

These degree programme and examination regulations have been worded carefully to be up to date; however, errors cannot be completely excluded. The official German text available at the Examinations Office is the version that is legally binding.

**Degree Programme and Examination Regulations for the  
Master's Degree Programme for Professional Development  
'Human Rights' at the Faculty of Humanities, Social  
Sciences, and Theology of Friedrich-Alexander-Universität  
Erlangen-Nürnberg  
- FPOHR-  
Dated 18 July 2014**

amended by statutes of  
4 February 2015

Based on Section 13 (1)(2), Section 43 (5)(2), Section 61 (2)(1) of the Bavarian Higher Education Act (Bayerisches Hochschulgesetz, BayHSchG), the University of Erlangen-Nürnberg enacts the following examination regulations:

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### **Section 1 Scope, Purpose of the Master's Examination**

(1) These examination regulations govern the examinations for the Master's degree programme for professional development 'Human Rights' resulting in the degree Master of Arts (abbreviated: MA).

(2) <sup>1</sup>The Master's degree programme in Human Rights is a degree that qualifies the student for further research as well as professional work. <sup>2</sup>The Master's examination serves to determine whether the students:

- have acquired in-depth knowledge of the basics and the fundamental research findings in international human rights
- are capable of working independently according to academic methods and to develop these further
- are prepared for professional practice

### **Section 2 Content and Aims of the Degree Programme**

<sup>1</sup>The degree programme provides students with in-depth knowledge of international human rights, preparing them for careers in governmental and non-governmental institutions, the media and industry. <sup>2</sup>The degree programme provides students with knowledge and skills regarding the political, philosophical and legal foundations of international human rights and gives students an opportunity to choose various specialisations. <sup>3</sup>The degree programme is international and interdisciplinary, facilitating students' intercultural communication and intercultural learning.

### **Section 3 Standard Duration of Studies, Language and Programme Organisation**

(1) The standard duration of studies shall be three semesters.

(2) All courses and examinations are held in English.

(3) <sup>1</sup>The Master's degree programme is concluded with the Master's examination.

<sup>2</sup>Scope and structure of the Master's degree programme in Human Rights as well as scope and type of the examinations shall be set forth in **Appendix 1**. <sup>3</sup>The number of ECTS credits required to successfully complete the degree programme is 90 ECTS credits.

(4) The Master's degree programme may only be started in the winter semester.

### **Section 4 ECTS Credits**

(1) <sup>1</sup>The degree programme and examinations are based on the European Credit Transfer and Accumulation System (ECTS). <sup>2</sup>30 ECTS credits are estimated per semester. <sup>3</sup>One ECTS credit corresponds to 30 hours of work.

(2) <sup>1</sup>ECTS credits serve as a system to categorise, calculate and confirm the amount of work a student has invested. <sup>2</sup>They are a quantitative indicator of a student's workload.

### **Section 5 Modularisation, Course Credit Certificates**

(1) <sup>1</sup>The degree programme consists of modules for which students are awarded ECTS credits. <sup>2</sup>One module is a chronologically connected and self-contained teaching and learning unit, the contents of which can be tested in an examination.

(2) <sup>1</sup>The modules shall be completed with a module examination. <sup>2</sup>This examination shall as a rule consist of one examination achievement or one course achievement. <sup>3</sup>In exceptional cases, this examination can also consist of several parts or partial examinations (portfolio examination) if the subject warrants it. <sup>4</sup>Module examinations are conducted during the lecture period or following the last lecture or seminar of a module. <sup>5</sup>All examinations with the exception of written assignments and oral examinations generally take place during the eight-week examination period. <sup>6</sup>The examination period is divided into two weeks before and two weeks after the end of the lecture period of one semester, during which the examinations are sat for the first time, and a period of two weeks before and two weeks after the begin of the following semester's lecture period, during which the resit examinations take place.

(3) <sup>1</sup>Examination achievements and course achievements (examinations) measure the student's success. <sup>2</sup>Examination achievements are graded. <sup>3</sup>In the case of course achievements, the assessment may be limited to passing/failing the module.

(4) <sup>1</sup>Enrolment in the Master's degree programme in Human Rights at the University of Erlangen-Nürnberg shall be a requirement for participation in module examinations (Paragraph 2 [1]). <sup>2</sup>ECTS credits shall only be given for achievements that are awarded the grade 'ausreichend' (sufficient, 4.0) or better.

### **Section 6 Qualification for a Master's Degree Programme**

(1) <sup>1</sup>Qualification for the Master's degree programme for professional development in Human Rights shall be proved through:

1. A degree from a German or foreign university usually consisting of a total of 210 ECTS credits, with the minimum being 180 ECTS credits, usually in law, social sciences or humanities
2. A minimum of one year of relevant work experience in a relevant field or equivalent experience in a position of responsibility in an organisation involved in human rights.
3. English language proficiency at level C1 of the Common European Framework of Reference for Languages or equivalent proficiency in English according to **Appendix 2**
4. A pass in the qualification assessment process according to **Appendix 3**
5. In the case of applicants with a degree consisting of 180 ECTS credits as described under Point 1, a pass in the suitability assessment examination according to **Appendix 4**

<sup>2</sup>Section 63 BayHSchG shall apply to the assessment of equivalence of German and foreign degrees.

(2) The Admissions Committee can grant admission under the condition that proof of further achievements worth up to a maximum of 20 ECTS credits and to be

determined by the Admissions Committee be submitted within one year of taking up the Master's degree programme.

(3) <sup>1</sup> Paragraph 1 (1)(3) notwithstanding, applicants may be admitted to the Master's degree programme under the condition that proof of the English language proficiency required according to Paragraph 1 (1)(3) is submitted at a later date to be determined by the Admission Committee, which shall be the same for all applicants and shall be no later than twelve months after the start of the degree programme. <sup>2</sup>Proof of English language proficiency is required to formally start the Master's degree programme.

### **Section 7 Examination Deadlines, Failure to Observe Deadlines**

(1) <sup>1</sup>Examinations shall be sat in such a timely manner as to allow the student to obtain 90 ECTS credits by the scheduled deadline. <sup>2</sup>The deadline shall be the last semester of the standard duration of the degree programme. <sup>3</sup>The deadline according to Sentence 2 may be exceeded by one semester for the Master's examination (extended deadline). <sup>4</sup>An examination shall be considered to have been sat and failed at the final attempt if 90 ECTS credits were not obtained from the modules of the Master's degree programme within the extended deadline, unless the reasons for this are beyond the student's control.

