

## CONFIDENTIAL COUNSELING

Contact the Equal Opportunity Office if you have

- experienced gender discrimination or sexual harassment,
- witnessed sexually discriminatory behavior,
- been confronted with behavior at our university that makes you feel insecure or uncomfortable.

We will advise you confidentially—anononymously if you wish. First, we identify your request: Do you want to talk about an unpleasant experience, get information, seek help, file a complaint or take legal action? After that, we will work out the next steps together. If necessary, we will accompany you through the complaint procedure and/or refer you to specialized counseling centers on or off campus.

## SUPPORT ON CAMPUS

Equal Opportunity and Family Office

Dr. Theresia Piszczan & Dr. Tatjana Tarkian

Teaching building 1, room 108

☎ +49(0)361 | 737-5066

[gleichstellungsbeauftragte@uni-erfurt.de](mailto:gleichstellungsbeauftragte@uni-erfurt.de)

Diversity Officer

Niklas Radenbach

Administration building, room 1.40

☎ +49(0)361 | 737-5003

[diversitaet@uni-erfurt.de](mailto:diversitaet@uni-erfurt.de)

International Office

Administration building, right entrance,

offices 0.34–0.37

☎ +49(0)361 | 737-5033

[international@uni-erfurt.de](mailto:international@uni-erfurt.de)

Student Advice and Counseling

Anne Zimmermann

Administration building, first floor (front entrance)

☎ +49(0)361 | 737-5100

[allgemeinestudienberatung@uni-erfurt.de](mailto:allgemeinestudienberatung@uni-erfurt.de)

Students Council

Anti-Discrimination Office

Staff building 1, annex building

☎ +49(0)361 | 737-1890

[stura.antidisk@uni-erfurt.de](mailto:stura.antidisk@uni-erfurt.de)

Staff Council

Staff building 1, annex building

☎ +49(0)361 | 737-5060

[personalrat@uni-erfurt.de](mailto:personalrat@uni-erfurt.de)

## FORMAL COMPLAINTS OFFICE (§ 8 RI-AGG-UE)

To ensure that a formal complaint can be processed effectively, we strongly recommend you to contact one of the support offices on campus before filing a formal complaint.

Complaints against students

Department 1: Registrar's Office

Bernhard Becher

Administration building, office 0.19

☎ +49(0)361 | 737-5101

[bernhard.becher@uni-erfurt.de](mailto:bernhard.becher@uni-erfurt.de)

Complaints against employees

Legal Department

Christine Arnhold

☎ +49(0)361 | 737-5071

[christine.arnhold@uni-erfurt.de](mailto:christine.arnhold@uni-erfurt.de)

## FURTHER INFORMATION



[www.uni-erfurt.de/en/university/consulting-service/emergencies-and-complaints/help-in-case-of-discrimination-harassment-and-violence](https://www.uni-erfurt.de/en/university/consulting-service/emergencies-and-complaints/help-in-case-of-discrimination-harassment-and-violence)



General Equal Treatment Act (AGG):  
[www.antidiskriminierungsstelle.de/EN/about-us/statutory\\_basis/statutory\\_basis\\_node.html](https://www.antidiskriminierungsstelle.de/EN/about-us/statutory_basis/statutory_basis_node.html)

## CONTACT

University of Erfurt

Equal Opportunity and Family Office

Nordhäuser Str. 63

99089 Erfurt

[www.uni-erfurt.de](https://www.uni-erfurt.de)

updated: 07.2023

**UNIVERSITÄT  
ERFURT**

**Gender Discrimination,  
Sexual Harassment and Violence**



The University of Erfurt is opposed to any kind of behavior that violates boundaries. The university is strongly committed to addressing harassment, discrimination, and inappropriate behavior. To this end it has issued Guidelines on Protection against Discrimination, Harassment, and Violence (Richtlinie zum Schutz vor Diskriminierung, Belästigung und Gewalt (Ri-AGG-UE) with reference to the General Equal Treatment Act (AGG)).

Gender discrimination, sexual harassment and violence can occur anywhere, also at universities. It compromises studies, work, and community life on campus. The impact on the person affected is serious. If you believe you have been subjected to discrimination or if you or someone you know is experiencing sexual harassment or violence, support is available. This flyer provides you—as affected person, witness or confidant—with a basic orientation.

### **WHAT IS GENDER DISCRIMINATION, SEXUAL HARASSMENT AND VIOLENCE?**

Gender discrimination means mistreating someone based on gender and/or sexual orientation, e.g., discrimination against women in typically male-dominated fields of work or vice versa.

Sexual harassment is unwanted behavior that violates the dignity of the person concerned. This includes

- unwanted sexual acts and solicitations,
- unwanted touching,
- sexual remarks,
- unwanted display and placement of pornographic depictions.

It creates an atmosphere of intimidation, humiliation, and degradation.

Sexual harassment and discrimination is always one-sided behavior that is fundamentally different from complimenting or friendly, collegial interaction. An action qualifies as sexual harassment or discriminatory if it is perceived as unsettling, unpleasant or inappropriate. It violates the rights of the person concerned.

Harassment and discrimination often occur between individuals in unequal positions, e.g., between employer and employee or teacher and student, so that professional or personal advantage is promised, or negative consequences are to be feared.

Sexual violence includes sexual coercion, violation, and forcing people to perform sexual acts. Sexual violence is prosecuted under criminal law.

### **STEPS TO TAKE**

#### **IF YOU ARE AFFECTED**

- If possible, say and show loudly and clearly if a situation makes you feel uncomfortable.
- Document the incident in writing immediately after it has happened, including location, time and people involved or present.
- Secure evidence (e.g., e-mails, text messages, chat). Also, record with whom and when you spoke about the incident afterwards.
- Talk to a confidant or report to a support office (e.g., the Equal Opportunity Office), even if you are unsure whether your experience counts as gender discrimination or sexual harassment. If you felt uncomfortable, boundaries have been crossed.
- You do not need to worry about personal consequences if you turn to the Equal Opportunity Office for information or advice. You can report anonymously if you wish to.
- Seek help to better process what you have experienced. The Equal Opportunity Office can refer you to specialized counseling centers. Consultations are free of charge and confidential.
- Victims of violence should see a doctor for a medical examination within the first 24 hours after an assault, or within three days at the latest. Important: Ask for a medical report. It might be of evidential value in subsequent legal proceedings.

### **WHAT TO DO AS A WITNESS**

- Do not look away, be aware.
- If possible, address the harassing person about their behavior or assist the affected person to get out of the situation.
- Behave supportively and document the incident immediately after it has happened.
- Refer the affected person to campus services and resources for information and counseling.
- In an emergency, notify the police. The emergency number 110 can be reached free of charge from any phone (without area code).
- You can seek advice and help too. Having witnessed an offense can be stressful.

#### **WHAT TO DO AS A CONFIDANT**

- Take time for a personal conversation.
- Keep any information about the incident confidential.
- Document comprehensively—in consultation with the affected person—what is reported to you.
- Offer information about reporting complaints and counseling and, if it is agreed on, contact any of the campus services and resources.
- Point out that the conversation with you does not need to lead to consequences for the parties involved and that no further steps will be taken without consent of the affected person.