

Principles of diversity and equality and compensation for disadvantages at the KMU Akademie & Management AG from 01 September 2021

**for the programmes of Middlesex University with the organisational
and economic support of KMU Akademie und Management AG**

The use of the generic masculine in this document does not constitute discrimination, but includes both genders. The use of both genders has been omitted in order to improve the readability of the text. See: German Spelling Council (2023) Gender-equitable spelling: Explanations, reasons and criteria from 15 December 2023; available at <https://www.rechtschreibrat.com/geschlechtergerechte-schreibung-erlaeuterungen-begrueundung-und-kriterien-vom-15-12-2023/>

Diversity and equality at the KMU Akademie & Management AG

KMU Akademie & Management AG recognises the diversity of its students and employees as a potential and resource. The diversity policy and our mission statement contain statements on equal opportunities and anti-discrimination with regard to gender, origin, age, sexual orientation, religious orientation, different life situations and forms and physical or mental impairments.

KMU Akademie & Management AG promotes equality for all employees in a comprehensive sense and takes appropriate measures to this end. In particular, it appoints a Gender and Diversity Officer with the aim of sustainably promoting equality at the KMU Akademie. The KMU Akademie supports the compatibility of work and family life for its employees, in particular part-time work and job sharing, including in management positions.

Basic information on diversity, sustainability and inclusion at Middlesex University can be found at <https://www.mdx.ac.uk/about-us/policies/equality-diversity-inclusion>.

We also refer to the following EU Charter:

[Charter of Fundamental Rights of the European Union, 2000](#)

- Principle of equality (Article 20)
- Non-discrimination (Article 21)
- Integration of people with disabilities (Article 26)

Support for students with disabilities and learning difficulties

The KMU Akademie is committed to enabling students to realise their full potential. We are committed to ensuring that the programmes we offer are inclusive of all students, including students with disabilities and learning difficulties.

A person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. However, like Middlesex University, the KMU Akademie recognises that a person is disadvantaged by social and environmental factors rather than by a disability itself.

Disability in this context can encompass a wide range of problems and conditions. Typically these include one or a combination of the following categories:

- Specific learning difficulties - e.g. dyslexia
- Visual impairment - impaired vision or blindness
- Hearing loss - limited hearing or profound hearing loss
- Mobility difficulties or wheelchair users
- Restricted use of the upper limbs
- Mental health problems
- non-visible condition, e.g. epilepsy, sickle cell anaemia, HIV
- Condition not listed above (e.g. back injury)

The above list is not intended to be exhaustive. If a student feels that they have a medical condition that affects their ability to study successfully, they should contact the KMU Akademie Student Support Services as soon as possible. The KMU Akademie will treat information regarding the nature or existence of the disability as confidential.

Special and flexible assessment arrangements are permitted following a discussion with the student and the submission of appropriate medical evidence, or in the case of dyslexia or other specific learning difficulties, a report from an educational psychologist confirming the condition, on the recommendation of the Student Support Service.

Possible support services include ensuring the accessibility of teaching/assessment areas, providing learning materials in the appropriate format, allowing audio recording of feedback sessions and information on assistive technologies.

Disability and Dyslexia Service

Basic information about the Disability and Dyslexia Service at Middlesex University can be found at <https://www.mdx.ac.uk/student-life/student-support>.

Michael Grabner, MBA
Management Board