



# Unite! Charter on Diversity and Inclusion

As a pioneering European university alliance, Unite! is aware of its social responsibilities to provide extensive accessibility to and fair opportunities within higher education, as well as its impact on the shaping of future leaders in a globalized society. Therefore, Unite! is deeply committed to promoting *Diversity* and strengthening the process of *Inclusion* in all its operations.

Based on the respective strategies and regulations of the Unite! partner universities, this charter specifies their shared efforts to maintain a safe and unbiased environment for exchange, research, work and study. Each partner's own guidelines, measures and strategies remain unaffected by this charter and continue to apply in accordance with their respective directives.

This charter applies to all, i.e. faculty, staff, students, guests and external partners, who work and participate in any of Unite!'s various activities. The entire Unite! community is very strongly committed to cultivating a climate of mutual respect and preventing and decisively opposing (direct and indirect) discrimination of any kind within this joint project.

Diversity is a key guiding value for Unite! We are convinced that our shared differences are an essential component of international and democratic cooperation and further, are a fundamental accelerator of social change and innovation. Therefore, we strive to ensure and maintain an environment that not only celebrates and welcomes diversity, but also offers opportunities and chances for personal growth and fulfillment regardless of individual differences.

We actively seek to refrain from stereotypical attributions without ignoring the complexity of differences and lived experiences of our members. Awareness and recognition of diverse lifestyles and backgrounds should become a self-evident action in all decisions (Diversity-Mainstreaming).

Inclusion is defined by Unite! as a cross-sectional task, systematically embedded in the structure and development of all its operations, to practically implement and realize equitable participation. We aim to increase representation of all marginalized groups as our efforts are always led by an anti-discriminatory approach. We continually reflect on our own work and actions to identify and eliminate structures and practices within our reach that generate or sustain unjust treatment and discrimination.

As we strive to create and maintain inclusive learning, teaching and working environments, Unite! applies zero tolerance towards all forms of discrimination, harassment, sexual harassment or degrading treatment (victimization), and guarantees to resolve any such incidences.