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Personnel questionnaire for employees				Photograph
(Please return to the Universität Regensburg administration)				
I. Personal details				
a) Employee	Surname	Birth name (if applicable)	Office	
	First name(s) (<i>underline the name usually used</i>)	Academic degree	Office telephone	
	Date of birth	Place/county/country of birth	Nationality	
	Current marital status <input type="checkbox"/> unmarried <input type="checkbox"/> married since <input type="checkbox"/> civil partnership since			
	Marital status - changes <input type="checkbox"/> married since <input type="checkbox"/> divorced since <input type="checkbox"/> civil partnership since <input type="checkbox"/> widowed since <input type="checkbox"/> remarried since			
	Address (Street, number, ZIP code, town or city) – <i>please notify us upon changes</i>		Telephone number	
	Address			
	Changed on			
	Address			
	Changed on			
b) Spouse	Surname	Birth name (if applicable)	Academic degree	
	First name(s) (<i>please underline the name usually used</i>)		Date of birth	
	Is your spouse employed in the public sector? no <input type="checkbox"/> yes <input type="checkbox"/> Employer: _____			
c) Children	Serial No.	Surname, given name(s) <i>(please give details of further children on a separate sheet)</i>	Date of birth	Legal status legitimate, illegitimate, legitimized, adopted, stepchild or foster child, grandchild etc.
	1.			
	2.			
	3.			
	4.			
e) Other	1. Severely disabled in accordance with §§ 2, 80 and 81 of the German Social Security Code, SGB IX, and § 33 Para. 2 - 4 of the Collective Agreement for the Federal States' Public Sector, TV-L) no <input type="checkbox"/> yes <input type="checkbox"/> Degree of disability: Disabled person's pass/certificate of recognition/certificate of entitlement to be treated as a severely disabled person (authority and date of certification) - <i>Please attach a copy of the certificate</i>			
	2. a) Disciplinary measures:		no <input type="checkbox"/> yes <input type="checkbox"/> Which?	
	b) Pending criminal disciplinary or preliminary proceedings:		no <input type="checkbox"/> yes <input type="checkbox"/> Which?	

II. Examinations, licenses, other skills and knowledge

a) Examinations (including doctorates and habilitations):

Type and place taken	Day of examination. For examinations which last more than one day, the date of the oral examination	Date the certificate was issued	Result; passed, failed, grade and, where appropriate, placing

b) Licenses: in particular registration or state recognition, e.g. as a medical-laboratory assistant, or nurse
(Place of issue, issuing authority, date of issue, reference number: valid from):

c) Other skills and knowledge

Driving license: no yes
Class, issuing authority, date, reference number

Other (e.g. language or IT skills etc.): no yes

III. Career history

from/to (please specify the precise day)	Education or employment (e.g. schools, vocational schools, colleges, academic studies, training, military service, civilian service, employment)	Working hours (e. g. full-time or part-time)	Salary per month, where necessary the pay grade / pay scale	Description, type and pace of the education or employment where appropriate indicate if it was in the public sector. In the latter case, also: reason for leaving

IV. Other

- a) I have provided the details given above in all conscience. I make no claims for credit for periods of work in the public sector or other periods of employment or service times nor for times which are able to be credited to the salary service which I have not explained in detail on the personnel questionnaire and given proofs of.
- b) I am aware that
- the documents and proofs necessary for personnel management, as a component of my personal file, cannot be returned
 - my personal data will be collected, saved and processed for the purpose of personnel management (see Art. 16 Para. 1 and 3 of the Bavarian Data Protection Act, § 3 Para. 6 of the Collective Agreement for the Federal States' Public Sector (TV-L)).

Regensburg, on _____

_____ (Signature)

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Stand 12/2022

Surname:

Address:

First name:

State Financial Authorities (Landesamt für Finanzen) Please select office Payroll office for employees	Ref. No.: Please enter reference number.
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Declaration of payment method

Surname	Forename	Date of birth
Address (street, house number, ZIP code, town or city)		
Department in which employed		

Starting from

please transfer my salary to the following account:

IBAN

Accounts in Germany always have 22 digits, for other countries it is between 15 and 34 digits.

BIC

Bank

I am aware that

- the payroll office may withdraw incorrectly transferred payments up to the last day of bank business before the due date, either completely or partly, even when they have already been credited to my account;
- I have my salary at my disposal only on the due date or, if this is a Saturday, Sunday or bank holiday, then on the last day of bank business before the due date;
- I am obliged to repay overpaid salary should I be aware that there is a defect in the legal grounds for the payment.

I hereby empower the payroll office, subject to revocation at any time, to redeem incorrectly transferred payments or components thereof (e.g. following redundancy or dismissal, unpaid leave of absence, after the sick pay period has run out) from my account, should a recall not be possible (e.g. for technical reasons). Costs for redemptions incorrectly canceled by myself are at my expense.

p.t.o.

Note on data protection in accordance with Art. 13 and 14 General Data Protection Regulation (GDPR)

The entity responsible for the processing of this data is the State Financial Authorities (Landesamt für Finanzen), Rosenbachpalais, Residenzplatz 3, 97070 Würzburg (Telephone: 0931-4504-6770; Email: servicedesk@lff.bayern.de).

The data is collected to determine, allocate and pay your salary in accordance with the contractual and legal regulations. This also encompasses the fulfillment of the Free State of Bavaria's (Freistaat Bayern) obligations as an employer under the laws governing income tax, social security and supplemental benefits.

The legal basis for the processing is Art. 6 Para. 1 S. 1 letters b) and c) GDPR, Art. 9 Para. 2 letter b) GDPR, Art. 88 Para. 1 GDPR, § 611 German Civil Code (BGB).

Further information on the processing of your data as part of payroll activity and your rights relating to the processing of your data can be found on the Internet at:

http://www.lff.bayern.de/formularcenter/allgemein/index.aspx#info_datenschutz.

Alternatively, you can receive this information via the contact data provided above. You can contact our official data protection officer at Landesamt für Finanzen, – Datenschutzbeauftragter – , Rosenbachpalais, Residenzplatz 3, 97070 Würzburg (Telephone: 0931-4504-6767; Email: datenschutzbeauftragter@lff.bayern.de)

Date

Signature

Via Universität Regensburg
- Personnel department

To the
Landesamt für Finanzen
- Dienststelle Regensburg
- Arbeitsgruppe 3213
Bahnhofstraße 7

93047 Regensburg

Takin Children into account in Long-Term Care Insurance

Name, First name

Date of Birth

Place of Employment

Universität Regensburg

Since January 1, 2005, whoever has no children must make increased contributions to the financing of long-term care insurance. The Kinderberücksichtigungsgesetz (Act to account for child-raising periods), passed by the German Federal Parliament, stipulates that the contribution to long-term care insurance for all members who are older than 22 years of age and are not bringing up or have not brought up children is raised by 0.25 contribution points. The employer's contribution remains unchanged.