(2) The deadline set forth in Paragraph 1 shall be extended by claiming the periods of protection according to Sections 3, 4, 6 and 8 of the Maternity Protection Act (Mutterschutzgesetz – MuSchG) in the version published on 20 June 2002 (BGBl I S. 2318 [German Federal Law Gazette I p. 2318]) as amended from time to time and according to the periods set forth in the Parental Allowance and Parental Leave Act (Bundeselterngeld- und Elternzeitgesetz – BEEG) of 5 December 2006 (BGBl I S. 2748 [German Federal Law Gazette I p. 2748]) as amended from time to time.

(3) <sup>1</sup>The reasons according to Paragraphs 1 and 2 shall be explained in writing and shown credibly to the Examinations Committee without delay. <sup>2</sup>If the reasons are acknowledged, the examination shall be sat at the soonest possible time; already available examination and course achievements shall be accredited. <sup>3</sup>In case of an incapability to sit the examination occurring before or during the examination, the examiner shall be notified immediately; in cases where the student is unable to sit an examination due to illness, a certificate from an official medical examiner (vertrauensärztliches Attest) may be required.

### **Section 8 Examinations Committee**

(1) <sup>1</sup>The Examinations Committee shall organise and carry out the examinations. <sup>2</sup>The Examinations Committee shall have three members. <sup>3</sup>The members shall be elected by the Faculty Council of the Faculty of Humanities, Social Sciences, and Theology in consultation with the School of Law for a period of three years. <sup>4</sup>When electing members it must be ensured that the disciplines involved in the degree programme (political science, law, philosophy) are appropriately represented. <sup>5</sup>All full-time university lecturers at the University of Erlangen-Nürnberg shall be eligible. <sup>5</sup>The Examinations Committee shall elect one of the members as the chairperson for three years and shall select an alternative representative. <sup>6</sup>The chairperson of the Examinations Committee may transfer tasks within his or her responsibility to a member of the Examinations Committee.

(2) <sup>1</sup>The Examinations Committee shall be tasked with carrying out the examination procedures, especially the planning and organisation of the examinations. <sup>2</sup>Its duties include ensuring that the provisions of these examination regulations are observed. <sup>3</sup>With the exception of the examinations themselves and their evaluation, all decisions shall be taken by the Examinations Committee unless they have been transferred to the Examinations Office or the examination officers. <sup>4</sup>The Examinations Committee shall upon request examine transferred decisions and evaluations of examinations as to their validity <sup>5</sup>It shall regularly report to the Faculty Council on the development of examinations and study periods, including information on gender-specific aspects, and shall, where applicable, submit suggestions for amendments to the examination regulations; it shall be consulted before such amendments are made. <sup>6</sup>The members of the Examinations Committee shall have the right to be present during the examinations.

(3) <sup>1</sup>The Examinations Committee shall have a quorum when all members are summoned observing a notice period of at least one week and the majority of members is present and eligible to vote. <sup>2</sup>Decisions shall be taken with the majority of votes cast in meetings. <sup>3</sup>Abstentions, ballot votes and delegation of votes shall not be permitted. <sup>4</sup>In case of a tie of votes, the vote of the chairperson shall be decisive.

(4) <sup>1</sup>The chairperson shall call the meetings of the Examinations Committee. <sup>2</sup>She or he shall be entitled to take decisions that cannot be delayed by herself or himself on the Examinations Committee's behalf. <sup>3</sup>The Examinations Committee shall be informed of such cases without delay. <sup>4</sup>Furthermore, unless these examination regulations state otherwise, the Examinations Committee shall have the right to revocably charge the chairperson with carrying out individual tasks.

(5) <sup>1</sup>Official notifications in matters pertaining to examinations that may result in the infringement upon a person's rights shall be made in writing; reasons shall be given and information on legal remedies available to the person shall be included. <sup>2</sup>Students shall be given the opportunity to make a statement before negative decisions are finalised. <sup>3</sup>The Examinations Committee shall have the right to rule that grade notifications may be sent out in electronic form to the individual students. <sup>4</sup>The president shall issue the notification of objection in questions of examination legislation following consultation with the Examinations Committee and after hearing the examiners.

### **Section 9 Announcement of Examination Type, Examination Dates and Examiners, registration, withdrawal**

(1) <sup>1</sup>One week before the begin of the lecture period of every semester at the latest, type and scope of the examinations as well as registration deadlines and formalities shall be announced according to local practice. <sup>2</sup>The dates of the examinations and the examiners shall be announced in time and according to local practice.

(2) <sup>1</sup>The students shall register for the individual module examinations after the start of the lecture period. <sup>2</sup>Regular attendance of the course or lecture may be a prerequisite for admission to the examination.

(3) <sup>1</sup>The deadlines set forth in Sections 7 and 28 notwithstanding, withdrawal from written and oral examinations shall be permitted without stating reasons up until the end of the third workday before the examination date; withdrawals are to be

submitted to the examiner. The days between and including Mondays and Fridays shall be considered as workdays. <sup>2</sup>The consequences of a delayed or invalid withdrawal shall be governed by Section 13 (1).

### **Section 10 Examiners, Exclusion Due to Personal Involvement, Obligation to Confidentiality**

(1) <sup>1</sup>The Examinations Committee shall appoint the examiners and reviewers. <sup>2</sup>All persons eligible to administer examinations according to the Bavarian Higher Education Act (BayHSchG), the Bavarian Law on Academic Personnel of Higher Education Institutions (BayHSchPG) and the Bavarian Higher Education Examiners Act (BayHSchPrüferV) shall be eligible for appointment. <sup>3</sup>A change of examiners shortly before the start of an examination shall be permissible on urgent grounds. <sup>4</sup>If the membership with the University of an eligible examiner ends, their eligibility as an examiner usually remains intact for up to one year.

(2) <sup>1</sup>Persons who have completed the degree programme in question or a degree programme related to it shall be eligible for appointment as observers. <sup>2</sup>Observers shall be research associates (wissenschaftliche Mitarbeiter) as their primary occupation.

(3) Exclusion from the deliberation and voting process of the Examinations Committee as well as from the positions of examiner and observer due to personal involvement shall be governed by Section 41 (2) BayHSchG.

(4) The obligation to confidentiality of the Examinations Committee and other persons involved in matters pertaining to examinations shall be governed by Section 18 (3) BayHSchG.

### **Section 11 Admission to the Master's Degree Programme**

(1) <sup>1</sup>The evaluation of the qualification and admission requirements for the Master's degree programme shall be the responsibility of the Admissions Committee. <sup>2</sup>The Admissions Committee shall fulfil its obligations in co-operation with the Master's Office.

