

Equality, Equal Opportunities

Equality Concept

1 Structural Anchoring of Equal Opportunity Work, Participants, And Responsibilities

Principle of Popakademie

In its attitude towards diversity and in its understanding of difference, Popakademie is an institution of tolerance and freedom for all who study, lecture or work on its premises. Everyone is called upon to actively participate in shaping the operational and academic environment, which offers space for artistic development and is also characterized by mutual respect and tolerance. Open dialogue, as well as mutual appreciation, are of great importance. Regardless of their origins, backgrounds, religious or ideological attitudes, and sexual orientation. Popakademie stands in solidarity with all those who oppose racism and any limitation of tolerance, respect, and appreciation. Popakademie wants to be a place for everyone in their differences and similarities. This includes a peaceful and friendly exchange and discourse about all topics that are important in this context: Discrimination, racism, intolerance, derogatory behavior, disparaging speech towards others, as well as subconscious discrimination. Special attention is given to equal opportunities for men and women in terms of gender mainstreaming, the integration of foreign students, as well as accessibility for people with disabilities in areas of teaching, study, and service. Sexual harassment, violence, discrimination of any kind, disadvantages, and misuse of power are clearly prohibited and are against the law. Popakademie aims to be more sensitive and to take action where there is a risk that the rights of students, lecturers, and staff are restricted or violated.

At Popakademie, vocational and advanced training programs are continuously optimized and expanded. Staff members are to be supported accordingly so that they are empowered in their further development. Furthermore, high-quality concepts for the quality assurance of all employees are an integral part of quality management.

2 Status Quo

All statutorily provided opportunities for individuals in special circumstances and regardless of gender, origin, cultural affiliation, or disability are offered both during the admission process and during the course of study, especially during the exam process.

Additionally, the teaching staff is regularly informed and trained in case of changes, in order to prepare them optimally for appropriate overall conditions. Extensive counseling

possibilities by the staff round off the profile of Popakademie positively also in the accredited courses of studies. Tolerant leave-of-absence regulations ensure that extensions of study are

easily accommodated, thereby ensuring that there are no negative consequences for the further course of study. Students are also granted exemptions from the standard curriculum on a case-by-case basis. Regulations for compensating disadvantages are sufficiently anchored in the examination regulations and are communicated.

Popakademie is a higher education institution and offers various courses of study in the fields of "Music and Creative Industries" (with a focus on business administration) and "Popular Music" (with an artistic focus).

3 Goals and Measures

It is important for Popakademie to achieve gender balance in all areas of the higher education institution. As a matter of principle, we strive for equal tenure and have made it our aim that at least half of all new positions to be filled in areas of underrepresentation will be filled by women. Furthermore, we draw attention to the matter.

Measures

In Order to Reduce Underrepresentation in Sectors of Management and in Various Specialized Areas

We aim to give special support to areas where women are particularly underrepresented. In order to reduce under-representation in various sectors, we explicitly encourage women to apply as part of our job advertisements. If women with the appropriate qualifications in that particular field apply, they are invited for an interview. Women are given preference if they have the same suitability for a position as a male competitor. The specialized field is irrelevant; we would also very much welcome a female manager.

On the Reduction of Underrepresentation in the Teaching Sector

We would also like to increase the proportion of women in the teaching sector, especially in management positions such as course director. We strive to continuously increase the proportion of women. In our job advertisements, women, in particular, are invited to apply and it is pointed out that if they are qualified, women will be given preference for interviews and, if they are equally qualified, they will be given preference for hiring.

To Improve the Compatibility of Career and Family

Popakademie aims to design workplaces in a way that is attractive and feasible for employees with family responsibilities. We want to be perceived and appreciated by our employees as a family-friendly employer. Professional development should be made possible and encouraged even with family obligations. Popakademie promotes measures accordingly. Women and men caring for children or relatives requiring care can apply for the possibility of organizing their daily and weekly working hours in a family-friendly way. Mothers and fathers may and should also work up to 30 hours per week during parental leave within the scope of the operational possibilities and return to Popakademie, possibly with reduced working hours, after parental leave.

Popakademie strives to be an attractive employer for its employees. Through the introduction of work-life balance measures and family friendliness, Popakademie would like to promote general well-being.

Equal Opportunities

1 Preamble

Popakademie is developing an Equal Opportunity Plan, which is an integral part of the Equality Plan. The measures and specifications outlined aim to ensure that at least half of the positions to be filled by recruitment in sectors where women are underrepresented are to be filled by women. There are fields where women are underrepresented and where it is either impossible or only possible to reduce this underrepresentation in the long term, either because it is unlikely that enough women with the necessary qualifications can be recruited or because there is unlikely to be any fluctuation in the foreseeable future. For these, the targets are adjusted to reflect reality.

Preparation and Scope

Personnel Sector

This concerns employees and trainees; i.e. it concerns non-teaching personnel.

2 Analysis of the Employee Structure

Popakademie has management positions in various departments and they are staffed with women and men.

Special measures for the targeted advancement of women are available as needed: professional advanced training measures and leadership programs that qualify employees to take on higher-ranking tasks.

3 Corporate Health Management

The measures of the Federal Ministry of Health aim gender-consciously at the consideration of different work and life situations of women and men and take into account the differences in biological and social gender.

4 Support Measures for Reconciling Work, Care, Family Life and Other Personnel Measures, Reasons for Leave of Absence

Concerns regarding the compatibility of work and family are supported. Special consideration is given to: Place of work and working hours by means of maternity leave, flexible re-entry, parental leave, teleworking / home office, and also partial retirement.

5 Representative for Equal Opportunities and Gender Issues

Popakademie has an Equal Opportunity Representative. In addition, introductory and advanced training seminars on conflict management are offered on a regular basis and are also attended by employees. Furthermore, individual discussions are held with the staff members in order to exchange ideas on a regular basis.

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