Those born before January 1, 1940, are not affected by this law.

In order to calculate the contribution correctly, it is necessary to determine who has brought up children or is currently doing so.

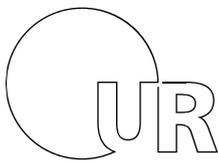
- I have no children**

- I have children**
 - Proof will be/ has been presented**
 - Proof is enclosed.**

Proof of parenthood can be birth or adoption certificates, certificates of fatherhood, documents from the family record book or the confirmation of child benefit or parental allowance. Stepparents can use their marriage certificate in conjunction with proof of residence from the municipal registration office as proof. In addition to proof of residence, foster parents also need proof from the youth welfare service that they are the full-time carers of the child, for example the fostering contract. Parents whose child is deceased are not considered to be childless.

Place, Date

Signature



Universität Regensburg

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Reference number, if known

Employment at Universität Regensburg

Social Insurance Information attachment to the payroll account (§ 2 Para. 1, no 6 and § 2 Para. 2 Nachweisgesetz (documentation law))

Name, First name:	Date of birth	Social insurance number	Start of employment
Street	Postcode / ZIP code and town or city		Telephone
Tax identification number (TID)		Email address	

1. Are you enrolled at a university or institute of higher education yes no

If yes,

<input type="checkbox"/> First course of study / Bachelor's degree program*	<input type="checkbox"/> Master's degree program*	<input type="checkbox"/> Supplementary studies / Postgraduate studies*	<input type="checkbox"/> Second course of study*	<input type="checkbox"/> Doctoral studies*
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*A certificate of enrolment must always be attached.

2. Do you have other employment besides your employment at Universität Regensburg? yes no

If yes,

Is your employment at Universität Regensburg your Main employment (Income is taxed using tax classes 1 - V) or Secondary employment (Income is taxed using tax class VI)

please give detailed information about the other employment (times and figures)

Duration a) from b) until	Weekly work time in hours	Monthly gross pay in euros	The employment is subject to social security contributions	The employment is minimal-income (gross monthly pay up to € 520)	Short-term employment exempt from social security contributions (up to 3 months or 70 workdays)	Employer (exact address)
a) b)			<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no	
a) b)			<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no	<input type="checkbox"/> yes <input type="checkbox"/> no	

3. Have you had any other employers since the start of this calendar year? yes no

If yes, please give exact details of times and figures

Duration a) from b) until	Working days	Monthly gross pay in euros	The employment was minimal-income (up to €520 / month)	The employment was exempt from income tax due to its short duration (up to 3 months or 70 workdays)	Employer (exact address)
a) b)					

a)			<input type="checkbox"/> yes	<input type="checkbox"/> yes	
b)			<input type="checkbox"/> no	<input type="checkbox"/> no	
a)			<input type="checkbox"/> yes	<input type="checkbox"/> yes	
b)			<input type="checkbox"/> no	<input type="checkbox"/> no	

(Please use an extra sheet of paper for any further employment.)

4. Have you dealt with the Agentur für Arbeit (labor office) this year, or do you currently have dealings with them? yes

no

If yes, please give the exact dates

Period a) from b) to	Type of service (e.g. unemployment benefit, or aid, subsistence money, training or similar)	Labor office
a) b)		
a) b)		

5. Besides the above employment I am a

<input type="checkbox"/>	housewife/ house husband or not employed
<input type="checkbox"/>	recipient of a pension or equivalent benefit / recipient of benefit as an orphan
<input type="checkbox"/>	on parental leave

6. Do you carry out any self-employed work besides your employment at Universität Regensburg?

yes no

If yes, to what extent is this carried out?

in the minimal-income range (up to €520/month)

7. Are you employed elsewhere as a (German) civil servant? yes no

8. Details of health insurance

	Type of insurance coverage	Name and address of the health insurer
<input type="checkbox"/>	Statutory health insurance	
<input type="checkbox"/>	Voluntary health insurance	
<input type="checkbox"/>	Family insurance with a public health insurer	
<input type="checkbox"/>	Student health insurance	
<input type="checkbox"/>	Private health insurance	
<input type="checkbox"/>	No health insurance	

**9. Exemption from the obligation to make statutory pension insurance contributions
(only for minimal-income employment up to a monthly remuneration of €520.00)**

1. I declare

that I wish to be exempt from the obligation to make statutory pension insurance contributions for the low-wage employment at Universität Regensburg, **that is, no employee contributions should be paid.**
To make this declaration effective, I enclose the application for exemption from the obligation to make statutory pension insurance contributions.

2. I have taken note of the "Leaflet about the possible consequences of an exemption from the obligation to make statutory pension insurance contributions".

3. Have you already been exempted from the obligation to make statutory pension insurance contributions in low-income employment at the same time with a different employer? yes no

10. Are you exempt from statutory pension insurance in favor of professional insurance (e.g. for the medical profession, legal profession, pharmacists or the like?)

If yes : Exemption in favor of _____ membership number

Submission of notice of exemption from the pension insurance provider is essential.

11. Has a previous employer enrolled you in an internal supplementary pension provider (e.g. federal and state government pension fund - VBL, supplementary provision of Bavarian municipalities) yes no

If yes: Name of the supplementary pension insurance provider _____ Policy no. _____

12. Details of training

Highest level attained in general (secondary) education

- | | |
|--|---|
| <input type="checkbox"/> 1 No school leaving certificate | <input type="checkbox"/> 4 Abitur or comparable school leaving certificate, |
| <input type="checkbox"/> 2 Certificate of secondary education | <input type="checkbox"/> 5 Unknown certificate |
| <input type="checkbox"/> 3 Mittlere Reife or a comparable school leaving certificate | |

Last amended: November 25, 2019

Highest vocational qualification

- | | |
|--|---|
| <input type="checkbox"/> 1 No vocational qualification | <input type="checkbox"/> 5 Diploma / Master / State examination |
| <input type="checkbox"/> 2 Completed recognized vocational training | <input type="checkbox"/> 6 Doctoral studies |
| <input type="checkbox"/> 3 Qualified "Meister" (master craftsman) / Qualified "Techniker" (trained technician) or equivalent | <input type="checkbox"/> 7 Vocational qualification not known |
| <input type="checkbox"/> 4 Bachelor | |

- I hereby affirm that the above information is correct.
- In the case of any changes which could influence my exemption from insurance or the payment of contributions (in particular the commencement or ending of a further employment, a change of health insurer, discontinuation or termination of studies) I will inform the Landesamt für Finanzen in Regensburg (Regensburg tax authorities) immediately.
- I hereby agree, in the case of multiple employment, to the exchange of such data as is important for social insurance with further employers, in order that contribution payments can be calculated correctly.

