

# Basic Principles Diversity Management

2017

DIVERSITY MANAGEMENT

## Preamble

Diversity management stands for diversity policies, for diversity education and for outward-looking, appreciative interaction at Leibniz Universität Hannover.

Respect for and observance of human rights is the mission of diversity management.

Its objective is to accept and respect the diversity of those who work or study at Leibniz Universität Hannover, and to oppose discrimination. Diversity management fosters this productive variety and sees in it a contribution to improving quality, interdisciplinary thinking, integration, accessibility and educational justice.

For us, diversity means respect for differences and similarities in interpersonal relations.

**“Human actions live on in the effects  
that these have.”**

Gottfried Wilhelm Leibniz

## Basic Principles of Diversity Management

1. In accordance with diversity management we raise awareness for outward-looking, appreciative interaction at Leibniz Universität Hannover.
2. We cultivate respect and partnership in work and studies, thus creating a positive working climate.
3. We tolerate neither discrimination nor negative treatment or harmful behaviour regarding gender, age, ethnic affiliation, religion and ideology, sexual orientation or disability.
4. We place value on gender-appropriate and non-discriminatory language. Essential documents (e.g. rules and regulations, agreements) concerning public relations, marketing and internal communication, are formulated and drawn up accordingly.
5. We offer advice and contact points for students and staff, as well as protection and help in individual issues, unfair treatment and in cases of conflict.
6. We welcome students and staff from home and abroad. From the very beginning they are offered extensive guidance.
7. We foster the search for and support of talent in science, research and administration in line with principles of diversity. Transparency and fairness contribute to equal opportunities and educational justice.
8. We shape differentiated environments for learning focussed on the differing needs. For this we offer advice and educational qualification programmes to support academic success.
9. We see diversity research as an indispensable basis of equal opportunities, educational justice and protection against discrimination. Diversity aspects are a key criterion for research support.
10. We all bear the responsibility to live diversity.