At MHH, family-friendly means:

Making it possible to balance work or studies with parenthood, thanks to:

Childcare
- Regular childcare available at 'Die Campuskinder', an in-house daycare facility at MHH
- 'Die Hirtenkinder', a parental initiative
- 'Die Weltkinder', a daycare facility
- Emergency childcare
  - Provided by pmf Familienservice GmbH and Fluxx
- Holiday childcare
  - During the Easter, summer and autumn holidays
- Flexible childcare
  - For events / for students during exam periods
- ‘Finding a babysitter’ service
- Guidance for those seeking childcare places

Assistance for care takers
- Information seminars about ‘care taking of relatives’
- ‘care taking relatives club’ (on request)
- Emergency care taking service from Fluxx

Family-friendly infrastructure
- Nursing and baby-changing rooms
- Parent-and-child room for students
- Parent-and-child parking spaces in front of daycare facilities
- Children’s high chairs in the MHH canteen and on-campus ‘Kanne’ bistros
- Microwaves for heating up baby food in the MHH canteen

Guidance for parents and expectant parents
- Equal Opportunities Office
- Office of the Dean of Studies / Student Office

Support for students
- Regular ‘Parents and Kids Club’ sessions for students
- Mailing list for students with children
- Buddy system for students with children

Equal opportunities for women and men
- Ina-Pichlmayr-Mentoring
- Ellen-Schmidt-Programm assistance with habilitation

Do you have any questions or suggestions?

Contact

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Family-friendly University permanent Audit scheme since 2017

Photos: MHH Press Office and Equal Opportunities Office
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Hannover Medical School (MHH) has, since 2005, been certified under the Family-Friendly University Audit scheme ('audit familiengerechte hochschule'), awarded by berufundfamilie Service GmbH, an initiative of the non-profit Hertie Foundation. In the light of demographic trends, MHH wishes to position itself as an attractive educational centre and employer. With a family-friendly set-up and a family-oriented culture, it seeks to appeal to highly driven students and outstanding scientists from all over the world.

Family-focused working and studying conditions increase job satisfaction and motivation, and strengthen students' and staff’s sense of belonging to the School. This has a positive spin-off on MHH’s performance in research, teaching and healthcare.

In recent years, numerous measures have been initiated and implemented to make conditions for working and studying more family-friendly. In the fourth re-auditing phase starting in August 2017, MHH has once again set itself ambitious goals. It aims to help women and men achieve a balance between studies or work and family demands on a lasting basis – and to ensure that, in the future, there will be no places of learning or stages of life that are not compatible with family life. At MHH, the term ‘family’ covers parenthood as well as caring for other relatives and/or life partners.

MHH has updated its programme of action and is continuing to pursue well-established objectives aimed at further enhancing family-friendliness. Here is a selection:

**Work, research and study hours**
- Temporary exemption from night shifts for single parents with young children
- No staff aged 55 and over to be assigned to night duty
- Assurance of an individual university schedule for students with family responsibilities

**Organizing work, research and studies**
- Support in everyday life for students with care responsibilities through provision of personalized guidance
- Evening out of the existing percentage imbalance between men and women with regard to fixed-term work

**Information and communications**
- Ongoing communication and provision of information (via various media) on combining work/studies and family
- Use of an online survey of all employees and students as a tool for feedback on family-friendly working and equal-opportunities efforts at MHH
- Use of consistently more gender-equitable language at MHH
- Incorporation of family-friendliness and equal opportunities into all of MHH’s strategy papers and regulations

**Leadership**
- Giving management staff greater responsibility for matters relating to combining work/studies and family
- Implementation of a follow-up project, ‘Excellence in leadership at MHH’
- Establishment of structured staff interviews incorporating aspects related to balancing work and family throughout MHH
- Tackling the issue ‘Family-conscious leadership’ within executive development
- Establishment of the concept ‘part time leadership’ to strengthen the achievement of leadership and family responsibilities balance

**Personnel development / scientific-skills development**
- Programmes helping staff on family-related leave to maintain contact with, and return to, the workplace
- (For early-career female researchers) Mentoring; support with postdoctoral qualifications (Habilitation)
- Support for couples studying / doing doctorates who wish to have a child

**Services for families**
- Maintaining childcare services
- Placement and advisory service with regard to childcare, caring for relatives and ‘Family-Friendly MHH’
- Support and financial relief for MHH grant/scholarship holders who have children or are pregnant
- Regular support sessions for staff and students caring for relatives
- Various professional-development opportunities