

PROMOTING DIVERSITY

Employment of people with disabilities at KIT

2024



Employment of persons with disabilities not only is a legal obligation, it also offers a big added value to KIT as an employer. The present brochure is intended to highlight this added value and to point out how inclusion may work. In addition, it is intended to increase the awareness of executives. Employees with a disability will be informed about the advantages associated with having their disability registered and about the contact persons at KIT they may ask for support.

What Is a Disability?

Volume IX of the German Social Code (Sozialgesetzbuch, SGB) (Article 2, par. 1, SGB IX) legislates the participation of persons with disabilities. Persons with disabilities are persons having **physical, psychological, mental, or sensory disabilities**, which, in interaction with employment-related and environment-related barriers, may prevent them from equal participation in society for a period most probably longer than six months. This may include a variety of impairments, such as diabetes, cancerous diseases, stiffening of knee joints, blindness, or depressions (a complete table can be found [here](#)). The degree of disability may vary between 20 and 100 in steps of 10. This is no percentage. **People are severely disabled, if the degree of their disability is at least 50.** People with a degree of disability smaller than 50, but at least 30 should be treated equal to severely disabled persons (persons treated as severely disabled), if they would not be given or have a suitable workplace without this equal status.

Legal Obligations of the Employer

The rights defined in Social Code IX place people with a disability under special legal protection and result in obligations of the employer. This includes the obligation to have at least 5% of all workplaces occupied by people with disabilities. In case a company or an organization does not observe this obligation, a **compensatory levy** must be paid. The current employment rate and the compensatory levy paid by KIT can be found [here](#).

Compensation for disadvantages: Employees with a severe disability are given five additional holidays, if they work full-time. Persons with a degree of disability of 30 or 40, who are treated equal to severely disabled persons and subject to the Collective Agreement for the Public Service Sector of the Federal States (TV-L), are granted three additional holidays. In case of part-time work, the additional holidays are calculated on a pro rata basis.

Representatives of Disabled Employees (Schwerbehindertenvertretung, SBV)

The Representatives of Disabled Employees (SBV) are responsible for the inclusion of severely disabled persons at work. They are elected by and represent the interests of severely

disabled and equally treated persons. The Representatives of Disabled Employees control compliance with the laws, service agreements, collective agreements, etc. They support all employees in applying for the recognition of an existing disability or for a disability status equal to that of a severe disability and the corresponding support. The Representatives of Disabled Employees must be informed directly when a person with a disability applies for an advertised position at KIT. Then, they will participate in the job interviews. In addition, the Representatives of Disabled Employees can be contacted in case of suggestions and complaints and for providing help and advice for persons with disabilities. Click here for further details on [Representatives of Disabled Employees](#) in general and on [KIT's Representatives of Disabled Employees](#).

Inclusion Officer

Inclusion Officers are appointed by the employer in order to responsibly represent the latter in matters associated with severely disabled persons. If possible, Inclusion Officers should be severely disabled themselves. KIT has [one Inclusion Officer](#) at the moment. The Inclusion Officer ensures that obligations of the employer in this respect are fulfilled.

How Can I Register a Disability at KIT?

In principle, it is possible to apply for the [recognition of a disability](#) and to apply for [being given a status equal to that of a severely disabled person](#). KIT's Representatives of Disabled Employees can help you submit this application. Any disability should be notified to the Inclusion Officer. In case of a severe disability (degree of disability 50 to 100), submit a copy of the front and back pages of your disabled person's pass to the Inclusion Officer. When applying for an equal status or when you have a disability degree of 20 to 40 registered, a copy of the recognition decision must be submitted. Medical diagnoses must not be indicated.

Advantages Associated with the Employment of Disabled Persons and Support Measures

Enabling the employment and participation of persons with disabilities increases the range of qualified employees and enhances the staff's diversity. Diverse employees share their perspectives and creative solutions with their work environment and the organization and, in this way, contribute to KIT's success. But they also face a variety of challenges. For all employees of KIT to achieve and show their full potential, KIT attaches high importance to supporting individual life plans and to considering individual life situations. This is emphasized in KIT's [Diversity Statement](#).

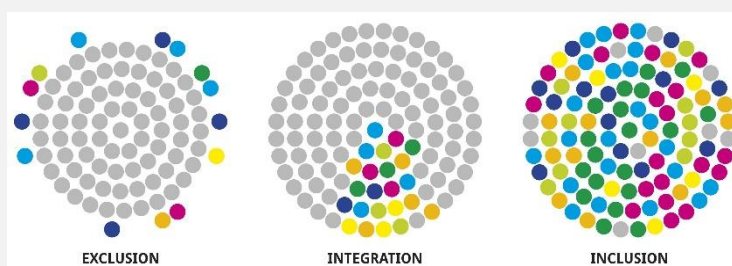
Adaptations of work conditions and the work environment may be required to ensure that all persons have equal opportunities at work and can develop their potential. It is important to find

individual solutions, e.g. by flexible working time schemes or adapted room uses as agreed upon under the [New Work](#) project. Employees with wheelchairs may consider it helpful to have a couch to lie down on instead of a high desk. The employer can apply for the respective funds, among others with the Labor Agency, the German Pension Insurance Company, or the Integration Office. Examples are [inclusion grants](#) and other [funding options of the Labor Agency](#). [Grants provided by the Integration Office](#) may also be applied for and used for workplace design. Registration of disabilities of employees reduces the compensatory levy that has to be paid by the employer in case of non-compliance with the corresponding obligations. These funds could then be used to optimize workplaces for persons with disabilities in order to ensure unrestricted participation.

Did You Know?



The term inclusion has Latin roots. The noun 'inclusio' means "inclusion" and "integration". Inclusion is the integration of people such that every person can be an active part of society. An inclusive society leaves no person out and lowers existing barriers. Inclusion emphasizes the equality of people, all of whom have the same basic needs and rights. At the same time, inclusion considers the diversity of people with their individual backgrounds, roles, capabilities, and interests. The conception of inclusion results in the effort to adapt work conditions such that all persons can participate.



Source: <https://www.bgw-online.de/bgw-online-de/vorschau/exklusion-integration-inklusion-51310/>

More Advice, Support, and Information



- [KIT's Representatives of Disabled Employees](#)
- [Inclusion Officer of KIT](#)
- Accessibility Research Coffee Network, register at barrierefreiheit@lits.kit.edu
- [Landing page of Equal Opportunities and Diversity at KIT](#)
- [Recognition of a disability](#)
- [Application for a status equal to that of severely disabled persons](#)
- [Integration allowance](#)
- [Other funding options offered by the Labor Agency](#)
- [Association of Integration Offices and Main Welfare Centers \(BIH\)](#)