(2) <sup>1</sup>The Admissions Committee shall consist of at least one professor as the chairperson and another authorised examiner from the degree programme. <sup>2</sup>The Faculty Council of the Faculty of Humanities, Social Sciences, and Theology shall appoint the members according to the suggestions from the department speaker and in consultation with the School of Law for a period of two years and shall elect the deputy representatives; reappointment is permitted. <sup>3</sup>Section 8 (3) and (4)(1) shall apply accordingly.

### **Section 12 Accreditation of Skills**

(1) <sup>1</sup>Study periods, modules, course and examination achievements achieved at other public or state-approved universities in the Federal Republic of Germany, through successful participation in a distance course as part of a degree programme at a public or state-approved university in the Federal Republic of Germany, or in degree programmes at foreign universities shall be accredited according to these examination regulations unless there are significant differences in the skills acquired. <sup>2</sup>The same shall apply to study periods, course and examination achievements achieved at a public or state-approved university in Bavaria in the course of other

study programmes within the meaning of Section 56 (6)(1) and (2) BayHSchG, in special study programmes within the meaning of Section 47 (3)(1) BayHSchG, or at the Virtual University of Bavaria.

(2) <sup>1</sup>Skills acquired in the course of successfully completed vocational training, courses of secondary education or other specific courses within the meaning of Section 56 (6)(3) BayHSchG, or outside of higher education may be accredited if they are equivalent to skills acquired through university studies. <sup>2</sup>Skills acquired outside the university sector shall replace no more than half of the required skills of which students must provide proof.

(3) <sup>1</sup>The grades achieved in approved modules, examinations and course achievements shall be transferred if they were awarded according to Section 19. <sup>2</sup>If the grading system applied in the examinations sat at the university or equivalent institution of higher education and accredited by FAU Erlangen-Nürnberg is not identical to the grading system set forth in Section 19, the grades achieved at other universities shall usually be converted according to the following formula:

$$x = 1 + 3 (N_{\max} - N_d) / (N_{\max} - N_{\min}) \text{ with}$$

x = converted grade

$N_{\max}$  = best grade attainable

$N_{\min}$  = lowest grade for passing

$N_d$  = grade attained

<sup>3</sup>Only one decimal place is shown for the grades thus calculated. <sup>4</sup>If conversion is not possible, the Examinations Committee usually determines a system by which to calculate the grades.

(4) <sup>1</sup>The documents needed for this accreditation shall be submitted to the chairperson of the Examinations Committee. <sup>2</sup>If the conditions set forth in Paragraphs 1 and 2 are met, the student shall have a legal claim to accreditation. <sup>3</sup>The decision shall rest with the chairperson of the Examinations Committee after consultation with the department representative appointed by the department in question at the student's request. <sup>4</sup>The decision shall be issued in writing.

### **Section 13 Consequences of Delayed Withdrawal, Breach of Regulations, Fraud**

(1) <sup>1</sup>An examination achievement shall be graded as 'nicht ausreichend' (unsatisfactory; 5.0) if the student withdraws from the examination after the withdrawal deadline (cf. Section 9 [3]) without good reasons; Section 7 (3) shall remain unaffected. <sup>2</sup>The reasons for withdrawal according to Sentence 1 shall be explained in writing and shown credibly to the Examinations Committee without delay. <sup>3</sup>If the Examinations Committee accepts the reasons, a new date shall be set. <sup>4</sup>In cases where the student is unable to sit an examination due to illness, an official certificate from a medical examiner may be required.

(2) <sup>1</sup>In case of an attempt to commit fraud or to influence the result of an examination through the use of unauthorised materials, the examination in question shall be graded as 'nicht ausreichend' (unsatisfactory; 5.0). <sup>2</sup>The possession of unauthorised materials during or after the handing out of examination papers shall constitute an attempt within the meaning of Sentence 1. <sup>3</sup>The Examinations Office keeps a list of the examinees that have failed an examination due to fraud; in repeated cases of severe fraud, the Examinations Committee may consider the examination as

ultimately failed. <sup>4</sup>Persons who disturb the orderly examination process may be excluded from continuing the examination by the authorised examiner or the supervising person; in this case the examination achievement in question shall be considered to be 'nicht ausreichend' (unsatisfactory; 5.0). <sup>5</sup>Sentences 1 to 4 shall apply to course achievements accordingly.

(3) The decision on exclusion from further participation in the examination shall rest with the Examinations Committee.

### **Section 14 Compulsory Attendance**

(1) <sup>1</sup>For lectures, which are marked accordingly in the respective module description, in which the qualification goal can only be achieved by regular attendance, compulsory attendance can be made a requirement for admission to the module examination. <sup>2</sup>If attendance of the individual student is required for all participants to obtain the subject-specific skills, if the individual student obtaining such skills depends on the attendance of the other participants, if subject-specific skills can only be obtained by being present at a particular place, or if participation is required for safety reasons, it is permissible to introduce an obligation to attend.

(2) <sup>1</sup>Regular attendance is defined as no more than 15 % of the lectures of any given course have been missed. <sup>2</sup>If between 15 % and 30% of the lectures have been missed, the lecturer can offer the student the option to obtain a skills-orientated substitute achievement fulfilling the requirement of regular attendance. If no such substitute achievements are offered or the substitute achievements offered are not obtained by the student, attendance is not considered to have been regular. <sup>3</sup>If more than 30 % of all lectures have been missed, the course must be taken again. <sup>4</sup>Any positions after the decimal point in the percentage of lectures missed shall be rounded for the benefit of the student.

(3) <sup>1</sup>Paragraph 2 notwithstanding, in the context of excursions, placements and block seminars, attendance is only considered to have been regular if all teaching units have been attended. <sup>2</sup>Appropriate skills-orientated substitute achievements fulfilling the requirement of regular attendance shall be offered in the case of credibly shown periods of absence due to reasons beyond the student's control of up to and including 15% of all lectures. <sup>3</sup>If more than 15% of all lectures have been missed, the course must be taken again. <sup>4</sup>Any positions after the decimal point in the percentage of lectures missed shall be rounded for the benefit of the student.

(4) Attendance is checked in the individual lectures by means of an attendance list in which students must enter their name and signature, or in a comparable manner.

### **Section 15 Revocation of Degrees**

The revocation of degrees shall be governed by Section 69 BayHSchG.

### **Section 16 Faults in the Examination Process**

(1) Should it turn out that the examination process was faulty in a manner that influenced the result of the examination, it shall be ordered upon a student's request that a certain student or all students shall resit the examination or parts of the same.