Notes on data protection according to Articles 13 and 14 of the General Data Protection Regulation (GDPR)

The party responsible for processing this data is the Landesamt für Finanzen, Rosenbachpalais, Residenzplatz 3, 97070 Würzburg (Tel: 0931-4504-6770; Email: servicedesk@lff.bayern.de).

The data is collected in order to calculate, determine and direct your remuneration according to the contractual and statutory regulations. This also includes the fulfilment of the legal obligations of the Freistaat Bayern as the employer with regard to income tax, social insurance and supplementary benefits.

The legal basis for the processing of this data is Article 6, Paragraph 1, S. 1, Letter b) and Letter c) GDPR, Article 9, Paragraph 2, Letter b) DS-GVO, Article 88, Paragraph 1, GDPR, § 611 BGB (German Civil Code).

Further information about the processing of your data for the calculation of your remuneration and your rights relating to the processing of your data can be seen on the internet under http://www.lff.bayern.de/formularcenter/allgemein/index.aspx#info_datenschutz.

Alternatively, you can also obtain this information under the contact details given above. The official data protection officer can be contacted at the Landesamt für Finanzen, - Datenschutzbeauftragter — , Rosenbachpalais, Residenzplatz 3, 97070 Würzburg (Telephone: 0931-4504-6767; Email: datenschutzbeauftragter@lff.bayern.de).

..... Place, Date
Employee's signature

(Last amended: November 25, 2019)

Last amended: November 25, 2019

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Notes on the translation:

1. The German announcement relates both to employees in the public sector and to judges. Sections that apply solely to judges are omitted in this translation, and other sections are simplified to focus on the effects on employees in the public sector.
2. German law distinguishes between two types of employee in the public sector:
 - a. "Arbeitnehmer im öffentlichen Dienst" who we call here "employees in the civil service" and
 - b. a special class called "Beamte" who have their own legal status and we call here "civil servants".

We give informal translations of titles of offices, laws and announcements to indicate their function, giving the original German title and/or abbreviation in italics when first used within the document .

VerftöDBek: Bekanntmachung über die Pflicht zur Verfassungstreue im öffentlichen Dienst

2030.3-F

Announcement Relating to the Duty to Uphold the Constitution in the Civil Service

(Verfassungstreue-Bekanntmachung – VerftöDBek)

Announcement of the Bavarian Government

December 3, 1991, Az. B III 3-180-6-403

(General Ministerial Gazette (*AllMBI*) p. 895)

(Official Gazette of the Bavarian State Ministry of Finance, State Development and Homeland (*FMBI*)) p. 510)

(Government Gazette (*StAnz*) No. 49)

last amended with the Announcement of September 27, 2016 (General Ministerial Gazette p. 2138)

Part 1 General provisions

1. Duty to uphold the constitution

In accordance with the Basic Law (*Grundgesetz*), the Constitution of Bavaria (*Verfassung*), the Civil Servant Status Act (*Beamtenstatusgesetz (BeamStG)*) and the German Judges' Law (*Deutschen Richtergesetz*)

– only those who pledge to uphold the principles of liberal democracy set forth in the Basic Law and Constitution of Bavaria at all times are eligible for employment as a civil servant;

– civil servants are obliged to actively uphold and defend these principles, whether on duty or off duty.

2. Basic principles of the examination

2.1 Each case must be examined and appraised individually. The following guiding principles provide the basis for making a decision:

2.2 Applicant

2.2.1 No applicant who becomes involved in anti-constitutional activities shall be hired in the civil service.

2.2.2 Membership in an organization that pursues unconstitutional goals is grounds for doubting that the applicant will uphold and defend the principles of liberal democracy at all times.

2.2.3 Any applicant who violates the principles of humanity or rule of law or who worked for the Ministry of State Security (*Ministerium für Staatssicherheit*) or for the National Security Agency (*Amt für Nationale Sicherheit*) of the former GDR (East Germany) is ineligible for employment in the civil service.

2.3 Civil Servants

If a civil servant fails to meet the requirements set forth in Section 33 Para. 1 Claus 3 of the Civil Servant Status Act (stipulating the duty to uphold and defend the principles of liberal democracy at all times), then the employer is to examine the case and take the appropriate steps, verifying in particular, whether the civil servant's dismissal should be sought.

3. Employees

The same principles hold for employees in the civil service.

Part 2 Procedure

The Bavarian Government has reinforced the commitment of all civil employers in Bavaria to these principles.

The following decisions have been made with regard to enforcing these principles:

1. The applicant shall be given the instructions and information contained in Annex 1 prior to their engagement. The applicant shall also be given a list of extremist organizations and organizations influenced by extremists. On the basis of this list, the applicant shall complete the questionnaire contained in Annex 2 and subsequently sign the declaration in Annex 3. Persons who were employed in Bavaria's civil service within a period of three years prior to the current employment period shall not be examined again, barring suspicious circumstances. However, in case of suspicious circumstances that have not yet been examined, items 1 through 6 shall be carried out again. In either case, the applicant shall sign the declaration contained in Annex 4.

If the questionnaire is not signed or is incomplete and this leads to doubt concerning the applicant's loyalty to the constitution, an examination of loyalty to the constitution will generally require obtaining relevant information from the Bavarian Office for the Protection of the Constitution (*Landesamt für Verfassungsschutz*) (with the applicant's consent). Cases involving applicants from the acceding territory in the cases listed in § 20 Para. 1 No. 6 d, e and h and § 21 Para. 1 No. 6 d, e and h of the Law on the Files of the State Security Service of the former German Democratic

Republic (*Stasi-Unterlagen-Gesetzes (StUG)*) will also generally require information from the Federal Commissioner for the Files of the State Security Service of the former German Democratic Republic (*Bundesbeauftragten für die Unterlagen des Staatssicherheitsdienstes der ehemaligen Deutschen Demokratischen Republik*).

Whether this procedure is deemed sufficient is to be checked particularly carefully in each individual case. Should the applicant refuse permission for the inquiry with the Bavarian Office for the Protection of the Constitution or with the Federal Commissioner, then any employment is rejected.

2. If the applicant refuses to sign the declaration in Annex 3 or Annex 4 or if suspicion arises in connection with the answers provided in the questionnaire, or if there are other reasons to doubt that the applicant would uphold and defend the principles of liberal democracy as set forth in the Basic Law and Bavarian constitution at all times, then this suspicion must be allayed prior to hiring the applicant. In particular, this involves:

- contacting the Bavarian Office for the Protection of the Constitution, to enquire whether facts are known which would justify reservations against hiring the applicant. The Bavarian Office for the Protection of the Constitution is obliged to reply to such requests without delay. If information is presented, only those details which concern facts that could be used as evidence in a court of law are to be used.

