessible buildings is provided in *Annex 2*.

l) The University ensures the conditions of reasonable adaptation in the employment of a person with a disability.

m) Ensuring equal access to training programmes. Provision of working time allowance for employees where agreed.

n) The ERS sets out the social, welfare and bereavement benefits scheme and the training and staff development policies that form part of the HR strategy;

o) The University supports sport and recreational activities for health preservation purposes.

p) The University ensures the use of toilets designed or adapted for people with disabilities.

q) The University contributes to improving the learning opportunities of students with mobility, visual and hearing impairments by developing teaching materials

and aids that can be used in a home environment and that provide special learning methods and tools.

r) The University provides information signs with tactile symbols at the entrances of buildings to assist employees and students with visual impairment in finding their way around.
s) Developing a system of services to help young people raising children while working or studying to organise their lives and solve their problems related to child-rearing (e.g. creating small apartments suitable for family life for newlyweds in dormitory buildings and, if possible, in other residential buildings of the University).
t) Gender equality is ensured and facilitated by the Gender Equality Plan (GEP) (*Annex 1*).
u) Placing information boards in English in high-traffic buildings.
v) Translation and publication in English of the Regulations and Directives adopted by the University's Senate on the University's website.
w) The Employer undertakes to carry out any reduction of human resources that may affect the University with increased empathy, flexibility and humanity.

Procedure to be followed in case of the violation of the requirement of equal treatment

5. §

(1) Claims for violation of the requirement of equal treatment may be pursued in the course of proceedings provided for by law, in particular in the course of litigation and administrative proceedings, civil actions, employment lawsuits, consumer protection actions or misdemeanour procedures.

(2) The enforcement of the requirement of equal treatment is monitored by the Commissioner for Fundamental Rights, through the Directorate for Equal Treatment, as a separate organisational unit of the Office of the Commissioner for Fundamental Rights, which may, inter alia, bring actions under the right of public interest litigation to protect the rights of persons and groups whose rights have been infringed, and which provides the persons concerned with continuous information and assistance in order to take action against infringements of equal treatment.

(3) The fulfilment of the requirements of equal treatment and the provision of equal opportunities in the institution will be assisted by the Equal Opportunities Committee, which functions as a standing committee of the University's Senate. The Chair of the Equal Opportunities Committee is responsible for the University's tasks relating to equal opportunities. Within the organisation, the Equal Opportunities Committee monitors the

implementation of measures taken to improve equal opportunities for disabled university citizens and, if necessary, proposes measures to ensure this. It also monitors the implementation of equal opportunities for employees and students with large families, those raising children alone, or those belonging to a minority group – based on gender, age, religion, ideology or ethnicity – and makes proposals to the Senate for the elimination of any discrimination.

(4) Complaints concerning violations of the principle of equal treatment shall be investigated by the Equal Opportunities Committee in accordance with the currently effective Complaint Management Policy of the University of Pannonia. If, pursuant to the provisions of the Complaint Management Policy, the Complaint Management Forum determines that a complaint falls within the scope of the Policy on Equal Opportunities, it shall forward the complaint to the Equal Opportunities Committee. In cases referred to it, the Equal Opportunities Committee shall investigate the complaint in accordance with the procedure set out in its Rules of Procedure and, where necessary, shall make recommendations to the relevant University leader regarding the measures to be taken.

(5) Employee representative bodies may also receive comments and complaints about equal opportunities. The representative trade union and the Works Council delegate one member each to the University's Equal Opportunities Committee, thus ensuring indirect contact between the employees and the Equal Opportunities Committee.

Transitional and implementation provisions

6. §

(1) This Policy was adopted by the Senate at its meeting on 30th April 2026 by Resolution No. 85/2026. (IV.30.).

(2) Upon the entry into force of this Policy, the "Gender Equality Plan (GEP) of the University of Pannonia", adopted by Senate Resolution No. 187/2025 (XI. 27.), shall be repealed.

(3) This Policy shall remain in force from 1st May 2026 until 31st December 2027.

(4) This Policy shall enter into force upon its adoption by the Senate.

(5) This Policy shall be available on the University's website.

Annexes to this Policy:

Annex 1: Gender Equality Plan (GEP) of the University of Pannonia

Annex 2: List of Accessible Buildings of the University of Pannonia

Dated in Veszprém, on 30th April 2026

Dr. János Abonyi m.p.
Rector

Zsolt Csillag m.p.
Chancellor