



**THE UNIVERSITY OF SZEGED
STUDENT EQUAL OPPORTUNITY PLAN**

December 1, 2025 - November 30, 2026

Szeged, 2025.

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PREAMBLE I

The Student Equal Opportunity Plan (SEP) is a document related to the University's regulations on conditions ensuring equal opportunities and equal treatment for students. The SEP sets out the University's goals, tasks and planned activities related to the promotion of equal opportunities and equal treatment for students. The deadline for the adoption of the Student Equal Opportunity Plan for the next period is: 30 November 2025.

The Plan does not include benefits that they follow from other laws and internal regulations. At the same time, it is in line with the effective Hungarian and European Union laws set out in the Regulations of the University of Szeged for Equal Opportunities and Equal Treatment of Students (Act CCIV of 2011 on National Higher Education [hereinafter: Nftv], Government Decree 87/2015 on the implementation of certain provisions of Act CCIV of 2011 on National Higher Education).

The law imposes two requirements on the University, which are different in nature and conditions:

- the requirement of equal treatment for all Employees and Students
- the requirement to promote equal opportunities for groups of employees and students with protected characteristics.

The goal of the University of Szeged is to promote the University's inclusive approach and to implement the idea of equal access.

In the event of a violation of the requirements of equal treatment and equal opportunities, the University ensures a full and substantive investigation of the circumstances of the case, cooperates with both the aggrieved party and the authority acting in the case (Equal Treatment Authority), and ensures the investigation of the causes, and, in justified cases, takes the necessary measures to enforce personal responsibility and prevent further violations. A separate plan provides for the prohibition of gender discrimination.

Given the outstanding number of students and employees, the University does not appoint only one person as Equal Opportunities Officer/Responsible, but in order to fully ensure equal opportunities, it operates two equal opportunities committees in parallel (Employee Equal Opportunities Committee, Student Equal Opportunities Committee), which are supervised and coordinated by equal opportunities coordinators. The Senate of the University of Szeged decides on the person of the equal opportunities coordinators and the members of the committees.

SZTE Student Equal Opportunities Committee Work Plan for 2026

I. Regulatory background

Student Equal Opportunity Policy of SZTE and the relevant legislation. The Committee's goal is to promote equal opportunities, enforce the requirement of equal treatment, and protect the dignity and rights of students.

II. Main objectives for 2026

1. Continuous operation and development of the Policy

- Monitoring the application of the Regulation revised in 2025.
- Based on experience, develop proposals for clarifications and additions.
- related procedures (complaint handling , legal remedies).

Responsible: Vice-Rector for Education , Student Equal Opportunities Committee

Deadline : November 30, 2026.

2. Teacher attitude formation and competence development

- **2 sessions** per year for educators on respecting protected characteristics, inclusive education methods, and preventing hate speech and discrimination.
- Developing online teaching materials and resources on the above topic, which instructors can access at any time.
- Organizing case discussion workshops at faculty level.

Responsible: Vice-Rector for Education , Student Equal Opportunities Committee

Deadline : ongoing

3. Support and consultation of faculty equal opportunities officers

- Quarterly consultation sessions with faculty advisors.
- Collecting and sharing good practices and experiences.
- Professional training of references with the involvement of the Sansz Office and the Hungarian Association of Legal Professionals.

Responsible: Vice-Rector for Education , Student Equal Opportunities Committee, faculty advisors

Deadline : ongoing

4. Student awareness-raising and information

- Incorporating equal opportunity topics (e.g. LGBTQ+, disability, minorities) into faculty events.

- **an Equal Opportunities Day** in the fall of 2026 (JGYPK).
- Attitude formation at faculty sports days.
- Preparation and publication of information materials

Responsible: Student Equal Opportunities Committee, faculty representatives

Deadline : June 30, 2026.

5. Accessibility and physical access

- Monitoring and promoting the building accessibility programs that began in 2025
- Accessibility review of educational buildings surveyed in 2025 with the involvement of affected students (experienced experts).
- Planning and initiating prioritized developments based on student feedback towards the relevant faculties and Technical Directorate.
- We are taking the initiative to have the accessibility information of buildings also appear on the website of the given faculty.

Responsible: Technical Directorate, Student Equal Opportunities Committee

Deadline : June 30, 2026.

6. Complaints handling and legal remedies

- Making the complaint reporting system transparent, creating an online reporting interface and an obligation to provide feedback.
- Evaluation of the practical application of the procedures developed in 2025.
- If necessary, the Commission will propose the development of new procedural protocols.

Responsible: Vice-Rector for Education , Student Equal Opportunities Committee

Deadline : November 30, 2026.

7. Data protection and records

- Secure and up-to-date registration of SKI student data in accordance with the data protection regulations of SZTE.
- Preparing annual statistical summary for management (with anonymized data).
- Compliance with GDPR requirements .

Responsible: Vice-Rector for Education , Student Equal Opportunities Committee

Deadline : November 30, 2026.

IV. FINAL PROVISIONS

1. The employer undertakes to make this Plan and the annual report for the previous period compiled by the equal opportunities coordinator available to those covered by the Plan on the university's website within 30 days of their adoption by the Senate.
2. The Parties agree that the University will continuously strive to expand the range of benefits set out in the Plan.
3. The Parties undertake to adopt the Student Equal Opportunity Plan for the next period by November 30, 2024, after evaluating the implementation of the provisions of this Plan and taking into account the consequences.
4. The parties signing the Plan will continue to strive to learn about the possibilities, methods and principles of ensuring equal treatment in EU member states. The opportunities and experiences learned during the international outlook will be utilized within the University.
5. The Student Equal Opportunity Plan for the period from December 1, 2024 to November 30, 2025 was approved by the Senate of the University of Szeged with its resolution no.

This Plan is accepted by the representatives of the following organizations with their signatures in order to enforce the requirement of equal opportunities:

On behalf of the University:

Prof. Dr. László Rovó
rector

Dr. Judit Fendler
chancellor

On behalf of the students:

Abraham Tamás
President of the European Chamber of Commerce