Should the conveyance of information from the Bavarian Office for the Protection of the Constitution not take place because, for legal reasons, there is no authorization for conveyance to the recruiting authority, and this information comes to be known to the recruiting authority, then this information is not to be taken into account in the recruitment procedure should it be discernible to the recruiting authority that the information is from the Bavarian Office for the Protection of the Constitution.

- contacting the Federal Commissioner for the Files of the State Security Service of the former German Democratic Republic for applicants from the acceding territory of the former GDR referred to in Section 20 para 1 number 6 item (d), item (h) and Section 21 para 1 number 6 item (d), item (h) of the Law on the Files of the State Security Service of the former German Democratic Republic (with the consent of the applicant).

3. For those applicants born prior to January 12, 1972, and who are from the acceding territory of the former GDR referred to in Section 20 Para. 1 No. 6 (d) (e) and (h) and Section 21 Para. 1 No. 6 (d), (e) and (h) of the Law on the Files of the State Security Service of the former German Democratic Republic, the Federal Commissioner for the Files of the State Security Service of the former German Democratic Republic shall always be contacted (with the consent of the applicant) to ensure the applicant did not carry out any activities for the Ministry of State Security or the National Security Agency of the former GDR.

The applicant's appointment shall be revoked if he or she is shown to have falsely denied working for the Ministry of State Security or the National Security Agency of the former GDR (Section 12 Civil Servant Status Act).

Alternatively, applicants from the acceding territory may be hired for a fixed term of 12 months, subject to the results of the examination, as long as there are urgent official reasons for doing so and no suspicious circumstances are known. The limited-term nature of the contract is due to the examination that is being carried out. If extension of the contract is to be refused due to the results of the examination, the employment relationship shall be cancelled as soon as possible or legally challenged on the basis of willful deceit (Section 123 of the German Civil Code (*Bürgerlichen*

Gesetzbuch, BGB)), as long as this is not rendered superfluous by the expiration of the employment agreement.

4. In the following cases, the Bavarian Office for the Protection of the Constitution shall always (in contrast to item 2) be contacted with the consent of the applicant:

4.1 For applicants whose recruitment to employment in the civil service is in connection with their initial appointment as a judge.

4.2 In the case of applicants who were born in or who bear the nationality of one of the states listed below:

- Afghanistan
- Egypt
- Algeria
- Bahrain
- Bangladesh
- Eritrea
- Indonesia
- Iraq
- Iran
- Israel (Palestinians)
- Yemen
- Jordan
- Kazakhstan
- Kyrgyzstan
- Kuwait
- Lebanon
- Libya
- Morocco
- Mauritania
- Oman
- Pakistan
- Saudi Arabia
- Somalia
- Sudan
- Syria
- Tadjikistan
- Tunisia
- Turkmenistan
- Uzbekistan
- United Arab Emirates.

4.3 The same holds for applicants who do not hold any citizenship (so-called "stateless" persons) or whose citizenship status is unclear.

4.4 Inquiries in accordance with Numbers 4.1 to 4.3 take place with the consent of the applicant; Art. 15 Para. 2 to 4 of the Bavarian Data Protection Act (*Bayerisches Datenschutzgesetz*) must be heeded. It should only take place when the appointment is intended, possibly subject to the receipt and examination of outstanding documents, and medical suitability. Should an inquiry be instigated, and it then become clear that the appointment will not take place, then the inquiry is to be countermanded without delay.

5. If the suspicion cannot be allayed, the applicant shall be invited to make a statement on the issue, which may be orally or in writing. This invitation is to be accompanied by details of the

significant underlying facts in writing. Should a hearing take place, the applicant's important statements are to be minuted, and the applicant is to be allowed to inspect the minutes. If doubt persists following this statement, the applicant shall not be hired in the civil service. Neither shall the applicant be hired in the civil service if he or she refuses to provide consent in items 3 or 4.

6. If hiring the applicant in the civil service is denied because the applicant does not pledge to uphold and defend the principles of liberal democracy as set forth in the Basic Law, the applicant shall be informed of the decision and the reasons therefor in writing. If this decision applies to the employment of the applicant as a judge or a civil servant, then instructions on the applicant's right to appeal shall also be included.

7. If there is suspicion that a member of the civil service is violating the obligation to uphold the constitution, his or her employer shall consider whether legal measures are to be taken to ensure that he or she fulfills this duty or whether the person in question should be dismissed.

8. The Bavarian Ministry of the Interior (*Bayerische Staatsministerium des Innern, für Bau und Verkehr*) has compiled a list of the most important extremist organizations and organizations influenced by extremists. This list has been published in the General Ministerial Gazette and in the Bavarian Government Gazette (*Bayerischer Staatsanzeiger*)*. The Ministry of the Interior shall update this list as needed.

9. In cases in which item 6 or item 7 apply, the highest public authority, as well as the Ministry of the Interior and the Ministry of Finance (*Bayerisches Staatsministerium der Finanzen, für Landesentwicklung und Heimat*), are to be informed and kept up to date regarding any further developments.

...(Parts 3 and 4 are not included in this translation)...

Part 5 Closing provision

This Announcement shall take effect on January 1, 1992. It replaces the Announcement of the Bavarian State Government on the Duty of Upholding the Constitution in the Civil Service (*Bekanntmachung der Bayerischen Staatsregierung über die Pflicht zur Verfassungstreue im öffentlichen Dienst*) of March 17, 1973 (Government Gazette Number 16, Official Gazette of the Bavarian State Ministry of Finance, State Development and Homeland p. 149).

Minister-President of the State of Bavaria (*Bayerischer Ministerpräsident*)

* see StAnz number 49 – p. 2; FMBl p. 514

Instructions concerning duty to uphold the constitution in the civil service

In all their conduct, civil servants must acknowledge and uphold the free democratic basic order of the German state within the meaning of the German Basic Law (Section 33 Para. 1 Claus 3 Civil Servant Status Act). Accordingly, and pursuant to Section 7 Para. 1 No. 2 Civil Servant Status Act, eligibility for appointment as civil servants is restricted to persons who pledge to uphold at all times the free democratic basic order of the German state within the meaning of the German Basic Law and the Constitution of the Free State of Bavaria (*Verfassung des Freistaates Bayern*).

The obligation of employees to acknowledge and uphold in all their conduct the free democratic basic order of the German state within the meaning of the Basic Law is set out in Section 3 Para. 1 Clause 2 of the Collective Agreement for the Civil Sector of the Federal States (*Tarifvertrag für den öffentlichen Dienst der Länder, TV-L*).

