

Equity, Diversity and Inclusion Policy

As a Principal Investigator at the Neuroscience Center Zurich, I will ensure that the following regulations and practices are followed. I will also guarantee that my employees and students are aware of the legal policies and recommendations of UZH and ETH.

Interpretations of the contents contained within this policy are limited to issues surrounding equity and inclusion and must not be used out of context.

Equal Opportunities

Both ETH and UZH are committed to offering everyone the same opportunities to study, do research and work successfully, independent of their race, gender or sexual orientation.

Sexual harassment

Sexual harassment is prohibited by law and hence forbidden at both UZH and ETH. It is defined as any behavior with a sexual connotation that is unwanted and degrades another person in any way. As a simple rule to identify harassment, take into consideration that it is not the initiator's intentions that matter, but whether their conduct is welcome or unwelcome by the receiver.

Communication/Language

UZH and ETH support linguistic equality and place value on consistently speaking to both men and women. Gender-neutral terms should be used, e.g., chair or chairperson instead of chairman, humankind instead of mankind.

All ZNZ members are referred to the easy-to-read leaflets and online material that explain the guidelines for gender equality and related legal issues, including maternal and paternal care at UZH and ETH.

ETH: <https://ethz.ch/services/en/employment-and-work/working-environment/equal-opportunities.html>

UZH: <https://www.careerservices.uzh.ch/en/ratgeber/chancengleichheit.html>

Additional Commitment - ZNZ

As a principal investigator and member of the ZNZ,

- I will respect the privacy and independence of my employees and trainees, particularly regarding personal matters.
- I will engage my employees and trainees in the decision-making process regarding their work.
- I will respect and support their decision(s) on how to adapt in response to key personal life events, such as having a child.
- I will be sensitive to the individual circumstances of each employee and trainee when setting my expectations. I understand that these circumstances can change over time (e.g. parenthood, health etc.). In particular, I understand that these might require flexible working hours or reduced levels of employment, which can lead to an increase in the duration of projects.
- I will work with my employees and students to establish flexible working conditions that support productivity and work-life balance. Whenever possible, I will schedule meetings during family-friendly working hours, for example between 9:00 and 17:00.
- I will raise awareness among my employees and trainees about issues involving bias, gender equality and racism.
- I will point the employee and trainee to relevant resources regarding equity and inclusion, like e.g.:
<http://www.alba.network/>
<https://www.neuroscience.uzh.ch/en/about/eic/links.html>

These points apply equally to women and men independent of their sexual orientation or race.