

Equality Policy at Technical University of Denmark (DTU)

DTU is a secular university that appreciates differentiation in personal preferences, nationalities, and cultures. Diversity is a driver for groundbreaking research, education and innovation of the highest level. Diversity, equal treatment, and equality are expected at DTU, which is an international university in range and standard.

As an elite university, DTU attracts and develops the best talents. There is a continuous focus on preventing visible and invisible barriers from negatively affecting talent development and career path progression at DTU.

It is fundamental at DTU, as a public institution with requirements in recruitment principles, to employ the best-qualified candidates in available positions, regardless of gender, age, ethnicity, religion, physical capability, personal preferences, etc.

Gender, age, ethnicity, religion, physical capability, personal preferences, etc. do not affect pay or an individual's career or competence development. Attention is given to individual employees' needs in different life and career phases.

Therefore, gender equality and diversity are founding principles, which are supported through the requirement of respect and equality by and among all employees and students at DTU.

DTU will ensure that the gender equality policy is carried out through the following:

Gender equality and diversity

DTU has an ongoing focus on equality and diversity. To eliminate existing barriers that prevent equality, and prevent the occurrence of new barriers, related initiatives for students and employees are to be performed continuously.

Management focus

DTU has an ongoing focus on increasing awareness of organizational and cultural barriers and biases that prevent equality and diversity.

Managers must be mindful of the responsibility of ensuring a diverse working and study environment.

All managers are expected to support their employees in individual talent development regardless of gender, age, ethnicity, religion, physical capability, personal preferences, etc.

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