According to the decisions of the Federal Constitutional Court (*Bundesverfassungsgericht*), the principles of liberal democracy as set out in the Basic Law are principles that exclude tyranny and despotism and foster freedom, equality, and the people's right to self-determination - to follow the will of the majority (cf. decision of October 23, 1952 - Ref. No. I BvB I 51 – Compilation of the Decisions of the Federal Constitutional Court (*Sammlung der Entscheidungen des Bundesverfassungsgerichts*) Vol. 2 p. 1 ff - ; decision of August 17, 1956 - Ref. No. 1 BvB 2 51 - Compilation of the Decisions of the Federal Constitutional Court Vol. 3 p. 85 ff -). The principles of liberal democracy stand in stark contrast to the totalitarian state, which, as an absolute power, rejects freedom, equality, and human dignity. The key principles involved are as follows:

Respect for human rights as made concrete in the Basic Law, especially, respect for the right of the individual to life and freedom of personal development;

sovereignty of the people, division of powers;

accountability of the government, legality of the administration, independence of the courts;

the multiple party principle;

equal opportunities for all political parties;

the right to form and exercise opposition in the framework of the constitution.

Participation in activities that go against the aforementioned principles characteristic of a liberal democratic system is not compatible with the duty of anyone employed in the civil service, regardless of whether or not such activities are carried out within an organization.

Applicants who take part in or support anti-constitutional activities are not eligible for civil service positions.

Civil servants and judges who commit such a breach of duty should be aware that disciplinary action will be taken against them with the goal of removing them from service.

In such cases, the employee will be issued an extraordinary notice of dismissal pursuant to Section 626 Para. 1 German Civil Code.

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Annex 2

QUESTIONNAIRE TO VERIFY LOYALTY TO THE CONSTITUTION

I have read through the list of extremist organizations and organizations influenced by extremists. I am aware that in the following questions I am obliged to disclose any membership in or collaboration with these or other extremist organizations and organizations influenced by extremists (whether in Germany or abroad).

My answers to the subsequent questions are as follows:

1. Are you, or have you been a member of one or more than one extremist organization(s) or organization(s) influenced by extremist ideologies?

No

Yes

(organization)

(from - to)

(function)

2. Do you support one or multiple extremist organization(s) or organization(s) influenced by extremist ideologies or other anti-constitutional activities, or have you supported such organizations or activities at any point in the past?

No

Yes

(organization or anti-constitutional activity)

(from - to)

(type of support)

3. Did you work for the Ministry of State Security or for the National Security Agency of the former GDR (East Germany) or for one of the subdivisions of these organizations or other foreign intelligence services or similar institutions?

No

Yes

(from - to)

(type and manner of the support)

Were you a so-called unofficial collaborator (*Inoffizieller Mitarbeiter*) of the Ministry of State Security or for the National Security Agency of the former GDR (East Germany) or an agent for any foreign

intelligence services / institutions or did you sign a formal obligation to work together with any such organization?

No

Yes

If you answered "yes," please provide further details:

4. Has legal action been taken against you as a result of breaching the basic principles of humanity or constitutional legality?

No

Yes

If you answered "yes," please give a brief description:

If enquiries must be made according to Section II Items 2 or 4 of the Announcement of the Bavarian Government Relating to the Duty to Uphold the Constitution in the Civil Service, I hereby grant my

permission

to retrieve the necessary information from the Bavarian Office for the Protection of the Constitution and the Federal Commissioner for the Files of the State Security Service of the former German Democratic Republic.

The purpose of the collection, processing and use of the data undertaken within the context of the enquiries described above is to ensure the loyalty to the Constitution of applicants for the civil service. The recipient of the information provided as a result of the enquiries is the appointing authority. Applicants may refuse their consent to the retrieval of the necessary information from the authorities named above. Such a refusal may, however, prevent the applicant's appointment to a civil service position (Section 2 No. 1 Para. 2 No. 5 of the Announcement of the Bavarian Government Relating to the Duty to Uphold the Constitution in the Civil Service).

[Date and place of signature]

[Signature]

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Annex 3

Declaration

After having read the "Instructions concerning duty to uphold the constitution in the civil service," I hereby declare that I affirm the above-mentioned principles of liberal democracy as set forth in the Basic Law and that I am prepared to represent and defend the principles of liberal democracy as set forth in the Basic Law through my actions and behavior.

I expressly deny supporting any activities that go against liberal democracy or any of its underlying principles listed above. I further deny having membership, now or at any time, to any organization that goes against these principles. I have read through the list of organizations with unconstitutional objectives.

I understand

- that providing inaccurate or incomplete information is grounds for refusing to hire me, for revoking any appointment that has already been made, or rescinding my employment agreement;
- that I will be removed from service or be given an extraordinary notice of dismissal if I breach this duty.

[Date and place of signature]

[Signature]

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Annex 4

Declaration of employment relationship

I hereby reaffirm the declaration of loyalty to the constitution which I submitted to my civil employer in Bavaria in the form of Annex 3 of the Bavarian Government's Announcement Relating to the Duty to Uphold the Constitution in the Civil Service.

[Date and place of signature]

[Signature]

**Loyalty to the constitution in the civil service
Bavarian Ministry of the Interior's announcement of 29 November 2007 with
later amendments**

**List of extremist organizations and organizations influenced by extremists (not
exhaustive):**

1. Left-wing extremism

Antifaschistisches Aktionsbündnis
Antifaschistisches Komitee – Stoppt die schwarzbraune Sammlungsbewegung (AKS)
Antikapitalistische Linke (AKL)
Arbeiterbund für den Wiederaufbau der KPD (AB)
Arbeitsgemeinschaft Cuba Si (Cuba Si)
Autonome Gruppen including local groups
Bamberger Linke (BaLi)
Deutsche Friedens-Union (DFU)
Deutsche Kommunistische Partei (DKP)
Die LINKE. Sozialistisch-demokratischer Studierendenverband (DIE LINKE.SDS)
Frauenverband Courage
Freie Deutsche Jugend (FDJ)
GegenStandpunkt (GSP), formerly: Marxistische Gruppe (MG) – disbanded in May 1991
Geraer/Sozialistischer Dialog (GSoD)
internationale sozialistische linke (isl)
Jugend gegen Rassismus in Europa (JRE)
Jugendverband REBELL
Kommunistische Partei Deutschland („Sektion Ost“, based in Berlin)
Kommunistische Plattform (KPF)
Kommunistischer Hochschulbund (KHB)
Linksjugend (solid)
Marx 21
Marxistisches Forum (MF)
Marxistisch-Leninistische Partei Deutschlands (MLPD)
Münchner Bündnis gegen Krieg und Rassismus, formerly: Bündnis München gegen Krieg
Münchner Kurdistan-Solidaritätskomitee
Revolutionär Sozialistischer Bund (RSB)
Rote Hilfe e. V. (RH)
Solidarität International (SI)
Sozialistische Alternative VORAN (SAV)
Sozialistische Deutsche Arbeiterjugend (SDAJ)
Sozialistische Linke (SL)
Verein für Arbeiterbildung Nordbayern
Vereinigung der Verfolgten des Naziregimes – Bund der Antifaschistinnen und Antifaschisten (VVN-BdA)
Volksfront gegen Reaktion, Faschismus und Krieg (VOLKSFRONT)

