

## The compensation of disadvantage

### Why and for whom is there a compensation of disadvantage?

Family or caregiving responsibilities should not be a disadvantage for students. Family life is undoubtedly a special challenge during studies. The University of Siegen has reacted to this as a family-friendly university and introduced the so-called compensation of disadvantage as a measure in 2014. This compensation of disadvantage allows students to apply for an alternative study and examination results if an examination cannot be taken as scheduled.

### How do I apply for compensation of disadvantage?

The compensation of disadvantage will be drawn up on the basis of the student's individual needs at the student's request in cooperation with the examiner and the relevant examination board.

Information on this can be obtained, for example, from the Equal Opportunities Officer and Family Service Office. In case of doubt, the expert advice of the Legal Department can be sought.

#### **Procedure:**

1. Students must first complete the [application form](#), add evidence of their family or care responsibilities if applicable, and submit everything to the relevant Examination Office. The application should be submitted in good time, ideally already at the time of registration for the examination. A later application is permissible if the specific impairment on the basis of which the examination modification is requested does not occur until after the registration deadline. However, the application must then be submitted immediately, i.e. without culpable hesitation after the concrete impairment has occurred.
2. The application will then be reviewed by the relevant examination board within/a period of approximately four weeks. If necessary, applicants must later submit further evidence if the individual situation is still too unclear.
3. The examination board decides whether there is a particular difficulty due to which the student cannot perform in the intended form/time.
4. Together with the examining person and the responsible examination board, an alternative will be worked out based on the individual needs.

## Which possibilities are there to regulate the compensation of disadvantage?

Within the legal framework, in particular taking into account the examination law principle of equal opportunities, the examination board is free to make arrangements.

For example, this can be

- an extension of the processing time or
- provided in a different form

### Other important notes:

- ! Compensation of disadvantage takes into account the individual situation of the student. From the point of view of equal opportunities for students under examination law, however, it must not result in students being placed at a disadvantage compared to other students. Therefore, a case-by-case review is always required.
- ! Compensation of disadvantage may not reduce the entitlement to benefits, but are intended - taking into account the principle of equal opportunities under examination law - to take into account care/care-related special features and to prevent resulting difficulties or disadvantages. Therefore, they may not affect the evaluation of examination results and may not be included in report cards or performance appraisals.
- ! Students can refer to deadlines for maternity or parental leave, but they do not have to. However, these deadlines must not prevent the examination procedures from being carried out against the student's will.

## Chart

The following chart is intended to clarify the entire procedure once again:

