
Gender Neutrality Pledge for ZNZ Principal Investigators

As a Principal Investigator of the Zurich Neuroscience Centre, I pledge to promote and maintain a gender neutral academic environment by implementing the policies and practices listed below.

Many of these policies and practices are either already legally required, or represent specific recommendations of the UZH and ETHZ. I state here that I will make it a priority to ensure these policies and practices are well understood by myself and my trainees.

Interpretations of the contents contained within this pledge are strictly limited to gender neutrality and cannot be used out of context.

POLICIES

Code of conduct

I commit to the seven-point Code of Conduct prescribed by the University of Zurich that aims to eliminate discrimination based on gender.

- Seven-point Code of Conduct: www.uzh.ch/en/about/basics/genderpolicy.html

Sexual harassment

I will observe the set of regulations referring to protection against sexual harassment prescribed by the University of Zurich, as well as Art. 382 C. of the Federal Act on the Amendment of the Swiss Civil Code and Art. 4 of the Federal Act on Gender Equality.

- UZH Regulations: http://www.gleichstellung.uzh.ch/dam/jcr:00000000-6c91-284d-ffff-ffffb40a466b/110727_RSB_DE_web.pdf
- Art. 328 C.: <https://www.admin.ch/opc/en/classified-compilation/19110009/index.html#a328>
- Art 4. <https://www.admin.ch/opc/en/classified-compilation/19950082/index.html#a4>

Communication

I commit to using and enforcing the language guidelines for equal treatment of men and women in everyday conversation, as well as in all written and published texts, pictures and photos.

- Language guidelines: <http://www.gleichstellung.uzh.ch/de/angebote/sprachleitfaden.html>

Recruitment

I commit to the Gender Equality Office recommendations for gender neutral practices in recruiting and evaluating new faculty members.

- Standards in Recruiting Professorships: www.mnf.uzh.ch/en/research/women-in-science/frauenfoerderung.html
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PRACTICES

1. I will communicate clearly to my trainees when they start that:
 - successful research careers invariably exceed 40 hr/week and can make work/life balance difficult, with or without children; however, except in explicitly agreed upon circumstances, each trainee, irrespective of gender, will be expected to maintain consistent productivity throughout their appointment.
 - there are simple to read leaflets and online material that explain the guidelines for gender equality and related legal issues, including maternal and paternal care at the UZH and ETHZ.
 - UZH: www.gleichstellung.uzh.ch/de/angebote/vereinbarkeit/elternschaft.html
 - ETHZ: http://www.family.ethz.ch/recht/Studierende/index_EN
 - in addition to the paid maternity and paternity leave legally/institutionally required, I will consider requests from my trainees for unpaid leave of up to six months to permit extended care of new children or chronically ill family members.
2. I will attempt to schedule all mandatory meetings during times of the day that do not impede with my trainees' abilities, irrespective of gender, to raise their children or tend to chronically ill family members.

3. I will consider requests from my trainees to work from home as life-balance needs (young children, elderly care) demand, irrespective of gender.
4. I will facilitate the establishment and maintenance of safe laboratory conditions in case of pregnancy, in conjunction with institutional occupational safety regulations.
 - UZH: www.su.uzh.ch/de/activities/arbeitsicherheit.html
 - ETHZ: <https://www.ethz.ch/services/en/service/safety-security-health-environment/safety-and-security/cabs/safety-at-work.html>
5. I will consider requests for my trainees to have their children accompany them from time-to-time as they work.

Date

Name (print or stamp)

Place

Signature