(2) Faults in the examination process shall be reported to the chairperson of the Examinations Committee or the examiner without delay.

(3) Six months after completion of the examination, resit examinations may no longer be ordered ex officio as stipulated in Paragraph 1.

### **Section 17 Written Examination**

(1) In written examinations (written examinations, term papers or seminar papers) students are required to prove that they are capable of presenting issues from their field and identifying problems within a limited period and with limited materials, and using the conventional methods employed in their field, and to find solutions to these problems.

(2) <sup>1</sup>Written examinations shall generally be evaluated by an examiner. <sup>2</sup>If a written examination is graded as 'nicht ausreichend' (unsatisfactory), it shall be presented to a second examiner for evaluation. <sup>3</sup>Evaluations shall usually be presented within six weeks. <sup>4</sup>In case of differing evaluations, the mean of the two grades shall be calculated according to Section 19 (2).

(3) <sup>1</sup>Written examinations may take the form of multiple-choice examinations (single or multiple choice), either in full or in part. <sup>2</sup>Detailed information on the modules in which written examinations take the form of multiple choice questions are given in the module handbook. <sup>3</sup>The examinee shall state which of the answers presented along with the questions they deem to be correct. <sup>4</sup>Examination questions must allow for reliable examination results. <sup>5</sup>It must be specified during the design of the examination questions which of the answers shall be accepted as correct. <sup>6</sup>If the question does not allow multiple answers, multiple answers shall be inadmissible and disregarded. <sup>7</sup>Before the evaluation of the examination results, at least two of the authors of the examination shall assess whether the examination questions are faulty with regard to the requirements set forth in Sentence 4. <sup>8</sup>Should they determine that individual examination questions are faulty, these shall not be taken into account in the evaluation of the examination result; the number of examination questions shall be considered to have been reduced. <sup>9</sup>This reduction of the number of examination questions may not result in disadvantages for any of the examinees. <sup>10</sup>No minus points may be awarded outside of individual examination questions.

4) <sup>1</sup>The examinations according to Paragraph 3 shall be considered to have been passed if

1. The examinee answered at least 60 percent of the examination questions correctly/achieved at least 60 percent of the attainable points, or
2. The examinee answered at least 50 percent of the examination questions correctly/achieved at least 50 percent of the attainable points and the number of correct answers is no more than 17 percent below the average number of correct answers for all examinees sitting the examination for the first time.

<sup>2</sup>If Sentence 1 (2) is applied, the Dean of Studies shall be notified.

(5) In case of written examinations that are not entirely composed of multiple choice questions, Paragraphs 3 and 4 shall only apply for this part.

### **Section 17a Electronic Examinations**

<sup>1</sup>Examinations may be administered in electronic form. <sup>2</sup>Detailed information on the modules in which examinations are in electronic form are given in the module handbook. <sup>3</sup>Computer-based examinations (e-examinations) are examinations which are administered and evaluated via computer-aided or digital media. <sup>4</sup>The authenticity and integrity of the examination results shall be verified. <sup>5</sup>Automatically calculated evaluations of examination achievements shall be verified by one examiner at the request of the examinee or two examiners in case of a failed examination.

### **Section 18 Oral Examination**

(1) <sup>1</sup>In oral examinations students are required to prove that they grasp the context of their subject and can handle specific questions in this context. <sup>2</sup>Oral examinations shall generally be conducted by an examiner in the presence of an observer with knowledge of the subject who shall be appointed by the examiner.

(2) <sup>1</sup>In oral examinations with several examiners, each examiner shall determine the grade according to Section 19. <sup>2</sup>In case of differing evaluations, the mean of the grades shall be calculated according to Section 19 (1)(7).

(3) <sup>1</sup>Minutes shall be recorded for oral examinations; they shall include the following: time, date and duration of the examination; subject and result of the examination; the names of the examiners, the observer and the student; and any special occurrences. <sup>2</sup>It shall not be necessary to record the questions asked in the examination or the answers given. <sup>3</sup>The minutes shall be signed by the authorised examiners and the observer. <sup>4</sup>The minutes shall be kept in the examination records for a minimum of two years. <sup>5</sup>The student shall be informed of the result of a given oral examination directly after the examination.

(4) <sup>1</sup>Students planning to undergo the same examination during a subsequent examination period shall be permitted to be present as hearers during oral examinations within the bounds of feasibility with regard to the examination's location; hearers shall be excluded at the examinee's request. <sup>2</sup>This permission shall not extend to the deliberation process and the announcement of the examination result.

### **Section 19 Evaluation of Examinations, Grade Scale, Final Grade**

(1) <sup>1</sup>The evaluation of individual examinations shall be expressed by the examiners with the following ratings and grades:

sehr gut (very good)	= 1.0 or 1.3	= an outstanding achievement
gut (good)	= 1.7 or 2.0 or 2.3	= an achievement that exceeds the requirements considerably
befriedigend (satisfactory)	= 2.7 or 3.0 or 3.3	= an achievement that fulfils average requirements;
ausreichend (sufficient)	= 3.7 or 4.0	= an achievement that fulfils the requirements despite flaws
nicht ausreichend (unsatisfactory)	= 4.3 or 4.7 or 5.0	= an achievement that no longer fulfils requirements due to considerable flaws

<sup>2</sup>Other grades are not permitted. <sup>3</sup>An examination has been passed if it has received at least the grade 'ausreichend' (sufficient). <sup>4</sup>For ungraded examinations the rating shall be 'pass' or 'fail', or 'successfully completed' or 'not successfully completed'. <sup>5</sup>A module examination is passed when all partial achievements have been passed. <sup>6</sup>If an examination has several examiners or several partial achievements, the total grade is calculated from the weighted average of the individual grades. <sup>7</sup>One decimal place shall be shown in the calculation of the grade; further decimal places shall be omitted without being rounded.

(2) <sup>1</sup>Multiple choice examinations shall be graded as follows:

<sup>2</sup>Students who answer the required minimum of examination questions according to Section 17 (4)(1) correctly or achieve the required minimum number of points according to Section 17 (4)(1) shall receive the grade

1.0 (sehr gut/very good) if at least 75 percent of the remaining questions were answered correctly or remaining points were achieved,

2.0 (gut/good) if at least 50 percent but less than 75 percent of the remaining questions were answered correctly or remaining points were achieved,

3.0 (befriedigend/satisfactory) if at least 25 percent but less than 50 percent of the remaining questions were answered correctly or remaining points were achieved,

4.0 ('ausreichend'/sufficient) if 0 or less than 25 percent of the remaining questions were answered correctly or remaining points were achieved.

