

**Appendix 1.4.1**  
**Compensation for Disadvantages**

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## **1. Objective of Equality at Dresden International University**

In order to meet the challenges of the future and preserve both performance and innovative capacity, it is necessary to “fully unlock the talents of all segments of society and enable all groups represented within society to participate fairly in the academic system.”

This is the foundation of the equality concept of Dresden International University (DIU).

The objectives of the DIU equality concept are:

- to ensure equal opportunities for all student groups, regardless of gender, social background, nationality, special life circumstances, or disabilities
- to create conditions that support the balance of studies, work, and family life
- to provide equal access and development opportunities across individual degree programs
- to foster a trusting learning environment in which different biographies and life paths can develop
- to ensure equal access for male and female lecturers to teaching opportunities
- to improve conditions for employees, students, and lecturers in support of work-life balance

As an affiliated institute of TUD Dresden University of Technology, we are also committed to the equality concept of TUD Dresden University of Technology.

## **2. Legal Basis**

These regulations are based in particular on:

- the equality concept of Dresden International University
- the equality concept of TUD Dresden University of Technology
- the Model Legal Ordinance (MRVO), in particular Section 12 (1), sentence 6, and Section 15
- the respectively applicable examination regulations of the DIU degree programs

### **3. Scope**

These regulations on reasonable accommodation apply to all students of Dresden International University, regardless of degree program, degree type, or mode of study.

### **4. Eligibility for Reasonable Accommodation**

Students are entitled to reasonable accommodation if they can credibly demonstrate that, due to

- a long-term or permanent physical or psychological disability
- a chronic illness
- pregnancy-related limitations
- maternity protection or parental leave
- or the care of their own children up to the age of 14 or the care of close relatives

they are unable to complete academic or examination requirements, in whole or in part, in the prescribed form.

### **5. Forms of Reasonable Accommodation**

Suitable reasonable accommodation measures may include, in particular:

- extended time limits for examinations
- the granting of breaks during examinations
- the use of alternative media or assistive devices
- the use of accessible or separate study and examination rooms
- rescheduling of the examination date
- changes to the examination duration, type, or format

The specific form of reasonable accommodation is always determined on a case-by-case basis while preserving the equivalence of the examination requirements.

## **Examples of DIU Support Services to Promote Equality**

### a. Students With Health Impairments

Support services for students with physical impairments are provided individually depending on the type and extent of the disability. In selected degree programs, specific assistance is provided for students with visual and/or hearing impairments. Barrier-free access to all lecture halls and seminar rooms is ensured, including elevators, step-free room access, and sufficiently wide circulation areas. Due to the small class sizes, individualized support and consideration of individual impairments can be provided without difficulty.

### b. Students With Children and Pregnant Students

Depending on individual needs, rest and nursing rooms are provided for pregnant and breastfeeding students. In addition, the necessary facilities, for example for the refrigeration of breast milk, have been put in place. Necessary childcare is generally arranged by family members and friends; where needed, the DIU provides suitable common rooms.

### c. International Students

International students receive support and guidance in finding housing, handling necessary administrative procedures, and integrating into student life at the place of study. In addition, they receive German language instruction and an introduction to cultural and social customs in Germany. This is complemented by a wide range of study-related support services, such as:

- visits from the home university
- regular reflection meetings with the Scientific Directors
- a service office with a designated contact person for ongoing concerns and questions
- a mentoring system involving students from higher semesters

## **6. Application and Decision-Making Procedure**

Reasonable accommodation must be requested in writing from the responsible examination board. To substantiate the request, appropriate supporting documentation may be required, in particular a medical certificate or an official medical certificate.

The application must be submitted no later than three weeks before the respective examination date. If the circumstances giving rise to the claim arise at a later point, the application must be submitted without undue delay after they become known.

The examination board decides on the application at its duly exercised discretion. In the case of examinations, the decision is made in consultation with the respective examiner.

## **7. Publication and Accessibility**

These regulations on reasonable accommodation are published on the Dresden International University website in an accessible format and made publicly available within the university. They are fully accessible to all interested parties without restriction.

## **8. Entry Into Force**

These regulations enter into force upon publication. Any amendments or additions will also be publicly announced.