2. Right-wing extremism

Aktivitas der Münchener Burschenschaft Danubia (as of January 2001)
Augsburger Bündnis – Nationale Opposition (AB-NO)
Blood & Honour – Division Deutschland mit White Youth – banned as of September 2000
Bürgerbewegung Pro München patriotisch und sozial e. V.
Bürgerinitiative A (BIA) e. V., based in Nürnberg
Bürgerinitiative Ausländerstopp (BIA) Augsburg
Bürgerinitiative Ausländerstopp (BIA) München
Bürgerinitiative Soziale Alternative Oberpfalz (BISAO)

Bürgerinitiative Soziales Fürth (BiSF)
Demokratie Direkt München e. V. (with Freundeskreis Demokratie Direkt München)
Der Dritte Weg (III. Weg)
Deutsche Liga für Volk und Heimat (DLVH)
Deutsche Partei – Die Freiheitlichen (DP) bis 2008
Deutsche Volksunion (DVU)
Deutsche Volksunion e. V. (DVU), including their action groups
Deutschland-Bewegung/Friedenskomitee
Die Deutsche Freiheitsbewegung e. V. (DDF)
DIE RECHTE
Die Republikaner (REP) up to 2008
Exilregierung des Deutschen Reiches
Fränkische Aktionsfront (F.A.F.) – banned since 2004
Freiheitliche Deutsche Arbeiterpartei (FAP) – banned since 1995
Freundeskreis Ulrich von Hutten e. V.
Gesellschaft für freie Publizistik e. V. (GFP)
Heimattreue deutsche Jugend (HDJ) – banned since 2009
Hilfsorganisation für nationale politische Gefangene und deren Angehörige e. V. (HNG)
Identitäre Bewegung Deutschland
Junge Nationaldemokraten (JN)
Kampfbund Deutscher Sozialisten (KDS) – disbanded in 2008
Midgard e. V.
Nationaldemokratische Partei Deutschlands (NPD)
Nügida
Pegida Franken
Pegida München e. V.
Right-wing extremist comradeship groups and local neo-Nazi groups like Kameradschaft Hof, Bund Frankenland e. V., Kameradschaft Unterfranken, Kameradschaft München Nord, Freie Nationalisten Bayerischer Wald etc.
Rechtsextremistische Skinheads, Hammer-Skins (including local groups and Skinhead Bands)
Ring Nationaler Frauen (RNF)
Schutzbund für das Deutsche Volk (SDV)
Supraregional comradeship groups like Freies Netz Süd (FNS), Nationales Bündnis Niederbayern (NBN) or Freier Widerstand Süddeutschland (FWS)

3. Islamist/ Islamist terrorist/international extremist intentions

Abu Nidal Organisation (ANO)
Abu Sayyaf
Ahl us-Sunnah wal Jama`a (Salafi)
Ahrar al-Sham (Hakarat Ahrar a-Sham)
Al Moqawama Al Islamiya (Islamischer Widerstand)
Al-Aqsa Brigaden
Al-Aqsa e. V.
Al-Gamaa al-Islamiya (Islamische Gemeinschaft – Islamische Gruppen – GI)
Al-Ittihad al-Islami (Islamische Vereinigung), Somalia
Al-Nahda, also known as: En Nahda
Al-Qaida (Die Basis), also known as: Internationale Islamische Kampffront gegen Juden und Kreuzritter and Internationale Islamische Front
Al-Qaida auf der arabischen Halbinsel (Jemen, Saudi-Arabien)
Al-Qaida im Islamischen Maghreb (AQM), formerly: Salafiyya-Gruppe für die Mission und den Kampf (GSPC)
Al-Qaida im Zweistromland, also known as Basis des Jihad im Zweistromland, Al-Qaida im Irak, Al-Qaida für den Jihad im Zweistromland
Al-Qassem Brigaden

Al-Tauhid, also known as: Al-Tahwid
Ansaar International / Düsseldorf e. V.
Ansar al-Islam, or: Jaish Ansar al-Sunna, formerly: Jund al-Islam, Kurdische al-Tauhid, 2. Soran-Einheit, Kurdische Hamas
ansarul aseer
Arbeiterpartei Kurdistans (PKK) – banned in Germany since 2013, also described as: Volkskongress Kurdistans (KONGRA GEL or KHK), Freiheits- und Demokratiekongress Kurdistans (KADEK), Vereinigte Gemeinschaften Kurdistans (KCK), Gemeinschaft der Kommunen in Kurdistan (KKK)
Asbat al-Ansar (AaA)
Baath-Partei, Irak
Babbar Khalsa International (BK)
Befreiungsarmee von Kosovo (UCK)
Bewaffnete Einheiten der Armen und Unterdrückten (FESK)
Bewaffnete Islamische Gruppe (GIA)
Ciwanen Azad
Dar al-Shabab (Internationaler Jugendverein Dar al-Shabab e. V.) – banned in Germany since 2014
Dawa-Team Frankfurt am Main (DAWAFFM) – banned in Germany since 2013
Demokratische Front für die Befreiung Palästinas (DFLP)
Demokratische Jugend (DEM-GENC)
Demokratisches Gesellschaftszentrum der Kurdinnen in Deutschland (NAV-DEM), formerly: Föderation kurdischer Vereine in Deutschland e. V. (YEK-KOM)
Devrimci Sol (Revolutionäre Linke) – banned in Germany since 1983
Die Wahre Religion (DWR)
Einladung zum Paradies (EZP) – banned in Germany since 2011
Europäische Moscheebau- und Unterstützungsgemeinschaft e. V. (EMUG)
Farben für Waisenkinder e. V. (FFW), formerly: Waisenkinderprojekt Libanon e. V. (WKP)
Fazilet Partisi – FP – (Tugendpartei)
Federal Islamic Organisation Europe (FIOE)
Föderation der Arbeiter aus der Türkei in Deutschland e. V. (ATIF)
Föderation der Arbeiterimmigranten aus der Türkei in Deutschland e. V. (AGIF)
Föderation der demokratischen Aleviten (FEDA or DAF), formerly: Föderation der Aleviten aus Kurdistan (FEK or KAF), Union der Aleviten aus Kurdistan (KAB or YEK)
Föderation der patriotischen Arbeiter- und Kulturvereinigungen aus Kurdistan in der Bundesrepublik Deutschland e. V. (FEYKA-Kurdistan) – banned in Germany since 1993
Föderation der Türkisch-Demokratischen Idealistenvereine in Europa e. V. (ADÜTDF)
Freiheitsfalken Kurdistans (TAK)
Harakat Al-Shabab (Somalia)
Harakat Ul-Ansar, Kaschmir
Harekat al-Mujahidin (Bewegung der Mujahidin), Kaschmir/Pakistan
Haus der Kurdischen Künstler e. V. (formerly: HUNERKOM)
Helfen in Not e. V.
Help4Ummah e. V.
Hezb-i Islami (HIA)
Hilafet Devleti (Kalifatsstaat), formerly: Verband der islamischen Vereine und Gemeinden e. V. (ICCB) – banned in Germany since 2001
Hisbul-Islami (Somalia)
Hizb Allah (Partei Gottes)
Hizb ut-Tahrir (Partei der islamischen Befreiung)
International Sikh Youth Federation (ISYF)
Islamic Movement of Kurdistan (IMK)
Islamische Audios – banned in Germany since 2013
Islamische Avantgarden
Islamische Bewegung Usbekistans (IBU), also known as: Islamic Movement of Uzbekistan (IMU), also known as: Özbekistan Islomiy Harakati (ÖIH)

