



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

DISABLED EMPLOYEE REPRESENTATIVE TASKS AND DUTIES



GENERAL TASKS AND DUTIES

The Disabled Employee Representative promotes the integration of (severely) disabled persons into the University, represents their interests and offers them advice and support. The representative's tasks, rights and duties are essentially defined in the ninth book of the German Social Code (SGB IX), section 178.

The Disabled Employee Representative ensures that laws, ordinances, collective agreements and works agreements that protect and support (severely) disabled persons are duly applied and that appropriate administrative instructions are implemented in a manner that protects the interests of this group. In particular, the employer's duties pursuant to §§ 154, 155 and 164–167 must be fulfilled.

The Disabled Employee Representative submits applications for measures that benefit (severely) disabled persons, particularly preventive measures, both to the employer and to responsible authorities such as the integration office or the employment office.

The Disabled Employee Representative accepts suggestions and complaints from (severely) disabled persons and, if they seem justified, discusses them with the employer to find a consensual solution and informs the (severely) disabled persons of the state and the result of the negotiations.

Representative for employees with severe disabilities or equivalent status

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