<sup>3</sup>The grades can be increased or decreased by increments of 0.3 according to the percentage; the grade 0.7 shall not be awarded. <sup>4</sup>Students who do not achieve the required minimum shall receive the grade 5.0. <sup>5</sup>Sentence 3 notwithstanding, the grades 4.3 and 4.7 may be awarded in cases in which examinations according to

Section 17 (5) partly take the form of a multiple choice examination.

(3) <sup>1</sup>The final grade of the Master's examination is:

at an average of up to 1.5 = sehr gut (very good)

at an average 1.6 to 2.5 = gut (good)

at an average 2.6 to 3.5 = befriedigend (satisfactory)

at an average 3.6 to 4.0 = ausreichend (sufficient)

<sup>2</sup>The overall grade in the Master's examination shall be calculated as the arithmetic average of the module grades and the Master's thesis grade weighted according to the number of ECTS credits. <sup>3</sup>Two decimal places shall be shown in the final grade; further decimal points shall be omitted without being rounded.

### **Section 20 Invalidity of Examinations**

(1) If fraudulent methods were used during the examination and if this only becomes known after the certificate has been awarded, the Examinations Committee may correct the grade after the fact and declare the examination as having been failed in part or in full.

(2) If the requirements for admission to the examination were not fulfilled while no fraudulent acts were committed wilfully and if this fact only became known after the certificate has been awarded, these circumstances shall be considered remedied by the passing of the examination.

(3) Students shall be given the opportunity to make a statement before a decision is taken.

(4) <sup>1</sup>The incorrect certificate shall be withdrawn; a new certificate shall be issued if applicable. <sup>2</sup>A decision according to Paragraph 1 shall be excluded after a period of five years starting with the certificate's date of issue.

### **Section 21 Inspection of Examination Records**

(1) After the completion of the individual examination procedures, students shall on request be entitled to inspect their written examination papers, the corresponding reviews by the examiners, and the examination minutes.

(2) <sup>1</sup>The request shall be submitted to the chairperson of the Examinations Committee within one month of the notification of grades. <sup>2</sup>Students prevented from observing this deadline without any fault of their own shall be granted restitutio in integrum according to Section 32 of the Bavarian Administrative Procedures Act (BayVwVfG) as amended from time to time. <sup>3</sup>The Examinations Office shall determine the time and date of the inspection.

### **Section 22 Degree Certificate**

(1) Students who have successfully completed the Master's examination shall receive a report signed by the chairperson of the Examinations Committee, a transcript of records, a diploma supplement and a degree certificate within four weeks after the evaluation of the final examination achievement.

(2) <sup>1</sup>The report specifies the modules and module grades, the Master's thesis grade and topic along with the name of the supervisor, and the final grade of the Master's degree. <sup>2</sup>The transcript of records lists all modules attended; the report and the transcript of records may be combined into one document. <sup>3</sup>The diploma supplement contains further information on the graduate's qualifications. <sup>4</sup>The transcript of records and diploma supplement shall be issued in English and in German; both documents shall indicate that the degree programme is a professional development programme. <sup>5</sup>The Examinations Committee shall determine the layout and structure of the diploma supplement. <sup>6</sup>Information not yet available to the Examinations Office must be submitted together with the required proof by the time of the degree programme's completion at the latest; otherwise this information may no longer be taken into consideration for the documents listed in Paragraph 1.

### **Section 23 Notification on Failed Examinations**

Upon request and submission of the required certificates as well as the de-registration certificate, students who have failed the Master's examination at the final attempt shall receive a written confirmation showing that the examination was failed, which grades were achieved in the individual module examinations and which examination achievements are still missing.

### **Section 24 Adjustments to Examination Arrangements**

(1) <sup>1</sup>The examination procedure shall be adjusted to take into account the nature and extent of a student's disability. <sup>2</sup>Students with a doctor's certificate showing credibly that they are either in part or fully incapable of sitting the examination in the intended manner due to long-term or permanent physical disabilities shall be entitled to have the permission of the chairperson of the Examinations Committee to offset this disadvantage by a corresponding extension of their working time or by the examination process being structured differently.

(2) Adjustments to examination arrangements may be made for pregnant students, if the student submits an application to the Examinations Committee responsible within four weeks before the examination date. This application shall be accompanied by a medical certificate confirming that the student will be at least 30 weeks pregnant by the examination date.

(3) <sup>1</sup>Decisions according to Paragraphs 1 and 2 shall only be taken by the chairperson of the Examinations Committee upon written request. <sup>2</sup>Applications for adjustments to examination arrangements shall be made to the Examinations Committee at the latest four weeks before registration for the examination.

### **Section 25 Admission to Examinations**

<sup>1</sup>Students enrolled in the Master's degree programme shall be deemed as admitted to the Master's examination and the module examinations of which the Master's examination consists, unless admission is to be refused. <sup>2</sup>If there are elective options for the modules to be completed for the Master's examination, the students shall only be admitted to the modules they choose by registering for the examination.

<sup>3</sup>Admission shall be refused if:

1. Requirements stipulated in **Appendix 1** are not met or certificates are not submitted at all or not in due time.
2. The Diplom or Master's examination in a similar degree programme has been failed at the final attempt.
3. De-registration of the student resulting in the revocation of the student's right to sit the examination is effected.

### **Section 26 Master's Examination**

(1) <sup>1</sup>The Master's examination shall consist of the required module examinations including the Master's thesis module. <sup>3</sup>The Master's examination shall have been passed if all required module examinations and the Master's thesis module have been passed.

(2) <sup>1</sup>The content and scope of the Master's examination is set forth in **Appendix 1**.

### **Section 27 Master's Thesis**

(1) <sup>1</sup>The Master's thesis is intended to show that the student is capable of dealing with a problem from their field independently and according to academic methods within a set period and presenting the results in an appropriate form. <sup>2</sup>30 ECTS credits shall be awarded for the thesis. <sup>3</sup>The thesis may be based on a seminar paper.

(2) <sup>1</sup>The period between the allocation of the subject and the thesis' submission shall not exceed six months; subjects shall be such that theses may be completed within that period. <sup>2</sup>The period for thesis work may be extended by a maximum of two months in justified, exceptional cases. <sup>3</sup>If a student submits a doctor's certificate proving that they are incapable of working on the thesis due to illness, the period for thesis work shall be held in abeyance.

(3) The Master's thesis is usually reviewed by the supervisor and by a further reviewer suggested by the supervisor.

