



# Declaration on the Gender Equality Plan of the Center for Electron Microscopy (ZFE)

The Center for Electron Microscopy (ZFE) is operated by the Association for the Promotion of Electron Microscopy (**Verein zur Förderung der Elektronenmikroskopie**) with the exclusive and direct purpose to promote research and scientific teaching in the field of electron microscopy and fine structure in a non-profit way.

The Center for Electron Microscopy is thematically and organizationally intertwined with the Institute for Electron Microscopy of the Graz University of Technology (TU Graz) and thus has the same understanding and follows the same principles for social and organizational strategic goals as the Institute of TU Graz.

The equality plan of the Center for Electron Microscopy thus directly follows the equality plan of TU Graz in terms of content, especially with regard to "raising awareness and implementing the so-called diversity dimensions of gender, age, disability, ethnicity, sex, religion and sexual orientation. These core dimensions are anchored in various forms in Austrian and European law (e.g. Federal Constitutional Law, European Convention on Human Rights, UN Convention on the Rights of Persons with Disabilities, University Act, Federal Equal Treatment Act, Federal Equal Opportunities for Persons with Disabilities Act, Disability Employment Act)[...]".

It is the ambition of the ZFE to offer all employees a good working and study environment in which equal opportunities exist for all, and in which research and teaching are shaped and supported equally by people of all personal orientations.

The documents referred to in the "Proof-of-Compliance GenderEqualityPlan HE" ([https://www.tugraz.at/fileadmin/user\\_upload/tugrazInternal/TU\\_Graz/Universitaet/Diversity/Proof-of-Compliance\\_GenderEqualityPlan\\_HE.pdf](https://www.tugraz.at/fileadmin/user_upload/tugrazInternal/TU_Graz/Universitaet/Diversity/Proof-of-Compliance_GenderEqualityPlan_HE.pdf)) are also fully applicable to the Center for Electron Microscopy (ZFE) operated by the Association for the Promotion of Electron Microscopy (**Verein zur Förderung der Elektronenmikroskopie**).

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Bernhard Pelzl  
(Business director ZFE)

Graz, February 6<sup>th</sup> 2023

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Gerald Kothleitner  
(Scientific director ZFE and of the FELMI / TU Graz)

Graz, February 6<sup>th</sup> 2023

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<sup>1</sup> also see „Satzungsteil Gleichstellungsplan der Technischen Universität Graz“ (trat mit Verlautbarung im Mitteilungsblatt am 5. Juli 2017 in Kraft), page 4