Islamische Gemeinschaft in Deutschland e. V. (IGD) and their Islamist Centres (IZ)
Islamische Gemeinschaft Milli Görüs e. V. (IGMG)
Islamische Gesellschaft Kurdistans (CIK), formerly: Islamische Bewegung Kurdistans (KIH) or
Islamischer Bund Kurdistans (HIK) – auxiliary organisation of the KONGRA GEL
Islamische Heilsfront (FIS)
Islamische Jihad Union (IJU)
Islamische Vereinigung in Bayern e. V. (IVB)
Islamische Widerstandsbewegung (HAMAS)
Islamischer Bund Palästina (IBP)
Islamischer Humanitärer Entwicklungsdienst (IHED)
Islamischer Staat (IS), also known as: ISIS oder ISIG – activity ban in Germany since 2014
Ismail Aga Cemaati (IAC)
Jabhat al-Nusra(h), (al-)Nusra(h) Front
Jaish Aden Abyan (Armee Aden Abyan), Jemen
Jama`at Islamiya Kurdistan (Islamische Gruppe Kurdistans, also known as Komele Islami le Kurdistan,
Komala Islami, Jama`at Islami, Group Islam Bapir, Ali Bapir Jam`at Islami Irak)
Jama`at wa`l Dawa, formerly: Laskhar-e Tayyba
Jemaah Islamiya (Islamische Gemeinschaft), Indonesien
Jihad Islami (JI)
Jund al Nusrah
Jund al-Sham (JaS) [remark: Salafist and jihad organization in Lebanon]
Junud al-Sham, auch: Junud ash-Sham [remark: jihad organization in Syria]
Kata'ib Ahrar al Sham (KAS)
Konföderation der Arbeiter aus der Türkei in Europa (ATIK)
Konföderation der unterdrückten Migranten in Europa (AvEG-Kon)
Kongress der kurdischen demokratischen Gesellschaft in Europa (KCD-E), formerly: Konföderation
der kurdischen Vereine in Europa (KON-KURD)
Koordination der Kurdischen Demokratischen Gesellschaft in Europa (CDK), formerly: Kurdische
Demokratische Volksunion (YDK), formerly: Nationale Befreiungsfront Kurdistans (ERNK), – banned
in Germany since 1993
Kurdische Frauenbewegung in Europa (TJKE, AKKH), Verband der stolzen Frauen (KJB) mit den
Gruppierungen Freie Frauenverbände (YJA), Freie Frauenbewegung (YJA-STAR) und Freiheitspartei
der Frauen Kurdistans (PAJK), formerly: Partei der freien Frauen (PJA), formerly: Union der freien
Frauen aus Kurdistan (YAJK)
Kurdischer Nationalkongress (KNK)
Kurdischer Roter Halbmond (HSK)
Kurdistan Informationsbüro in Deutschland (KIB) – banned since 1995
Kurdistan Informations-Zentrum (KIZ)
Kurdistan-Komitee e. V., Köln – banned since 1993
Liberation Tigers of Tamil Eelam (LTTE)
Maoistische Kommunistische Partei (MKP), formerly: Ostanatolisches Gebietskomitee (DABK)
Marxistisch-Leninistische Kommunistische Partei (MLKP)
Medizin mit Herz e. V.
Millatu Ibrahim – banned in Germany since 2012
Multikulturhaus Neu-Ulm e. V. – banned since 2005
Muslimbruderschaft (MB)
Muslimische Jugend in Deutschland e. V. (MJD)
Nationaler Widerstandsrat Iran (NWRI)
Palästinensischer Islamischer Jihad (PIJ)
Partei der Nationalen Bewegung (MHP)
Partizan (Flügel der Türkischen Kommunistischen Partei/Marxisten-Leninisten – TKP/ML)
Refah Partisi – RP (Wohlfahrtspartei)
Revolutionäre Volksbefreiungspartei-Front (DHKP-C) – banned in Germany since 1998
Saadet Partisi – SP (Partei der Glückseligkeit)

Salafiyya-Gruppe für die Mission und den Kampf (GSPC)
Solidaritätskomitee mit den politischen Gefangenen in der Türkei (DETUDAK)
Tablighi Jama'at (TJ), also known as: Jamiyyat al Dawah wal-Tabligh
Tawhid Germany / Tauhid Germany / Team Tauhid Media – banned in Germany since 2014
Tschetschenische Republik Itschkeria (CRI), also known as: Tschetschenische Separatistenbewegung (TSB)
Türkische Hizbullah (TH), also known as: Türkische Hizballah / Hizbollah / Hizb Allah
Türkische Kommunistische Partei/Marxisten-Leninisten (TKP/ML) und Abspaltung Partizan-Flügel
Türkische Volksbefreiungspartei-Front (THKP-C Devrimci Sol) – banned in Germany since 1998
Union der Journalisten Kurdistans (YRK)
Union der kurdischen Lehrer, Union der Lehrer aus Kurdistan (YMK)
Union Islamischer Studentenvereine in Europa (U.I.S.A.)
Union zur Pflege der kurdischen Kultur und Kunst (YRWK)
Verband der StudentInnen aus Kurdistan (YXK)
Vereinigung der demokratischen Jugendlichen Kurdistans (KOMALEN-CIWAN), formerly: Bewegung der freien Jugend Kurdistans (TECAK), formerly: Union der Jugendlichen aus Kurdistan (YCK)
Volksfront für die Befreiung Palästinas – Generalkommando – (PFLP-GC)
Volksfront für die Befreiung Palästinas (PFLP)
Volksmujahidin Iran-Organisation (MEK)
Volksverteidigungskräfte (HPG), formerly: Volksbefreiungsarmee Kurdistans (ARGK), Befreiungseinheiten Kurdistans (HRK)
Wahrheit im Herzen (DWIH)
Yatim Kinderhilfe e. V.