(4) <sup>1</sup>Full-time university lecturers employed at the Faculty of Humanities, Social Sciences, and Theology or the School of Law (supervisors) shall be entitled to assign Master's theses; the Examinations Committee may grant exceptions. <sup>2</sup>The Examinations Committee may permit students to write their Master's thesis at an institution outside the University if supervision there is ensured.

(5) <sup>1</sup>As soon as students fulfil the requirements, they shall undertake the necessary steps to obtain a subject for their Master's theses. <sup>2</sup>Should a student not be allocated a subject, the chairperson of the Examinations Committee shall, in consultation with a representative of the student's department, allocate a subject and a supervisor to the student upon request. <sup>3</sup>The Examinations Office shall be notified of the subject and the date of allocation.

(6) <sup>1</sup>The subject of the Master's thesis may be modified during the thesis work period upon request and with the permission of the person who allocated the subject. <sup>2</sup>The subject may only be returned once and within the first two weeks of the thesis work period. <sup>3</sup>A new subject shall be allocated immediately or within four weeks at the latest. <sup>4</sup>The intended period for thesis work starts again upon allocation of the new subject.

(7) <sup>1</sup>The thesis shall be written in English. <sup>2</sup>With the supervisor's agreement, the chairperson of the Examinations Committee may permit students to write the thesis in a different language.

(8) <sup>1</sup>The thesis shall be submitted to the supervisor in duplicate as well as in a machine-readable, electronic version. <sup>2</sup>The supervisor shall inform the Examinations Office of the date of submission without delay. <sup>3</sup>The thesis shall include a declaration by the student confirming that the thesis is an original work and that no other sources and materials than the ones stated were used. <sup>4</sup>If the thesis is not submitted in time, it shall be graded 'unsatisfactory' (5.0); it shall be regarded as rejected.

(9) <sup>1</sup>The chairperson of the Examinations Committee shall work towards the thesis being graded within six weeks. <sup>2</sup>The thesis shall be accepted if it receives at least the grade 'ausreichend' (sufficient) from both reviewers. <sup>3</sup>It shall be rejected if it receives the grade 'nicht ausreichend' (unsatisfactory) from both reviewers.

(10) <sup>1</sup>If the evaluations of the two reviewers are no more than two grades apart, the grade of the thesis shall be the arithmetic average of the grades from the two reviewers; one decimal place shall be shown in the final thesis grade. <sup>2</sup>If the grades of the two reviewers are more than two grades apart or if one reviewer gives the thesis the grade 'nicht ausreichend' (unsatisfactory), the chair of the Examinations Committee shall appoint a third reviewer; in this case the Examinations Committee shall decide upon the grade for the Master's thesis under consideration of the grades given by the reviewers in accordance with Section 19 (1); Section 19 (2)(2) and (4)(3) shall apply accordingly.

(11) <sup>1</sup>If the thesis is rejected or if it is regarded as rejected, it may be repeated once; a second repetition shall not be permitted. <sup>2</sup>The student shall ensure that they receive a new subject for the repetition of the thesis within two months following the announcement of the rejection; otherwise the thesis shall be regarded as having

been failed at the final attempt. <sup>3</sup>Paragraphs 1 to 8 shall apply accordingly to the repetition.

### **Section 28 Resit Examinations**

(1) <sup>1</sup>Master's degree examinations which have been failed may be repeated twice and the Master's thesis may be resubmitted once; only partial examinations or parts of examinations (portfolio examination) which have been failed may be resat. <sup>2</sup>Resitting passed examinations shall not be permitted. <sup>3</sup>Resit examinations shall take place at the earliest possible date and at the latest six months after the previous examination result was announced. <sup>4</sup>Examinations shall be carried out in such a way that students are able to continue their studies if the examination is passed. <sup>5</sup>If no resit examination is offered within the deadline in Sentence 3, a substitute resit shall take place in another module.

(2) <sup>1</sup>The deadline for resit examinations shall not be interrupted by de-registration or by leaves of absence; if the leave of absence is granted for a semester abroad, the Examinations Committee may grant an exception with the examiner's approval. <sup>2</sup>Students who have failed an examination shall be deemed as having registered for the next resit examination. <sup>3</sup>If a student misses the resit examination or the resit period is not observed, the examination shall be deemed to have been failed unless the Examinations Committee grants the student a respite due to special reasons beyond the student's control. Withdrawal according to Section 9 (3) shall not be permitted. <sup>4</sup>The provisions regarding maternity protection and parental leave (Section 7 [2]) shall apply.

(3) <sup>1</sup>Voluntarily resitting a passed examination of the same module shall not be permitted. <sup>2</sup>Alternative modules may be attended and completed in addition to successfully passed modules or failed modules within the examination deadlines according to Section 7; the failed attempts in the previous alternative module shall not be counted. <sup>3</sup>If a student completes additional modules, they shall decide which of the achievements shall go into the calculation of the grade. <sup>4</sup>Students shall notify the Examinations Office of their decision at the latest four weeks before the degree certificate is issued. <sup>5</sup>The choice shall thus become binding. <sup>6</sup>If no choice is made, the Examinations Office shall count the better achievements out of the student's achievements for the semester. <sup>7</sup>The achievements that are left out shall not be counted towards the grade but shall be listed in the transcript of records.

### **Section 29 Legal Validity**

<sup>1</sup>These examination regulations shall come into effect the day after their publication. <sup>2</sup>They shall first apply to students starting the Master's degree programme for professional development in Human Rights in the winter semester 2014/2015.

## Appendix 1: Study Plan for the Master's Degree Programme in Human Rights

Module name	Course	SWS				ECTS credits	1st sem.	2nd sem.	3rd sem.	Type and scope of the examination/ course achievement
		L	T	P	S		ECTS credits	ECTS credits	ECTS credits	
<b>Module 1:</b> <b>Human Rights Politics</b>	Political Dynamics of Human Rights	2				10	5			Written examination (120 minutes)
	Empirical Analysis of Human Rights Politics				2		5			
<b>Module 2:</b> <b>Philosophy of Human Rights</b>	Human Rights – Foundations and Criticisms	2				10	5			Written examination (120 minutes)
	Universalism and Relativism				2		5			
<b>Module 3:</b> <b>Human Rights Law</b>	Legal and Institutional Protection of Human Rights	2				10	5			Written examination (120 minutes)
	Leading Cases of Human Rights Law				2		5			
<b>Module 4:</b> <b>Non-Discrimination</b>	Interdisciplinary Seminar on Non-Discrimination				2	10		5		Presentation (20 minutes) and written assignment (20 pages)
	Non-Discrimination				2 WG <sup>1</sup>			5		
<b>Elective compulsory modules (choice of four from modules 5–12)</b>										
<b>Module 5:</b> <b>Economic, Social and Cultural Rights</b>	Economic, Social and Cultural Rights				2	5		5		Presentation (20 minutes) and written assignment (20 pages)
<b>Module 6:</b> <b>Human Rights and International Economic Law</b>	Human Rights and International Economic Law				2	5		5		Presentation (20 minutes) and written assignment (20 pages)
<b>Module 7:</b> <b>Freedom of Religion and Belief</b>	Freedom of Religion and Belief				2	5		5		Presentation (20 minutes) and written assignment (20 pages)

