



AVETH

Akademische Vereinigung des Mittelbaus der ETH Zürich

Academic Association of Scientific Staff at ETH Zurich

Proposal to change bylaws

AVETH Board Retreat 22-08-2020

Current bylaws

Art. 2 (Leitbild, Zweck) [Definition, purpose]

[AVETH represents the interests of the scientific staff (assistants, doctoral students, senior assistants, postdocs, scientific collaborators, senior scientists) of ETH Zurich. In addition to these political duties, AVETH offers various services to its members. AVETH also assists graduates in their search of employment.]

[AVETH is involved in all aspects of the opinion-making and the decision-preparation processes related to the academic staff. AVETH takes part in the legislative process by consultation (helv. Vernehmlassung) of the school board and the ETH board. AVETH is especially active in legal matters concerning all of ETH, as well as personnel-specific topics. This activity is realized through participation in committees of ETH as well as periodic communication to the governing bodies of ETH. AVETH considers itself the official representation of the scientific staff of ETH Zurich. Furthermore, it functions as a hub for interdepartmental connections of the scientific staff.]

Proposed changes

[AVETH represents the interests of the scientific staff (assistants, doctoral students, senior assistants, postdocs, scientific collaborators, senior scientists) of ETH Zurich **regardless of gender, sex, sexual orientation, race, color, ethnicity, citizenship, cultural background, socioeconomic status, age, disability, or religion.** AVETH considers itself the official representation of the scientific staff of ETH Zurich, thus supports and facilitates communication among and beyond all ETH academic staff. Furthermore, it functions as a hub for interdepartmental connections of the scientific staff and assists graduates in their search of employment.

[AVETH is involved in all aspects of the opinion-making and the decision-preparation processes with the overarching goal of improving the quality of professional life and development of scientific staff. AVETH takes part in the legislative process by consultation (helv. Vernehmlassung) of the school board and the ETH board. **In addition to these political duties, AVETH offers various services to its members including counseling, supporting equitable opportunities, and voicing concerns on behalf of scientific staff. These initiatives** are realized through active participation in committees of ETH **and working groups of AVETH**, as well as periodic communication to the governing bodies of ETH.]

Erased sentence: AVETH is especially active in legal matters concerning all of ETH, as well as personnel-specific topics