SEXUAL HARASSMENT AND VIOLENCE HAVE CONSEQUENCES

You can file a complaint through the Vertrauensrat. The Vertrauensrat assesses the severity of the allegations or the incident and examines in consultation with the aggrieved party, whether or not all parties can convene for a clarification conversation or whether further measures need to be taken by the university’s executive board, such as
- Oral or written warning up to and including disciplinary proceedings
- Suspension from classes
- Exclusion from university premises.

Inform the Vertrauensrat or the Frauenbeauftragte (women’s council) in each instance. We can only act when we have knowledge of incidents.

FURTHER INFORMATION AND CONSULTATION AT THE UNIVERSITY

If you have questions or need more information, please do not hesitate to contact us. Consultations are strictly confidential.

Vertrauensrat at the University
vertrauensrat@uni-marburg.de.

Frauenbeauftragte (women’s council) at the University
Tel. 06421 28-26187 or Tel. 06421 28-26189
frauenb@verwaltung.uni-marburg.de.

Further points of contact
Personalrat, ASTA, Konfliktberatungsstelle, Schwerbehindertenvertretung, psychotherapeutische Beratungsstelle für Studierende, alle Vorgesetzten, Dekaninnen und Dekane sowie die Hochschulleitung

INFORMATION AND CONSULTATION OUTSIDE THE UNIVERSITY

Frauenhaus, Tel. 06421 161516
frauenhaus-marburg@t-online.de
www.frauenhaus-marburg.de

Frauennotruf Marburg e. V., Tel. 06421 21438
www.frauennotruf-marburg.de

pro familia Marburg, Beratung bei sexueller Belästigung und sexualisierter Gewalt, Tel. 06421 21800
marburg@profamilia.de

Psychologische Beratungsstelle im Philippshaus
Tel. 06421 27888
psychologischeberatung.dwo@ekkw.de
www.beratungsstellen-philippshaus.de

Verein zur Förderung der Inklusion behinderter Menschen e.V., Tel. 06421 16967-10, info@fib-ev-marburg.de,
www.fib-ev-marburg.de

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SEXUAL HARASSMENT AND VIOLENCE

Sexual harassment in the study or workplace occurs when there is unwanted sexual conduct against a person’s will. Sexual harassment and violence are serious violations of personal rights and are prohibited within the university and outside the university when staff are engaged in official university business.

Philipps-Universität Marburg promotes equal collaboration between women and men on all functional levels in services, academics, teaching and research. The university values a trust-filled collaboration among its male and female staff, students, faculty, and those affiliated with the university and a good working atmosphere. To its utmost power, the university seeks to ensure that the human right to sexual orientation is respected and maintained. The aim of Philipps-Universität Marburg is to protect its staff, students, faculty, individuals affiliated with the university, and guests from sexual harassment and violence.

The “Directive on protection against sexual harassment and violence” applies for all employees and students and for all persons who are working part-time or as volunteers at Philipps-Universität as well as for guests. The document is located on Vertrauensrat website at www.uni-marburg.de/vertrauensrat.

THIS IS WHAT YOU CAN DO

As a victim

- **No feelings of guilt!** Don’t make yourself responsible for inappropriate behavior of others.
- **Don’t ignore the problem!** Say no when you feel harassed. Silence is easily interpreted as consent.
- **Avert!** Refuse to tolerate any and all sexual innuendoes.
- **Document!** Make a note of the incident including date, name, location and potential witnesses.
- **File a complaint!** Contact the Vertrauensrat – an employee consultative council – or a person you trust at the university.

As a supervisor

- As a supervisor you are responsible for ensuring that the personal integrity and dignity of all employees is respected in your working area.
- Make it clear that you will not tolerate encroaching behavior.
- Speak with others when you notice discriminatory behavior.
- Inform all your staff about the “Directive on Protection against Sexual Harassment and Violence”.
- Take reports from aggrieved parties seriously and ensure confidentiality.

As a colleague

- Make it clear that you consider encroaching behavior inappropriate.
- Refer to the “Directive on Protection against Sexual Harassment and Violence”.
- Ensure confidentiality.
- Share this information leaflet with others.

FORMS OF SEXUAL HARASSMENT

Sexual harassment and violence can take place in many different forms:

- Jokes with a sexual undertone
- Degrading remarks about persons, their bodies, their behavior or their intimate life
- Obscene gestures and other nonverbal communication
- Verbal, visual or electronic presentations with pornographic or sexist content
- Copying, applying or using computer programs with sexist content
- Actions and requests to perform actions that entail body contact of a sexual nature
- Criminal offenses such as stalking, sexual assault, rape.