Module name	Course	SWS				ECTS credits	1st sem.	2nd sem.	3rd sem.	Type and scope of the examination/ course achievement
		L	T	P	S		ECTS credits	ECTS credits	ECTS credits	
<b>Module 8: Gender and Human Rights</b>	Gender and Human Rights				2	5		5		Presentation (20 minutes) and written assignment (20 pages)
<b>Module 9: International Criminal Law</b>	International Criminal Law				2	5		5		Written examination (90 minutes)
<b>Module 10: Transitional Justice</b>	Transitional Justice				2	5		5		Presentation (20 minutes) and written assignment (20 pages)
<b>Module 11: Human Rights of Refugees</b>	Human Rights of Refugees				2	5		5		Written examination (90 minutes)
<b>Module 12: Rights of Persons with Disabilities</b>	Rights of Persons with Disabilities				2	5		5		Written examination (90 minutes)
<b>Module 13: Master's thesis</b>	Master's thesis					30			30	Master's thesis (60–80 pages)
<b>Total SWS (semester hours):</b>		<b>6</b>			<b>18</b>					
<b>Total ECTS credits</b>						<b>90</b>	<b>30</b>	<b>30</b>	<b>30</b>	

<sup>1</sup>WG = working groups

## Appendix 2: Equivalent English Language Proficiency

English language proficiency equivalent to level C1 of the Common European Framework of Reference for Languages (CEFR):

Language test provider	C1 CEFR
<b>UNicert level<sup>1</sup></b>	UNicert® III
<b>TOEFL<sup>2</sup></b>	90 iBT 233 CBT 577 PBT
<b>IELTS<sup>3</sup></b>	6.5
<b>TOEIC<sup>4</sup></b>	850
<b>Cambridge certificates<sup>5</sup></b>	Cambridge Advanced Certificate (CAE) Business English Certificate (BEC) Higher
<b>LCCI Examinations Board<sup>6</sup></b>	Level 3
<b>TELC<sup>7</sup></b>	TELC English C1 TELC English C1 Business TELC English C1 University

<sup>1</sup> In general, applicants should be advised to take the UNicert® rather than the TOEFL test (high quality language courses, academic relevance, free of charge, does not expire).

<sup>2</sup> Source: [www.ets.org/Media/Tests/TOEFL/pdf/TOEFL\\_iBT\\_Score\\_Comparison\\_Tables.pdf](http://www.ets.org/Media/Tests/TOEFL/pdf/TOEFL_iBT_Score_Comparison_Tables.pdf); please note: TOEFL scores are valid for 2 years.

<sup>3</sup> Source: [www.britishcouncil.in/ielts/your-ielts-results](http://www.britishcouncil.in/ielts/your-ielts-results); please note: TOEFL scores are valid for 2 years.

<sup>4</sup> Source:

[www.emse.fr/~bsimon/documents%20p%E9dagogiques/p%E9dagogie/TOEIC%20TOEFL/TOEIC%20et%20CEF.htm](http://www.emse.fr/~bsimon/documents%20p%E9dagogiques/p%E9dagogie/TOEIC%20TOEFL/TOEIC%20et%20CEF.htm).

<sup>5</sup> Cambridge certificates do not expire; source: <http://ihlviv.com/exam-preparation/cambridge-exams/>.

<sup>6</sup> Source: [www.lccieb-germany.com/germanhome/Prufungsangebot/documents/2010-11EFB3Infopack.pdf](http://www.lccieb-germany.com/germanhome/Prufungsangebot/documents/2010-11EFB3Infopack.pdf); please note: level 2 is defined as B1/B2 while level 3 is defined as B2/C1; it is therefore not possible to determine the equivalent CEFR level clearly.

<sup>7</sup> Source: [www.telc.net/unser-angebot/englisch/](http://www.telc.net/unser-angebot/englisch/).

### Appendix 3: Qualification Assessment Process

(1) <sup>1</sup>The purpose of the qualification assessment process is to determine whether an applicant is qualified for the Master's degree programme. <sup>2</sup>The examination demonstrates whether the applicant possesses the required specialist and methodological expertise in the foundations of human rights protection and can be expected to carry out graduate research independently.

(2) <sup>1</sup>The qualification assessment process shall be carried out once per year before the start of the lecture period of the winter semester. <sup>2</sup>Applications for admission to the qualification assessment process must be submitted to the Chair of Human Rights and Human Rights Policy by 30 June of the same year before the winter semester in which the applicant wishes to start (final deadline). <sup>3</sup>The application deadline according to Sentence 2 may be extended.

<sup>4</sup>Applications shall contain:

1. Proof of a degree from a German or foreign university that meets the requirements in Section 6 (1) (certificate, diploma supplement, transcript of records or equivalent documents)
2. Proof of a minimum of one year of relevant work experience in a relevant field or equivalent experience in a position of responsibility in an organisation involved in human rights that meets the requirements in Section 6 (1) along with a description of responsibilities or work sample
3. Proof of English language proficiency at level C1 of the Common European Framework of Reference for Languages or equivalent proof of proficiency in English according to Section 6 (3)

(3) <sup>1</sup>In accordance with Section 11, qualification assessment shall be the responsibility of the Admissions Committee. <sup>2</sup>The Admissions Committee may transfer the task of co-ordinating and carrying out the process to individual members unless otherwise stated.

(4) <sup>1</sup>Admission to the qualification assessment process shall be subject to the timely and complete submission of the documents listed in Paragraph 2 (4). <sup>2</sup>The qualification assessment process shall be carried out with those applicants who fulfil the requirements according to the provisions in Paragraphs 5 and 6. <sup>3</sup> Applicants who are rejected shall receive a rejection notification including reasons and information on legal remedies available.