4. Other types of extremism

Bürgerbewegung Pax Europa – Landesverband Bayern (BPE Bayern)
DIE FREIHEIT Bayern
Pegida Nürnberg
Politically Incorrect Gruppe München (PI-München)
Reichsbürgerbewegung (e.g. Exil-Regierung Deutsches Reich, Bundesstaat Bayern, Heimatgesellschaft Gemeinde Chiemgau) and so-called Selbstverwalter (persons who claim to have opted out of the Federal Republic of Germany and who declare their home or property to be a separate sovereign territory)
Scientology Organization (SO) and its sub-units

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Notes on the translation:

- 1. German law distinguishes between two types of employee in the public sector:**
 - a. "Arbeitnehmer im öffentlichen Dienst" who we call here "employees in the civil service" and**
 - b. a special class called "Beamte" who have their own legal status and we call here "civil servants".**
- 2. We give informal translations of titles of offices, laws and announcements to indicate their function, giving the original German title or abbreviation when first used within the document in italics.**

ScientOöD: Hinweise zur Vereinbarkeit von Beziehungen zur Scientology-Organisation mit einer Tätigkeit im öffentlichen Dienst

2030.3-F

Announcement Relating to the

Compatibility of Affiliations with the Scientology Organization and Employment in the Civil Service

(Scientology-Organization – ScientOöD)

Announcement of the Bavarian Government

of October 29, 1996, No. 476 – 1 – 160,

(General Ministerial Gazette (*AllMBI.*) p. 699)

(Official Gazette of the Bavarian State Ministry of Finance, State Development and Homeland *FMBI.* p. 442)

(Government Gazette (*StAnz.*) No. 44)

revised according to the Announcement of November 6, 2001 (General Ministerial Gazette p. 620).

The Scientology organization in all its manifestations is an association which under the guise of a religious community pursues economic interests and subjects individuals to total internal and external control by means of ruthlessly employed psychotechnological and sociotechnological methods in order to exploit them for its own purposes. The organization's absolutist ideology, and its practice of total discipline and subjugation of its members to its objectives, conflict with the official duties of a civil servant or an employee of the civil service. This may give rise to doubts regarding the suitability for employment in the civil service of individuals affiliated to this organization.

In addition, the organization's view of itself, and certain pronouncements issued by it, are indicative of activities directed against the free democratic basic order of the German state to the end of unlawfully obstructing constitutional bodies in exercising their duties.

In order to counter these dangers effectively, the following determinations are hereby issued:

1. To enable the employer to verify whether an applicant can be expected to fulfil their official duties, in particular the duties set down in Sections 62–64 and 66 of the Bavarian Civil Servant Code (*BayBG*), if appointed as a civil servant and whether they are loyal to the Constitution (*Verfassung*) within the meaning of Article 9 Para. 1 No. 2 Bavarian Civil Servant Code, applicants are to be questioned as to the existence of any affiliation to the Scientology organization by means of a requirement to complete the attached questionnaire. If an applicant affirms such an affiliation, this may give rise to doubts regarding their suitability for appointment as a civil servant (Article 33 Para. 2 of the German Basic Law (*Grundgesetz*), Article 12 Bavarian Civil Servant Code). The applicant shall be given the opportunity to eliminate such doubts by attending an interview in which pronouncements and objectives of the Scientology organization are presented to them. Should the applicant fail to distance themselves sufficiently and credibly from the objectives and pronouncements substantiating these doubts, they cannot be employed in the civil service.

If vocational training in the civil service is mandatory for the achievement of a career goal (training monopoly), completion of this training must be permitted, but the trainee may not be granted civil servant status.

Affiliation to the Scientology organization in this context is not dependent on formal membership, but can also be expressed, for example, through regular participation in training courses run by the Scientology organization or work conducted according to the methods of the Scientology organization or through other form of support for the Scientology organization.

2. Should it become known that a civil servant is affiliated to the Scientology organization, an inquiry shall examine whether they have infringed their official duties in this context. Should this be the case, disciplinary proceedings shall be instigated against him/her and may lead to their removal from office.

3. The same principles apply for employees in civil sector organizations.

4. It is recommended that local authorities, local authority associations and other legal entities subject to the supervisory control of the Free State of Bavaria proceed in accordance with the provisions above. The same applies to recipients of institutional funding from the Free State of Bavaria in the ideological domain.

5. This Official Announcement enters into force on November 1, 1996.

Minister-President of the State of Bavaria (*Bayerischer Ministerpräsident*)

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Questionnaire on Affiliation to the Scientology Organization

I hereby answer the following questions for the purpose of my employment application:

1. Do you have any business or other affiliation (e.g. as a voluntary worker or employee, as a member of an association, or as the holder of a contractual right to use the technology of L. Ron Hubbard, founder of the Scientology organization) to an organization which, to your knowledge, uses or propagates the technology of L. Ron Hubbard or works according to these methods?

The term 'organization' includes all organizations, groups and institutions of the Scientology organization, including, for example, those which operate in the social and economic sectors or in education.

No

Yes, namely _____
(name)

2. Do you receive instructions from any organization which uses or propagates Hubbard's technology?

No

Yes, namely _____
(name)

3. In the last twelve months, have you attended or participated in, or are you currently attending or participating in, events, courses, training courses, seminars or similar events organized by the above-named groupings which use or propagate the technology of L. Ron Hubbard or work according to these methods, or have you registered to attend any such events?

No

Yes, namely _____
(name)

4. Do you provide any of the above-mentioned groups with financial or non-material support of any kind?

No

Yes, namely _____
(Type and nature of support)

5. Do you work in accordance with the methods of L. Ron Hubbard or have you been trained according to these methods?

No

Yes

[Date and place of signature]

[Signature]

Note in accordance with Art. 16 Para. 3 Bayerischen Datenschutzgesetzes (Bavarian data protection law):
The notice Bavarian government's announcement from October 29, 1996, gives information on the aim of the collection of data. Processing the application requires the answering of these questions.