



**Equality**  
at the Merz Akademie

**As part of society, the Merz Akademie is also dominated by power constellations that create and reproduce underrepresentation, inequality and discrimination.**

**The Merz Akademie's equal opportunity officers strive to achieve equality for all socially disadvantaged and underrepresented groups.**

**At the same time promoting equality is a cross-sectional task of the university that affects every member of the university and for which everyone bears responsibility.**

## **Equality in state law and the Basic Law**

**The promotion of equality is anchored in law at all German universities: For the academic sector, i.e. students, professors, academic staff in § 4 of the Baden-Württemberg State University Act (LHG). Equal opportunities for non-scientific employees, i.e. employees in the scientific support sector, are codified in the Act on the Realization of Equal Opportunities for Women and Men in Public Service in Baden-Württemberg (Equal Opportunities Act - ChancenG). The Basic Law formulates the prohibition of unequal treatment on the basis of various criteria in Article 3 (3) of the Basic Law.**



## **Forms of discrimination (examples)**

### **Ableism**

structural discrimination against people with physical and mental disabilities; often translated as "hostility toward the disabled."

### **Ageism**

structural discrimination against people because of their age (adultism among children and young people; ageism among the elderly).

### **Anti-Semitism (and Anti-Judaism)**

structural discrimination, hostility and hatred against Jews (Anti-Judaism is religiously motivated).

### **Anti-Romanism**

structural discrimination against and hostility towards Roma/ Romnija and Sinti/ze.

### **Sexism / Heterosexism / Homo- and Transphobia**

structural discrimination against people on the basis of their gender and/or sexual preference.

### **Islamophobia**

structural discrimination against people because of their Muslim faith.

### **Classism**

structural discrimination with reference to socio-economic group membership.

### **Lookism**

structural discrimination with reference to ascribed forms of body, appearance, clothing.

### **Racism**

structural discrimination against people on the basis of skin color, culture, migration history, languages (classical racism, cultural racism).

## **Information centers in Stuttgart**

**Education, Service and Networking Center  
in Extremism, Preventive Education  
and Human Rights Education**  
<https://demokratiezentrum-bw.de/>

**leuchtlinie Counseling for victims  
of right-wing violence**  
<https://www.leuchtlinie.de/>

**Counseling center on sexualized violence**  
[https://antidiskriminierung-stuttgart.de/  
ueber-uns/](https://antidiskriminierung-stuttgart.de/ueber-uns/)

**Anti-discrimination counseling**  
<https://www.wildwasser-stuttgart.de/>

**Online database for victims of crime  
(Germany-wide)**  
<https://www.odabs.org/>

## **Contact**

**The Equal Opportunity Officers of the Merz  
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**Merz Akademie**  
Hochschule für Gestaltung,  
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staatlich anerkannt