(5) <sup>1</sup>In the first stage of the qualification assessment process the Admissions Committee shall determine according to the application documents whether an applicant is qualified to enter into the Master's degree programme according to Paragraph 1. <sup>2</sup>In the first stage of this process, the documents are viewed by the Admissions Committee and rated in their entirety according to the following criteria; the maximum number of points that may be awarded is indicated in brackets:

1. The quality of the degree based on the average grade (max. 50 points)
2. The quality of the work experience according to the requirements in Section 6 (1) and in the case of the second alternative in Section 6 (2) the quality of the equivalent experience (based in particular on the length and the relationship to human rights) (max. 50 points).

<sup>3</sup>The Admissions Committee may allocate a total of 100 points. <sup>4</sup>The overall score is reached by adding the points scored for the individual criteria. <sup>5</sup>Applicants who have scored 70 points shall receive a notification of having passed the qualification process; ineligible applicants with less than 50 points shall receive a rejection notification including reasons and information on legal remedies available.

(6) <sup>1</sup> In the second stage of the qualification assessment process the remaining applicants with a score of 50 to 69 points shall be assessed in an interview. <sup>2</sup>A maximum of 20 points may be awarded for the interview according to the following criteria:

1. Subject knowledge (in particular the quality of basic knowledge and understanding of human rights protection) (max. 10 points).
2. Learning skills or methodological skills (in particular problem solving skills and the ability to carry out critical analysis in the field of human rights protection and the ability to grasp new information) (max. 10 points).

(7) <sup>1</sup>If an interview is held, the date shall be announced at least one week in advance. <sup>2</sup>If an applicant should be unable to attend the interview due to reasons beyond their control, a second date may be set upon justified request up until two weeks before the start of the lecture period. <sup>3</sup>The interview shall be held individually for each applicant and shall take approximately 20 minutes. <sup>4</sup>The interview may be conducted via video call for applicants for whom travelling to the University would be especially difficult. <sup>5</sup>It shall be conducted by at least one member of the Admissions Committee in the presence of an observer. <sup>6</sup>Insofar as the interview is conducted by several members of the Admissions Committee, each member shall award a maximum of 20 points; the final number of points shall be calculated from the arithmetic average of the individual scores, whereby any positions after the decimal point shall be rounded up.

(8) <sup>1</sup>An applicant's overall score shall be calculated from the sum of the scores according to Paragraphs 5 and 6. <sup>2</sup>Applicants who have scored 70 or more points are classified as qualified.

(9) <sup>1</sup>Applicants shall be notified of the result of the qualification assessment process in writing. <sup>2</sup>A rejection notification shall include reasons and information on the legal remedies available.

(10) Applicants shall bear their own costs of the qualification assessment process themselves.

(11) <sup>1</sup>Documentation shall be produced on the type and schedule of the qualification assessment process in the first two stages, showing the date, duration and place of the assessment, the names of the Admissions Committee members, the names of the applicant, the decision of the Committee members and the overall score. <sup>2</sup>The main reasons for the decision shall be apparent from the documentation.

(12) <sup>1</sup>Until such time as it has been decided whether an applicant has passed the qualification assessment process, the applicant may withdraw without stating reasons. <sup>2</sup>Withdrawal shall be declared to the Admissions Committee in writing.

(13) <sup>1</sup>The qualification assessment process shall be adjusted to take into account the nature and extent of a student's disability. <sup>2</sup>Students with a doctor's certificate showing credibly that they are either in part or fully incapable of sitting the examination in the intended manner due to long-term or permanent physical disabilities shall be entitled to have the permission of the chairperson of the Admissions Committee to offset this disadvantage by a corresponding extension of their working time or by the examination process being structured differently.

(14) Applicants who did not qualify for admission to the Master's degree programme may apply for repetition of the qualification assessment process once.

(15) The notification of having passed the qualification process shall be valid for admission to the Master's degree programme for the next two dates.

## Appendix 4: Suitability Assessment Examination

(1) <sup>1</sup>The suitability assessment examination shall demonstrate whether applicants' qualifications required in addition to their undergraduate degree (basic level: 180 ECTS credits) mean that they have reached a level equivalent to the 210 ECTS credits required for admission to the Master's degree programme 'Human Rights'. <sup>2</sup>The suitability assessment examination shall generally be carried out at the same time as the qualification assessment process according to **Appendix 3**.

(2) <sup>1</sup>During the suitability assessment examination, an oral examination lasting 40 minutes, it shall be determined whether the applicant has acquired skills relevant to the Master's degree programme outside of higher education that are equivalent to 30 ECTS credits. <sup>2</sup>The examination may be conducted via video call for applicants for whom travelling to the University would be especially difficult. <sup>3</sup>It shall cover the following areas, weighted as indicated in the evaluation: subject knowledge (1/3), methodological skills (1/3), personal skills (1/6) and social skills (1/6). <sup>4</sup>Applicants shall prepare for the oral examination using a template provided by the degree programme relating to the skill areas and attach suitable proof. <sup>5</sup>The level of skill may be proven through:

- a) previous work experience, in particular in the field of human rights protection
- b) international work experience, in particular in the fields of human rights protections, peace and development work, intercultural exchange or education
- c) previous professional development activities and additional qualifications in social and political education
- d) evaluations received at work, letters of recommendation, employer evaluations
- e) certificates
- f) other forms of proof

<sup>6</sup>Documents are to be submitted with the application for the degree programme according to **Appendix 3** (2).

(3) <sup>1</sup>In the oral examination the applicant shall be asked questions relevant to their previous qualification and on the proof presented as evidence of the skills listed in Sentence 2. <sup>2</sup>The following abilities within the individual areas shall be the focus of the assessment:

1. Subject knowledge: basic knowledge of the international human rights protection system, ability to recognise violations of human rights and practical experience in dealing with such violations, critical analysis of the human rights protection system.
2. Methodological skills: analytical and problem solving ability, ability to grasp new information, decision making skills, analytical skills, ability to reflect critically on political, economic and social issues
3. Personal skills: ability to deal with criticism, independence, ambition/goal orientation
4. Social skills: intercultural skills, communication skills, conflict resolving skills, team skills

(4) <sup>1</sup>The Admissions Committee shall evaluate each ability on a five-point scale based on the level reached and expressed as a percentage.

<sup>2</sup>The scale shall be as follows:

1. no skills = 0 %
2. limited skills = up to 25 %
3. average skills = up to 50 %
4. above average skills = up to 75 %
5. excellent skills = up to 100 %

<sup>3</sup>The suitability assessment examination shall be evaluated as passed if the average of all assessed skills in the individual areas is at least 60 %.