

Principles
of
DIVERSITY AND EQUALITY
and
DISADVANTAGE COMPENSATION
at
KMU AKADEMIE & MANAGEMENT AG

FROM
02 FEBRUARY 2022

FOR THE PROGRAMMES OF MIDDLESEX UNIVERSITY WITH THE ECONOMIC
SUPPORT OF THE KMU AKADEMIE

The use of the generic masculine in the context of this document does not constitute discrimination, but includes both genders. The use of both gender forms is dispensed with in order to improve the readability of the text. In principle, we refer to the recommendation of the German Spelling Council of 26th of March, 2021 <https://www.rechtschreibrat.com/geschlechtergerechte-schreibung-empfehlungen-vom-26-03-2021/>

DIVERSITY AND EQUALITY AT KMU AKADEMIE & MANAGEMENT AG

KMU Akademie & Management AG recognises the diversity of its students and employees as a potential and resource. Both the diversity policy and our mission statement declare statements of equal opportunities and anti-discrimination with regard to gender, origin, age, sexual orientation, religious orientation, different life situations, and forms and physical or mental impairments.

KMU Akademie & Management AG promotes equality for all employees in a comprehensive sense and takes appropriate measures to reach it. In particular, it appoints a gender and diversity officer with the aim of promoting equality at KMU Akademie in the long term. KMU Akademie supports the compatibility of work and family for its employees, in particular part-time work and job sharing, also in management positions.

For basic information on diversity, sustainability, and inclusion at Middlesex University, please visit <https://www.mdx.ac.uk/about-us/policies/equality-diversity-inclusion>. Furthermore, we refer to the following EU Charter:

Charter of Fundamental Rights of the European Union, 2000

Principle of equality (Article 20)

Non-discrimination (Article 21)

Integration of persons with disabilities (Article 26)

SUPPORT FOR STUDENTS WITH DISABILITIES AND LEARNING DIFFICULTIES

KMU Akademie is committed to enabling students to achieve their full potential. We are committed to ensuring that the study programmes we provide are inclusive for all students, including students with disabilities and learning difficulties.

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. However, in line with Middlesex University, KMU Akademie acknowledges that a person is more likely to be disadvantaged by social and environmental factors than by a disability itself.

Disability in this context can include a wide range of issues and conditions. Typically, this would include one, or combination of, the following categories:

- Specific learning difficulty - e.g. dyslexia
- Visual impairment - partial sight or blind
- Hearing loss - partial hearing or profoundly deaf
- Mobility difficulties or wheelchair user
- Restricted use of upper limbs
- Mental health problems
- Condition that is not visible, e.g. epilepsy, sickle cell anaemia, HIV
- Condition not listed above (e.g. back injury)

The above list should not be seen as exhaustive. If a student feels that they have a condition that is affecting their ability to study effectively, they should contact KMU Akademie's Programme Administration Team as soon as possible. KMU Akademie respects students' right to request that the nature or existence of their disability be treated as confidential.

Special and flexible assessment arrangements are permitted on the recommendation of KMU Akademie's Programme Administration Team, following discussion with the student and the submission of appropriate medical evidence and in the case of dyslexia or other specific learning difficulty the report of an education psychologist confirming the condition.

Types of support include ensuring that teaching/assessment areas are accessible, providing learning materials in an appropriate format, library support, permission to audio-record tutorial/feedback sessions, and information about assistive technology.

DISABILITY AND DYSLEXIA SERVICE

Basic information about the Disability and Dyslexia Service at Middlesex University can be found at <https://www.mdx.ac.uk/student-life/student-support>

Michael J. Grabner, MBA
Board of Directors