



Bern University
of Applied Sciences



Diversity Policy of Bern University of Applied Sciences (BFH)

Bern University of Applied Sciences is committed to the promotion of and respect for diversity, and to this end uses the full potential of its employees and students. We attach great importance to a reflective and appreciative way of dealing with what we have in common and what sets us apart. Bern University of Applied Sciences protects its members against discrimination¹⁾ and strives for equal opportunities. The diversity policy expresses our ethical stance in dealing with diversity. It complements the “BFH Diversity Concept” of 24/01/2019.



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We promote diversity and take advantage of the associated potential

BFH supports its members in finding, nurturing and developing their strengths, talents and abilities. We regard diversity as a key resource in an organisation and society that is oriented towards a sustainable future, and we value the multifarious perspectives of interdisciplinary teams. We have a culture of openness towards different stances in society, politics and science.

We create inclusive general conditions and prerequisites

BFH creates a teaching, learning and working environment that is sensitive towards diversity, accessible, allows equal opportunities as well as participation and development for all. We recognise and respect the different situations, requirements and abilities of all our employees and students. We consider it our responsibility to create inclusive general conditions and a variety of ways to gain access to the University of Applied Sciences.

The members of BFH treat each other with respect

BFH promotes the discussion of social values and norms. We encourage our employees and students to take on different perspectives and express various points of view and to assume responsibility for a respectful, appreciative climate that is conducive to good performance. The key element of BFH culture is dialogue based on mutual respect.

We consider freedom from discrimination as an essential prerequisite for diversity

Everybody who is studying or working at BFH has the opportunity and freedom for individual development free from prejudice and discrimination. We support clear, transparent structures and processes and maintain an unbiased approach to diversity. The communication at BFH is inclusive and free from discrimination, both internally and externally.

We support participation within the university and within its environment

Against the backdrop of changes in society we are prepared as a university to take on social responsibility and to make social participation in higher education, research and development possible for all. We aim to develop and implement concrete measures for equal opportunities in all degree programmes, fields of study and divisions.

Promoting diversity is enshrined in the management instruments and processes at BFH

We see implementing equal opportunities and diversity first and foremost as a management task. As transversal issues, equal opportunities and diversity require suitable objectives and measures in all performance areas (teaching, continuing education, application-oriented research and development, services and operation). We respect diversity criteria in the constitution of BFH bodies and in the shaping of processes.

We implement the policy with an action plan

As a learning institution BFH promotes knowledge of and competence in dealing with diversity. Everybody is encouraged to help implement this diversity policy and live it as part of our university culture. The present diversity policy is complemented by an action plan defining objectives and measures in implementing equal opportunities and diversity.

Approved by the University Executive Board on 16 June 2020.

1) With reference to Article 8, 2 of the Federal Constitution of the Swiss Confederation: No person may be discriminated against, in particular on grounds of origin, race, gender, age, language, social position, way of life, religious, ideological, or political convictions, or because of a physical, mental or psychological disability.