

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 Equal Opportunities Officer in each instance. We can only act when we have knowledge of incidents.

In case of acute threat call the police on phone: 110.

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

Equal Opportunities Officer at the University
phone: 06421 28-26 187 or 06421 28-26 189
gleichstellung@verwaltung.uni-marburg.de
www.uni-marburg.de/frauen

Further points of contact

Staff Council, responsible offices of the AstA, Conflict Counseling Office, Disability Representation, Anti-Discrimination Office for Students, Psychotherapeutic Counseling Office for Students, all superiors, deaneries as well as the Presidential Board.

INFORMATION AND CONSULTATION OUTSIDE THE UNIVERSITY

Frauenhaus, phone: 06421 161 516
frauenhaus-marburg@t-online.de
www.frauenhaus-marburg.de
(English and Spanish)

Frauennotruf Marburg e.V., phone: 06421 21 438
www.frauennotruf-marburg.de
(Consultation in the Triad in English, Kurdish and Turkish possible, other languages by arrangement.)

pro familia Marburg, Beratung bei sexualisierter Gewalt,
phone: 06421 21 800,
marburg@profamilia.de
(English)

Psychologische Beratungsstelle im Philipppshaus,
phone: 06421 27 888
psychologischeberatung.dwo@ekkw.de
www.beratungsstellen-philippshaus.de
(Consultation in English possible by arrangement)
www.fib-ev-marburg.de

Sexual Harassment and Violence

Information for Members and Affiliates of the Philipps-Universität Marburg



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 on all functional levels in administration, academics, teaching and research. The university values a trustful collaboration among its 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 parttime or as volunteers at Philipps-Universität as well as for guests. The document is located on Vertrauensrat website at: www.uni-marburg.de/vertrauensrat

Marburg > Universität > Administration > Gremien > Kommissionen > Vertrauensrat

Vertrauensrat

Die Philipps-Universität Marburg fördert die gleichberechtigte Zusammenarbeit aller Geschlechter auf allen Funktionsebenen in Dienstleistung, Studium, Lehre und Forschung. Sie legt Wert auf eine vertrauensvolle Zusammenarbeit ihrer Mitglieder und Angehörigen und auf eine gute Arbeitsatmosphäre. Sie setzt sich innerhalb ihres Zuständigkeitsbereiches dafür ein, dass das Recht des Menschen auf sexuelle Orientierung respektiert und gewahrt wird. Ziel der Philipps-Universität Marburg ist es, ihre Mitglieder, Angehörigen und Gäste vor sexueller Belästigung und Gewalt zu schützen.

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THIS IS WHAT YOU CAN DO

As a victim

- No feelings of guilt! Don't make yourself responsible for inappropriate behavior of others.
- 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.
- If possible: Defend yourself! Most people find it difficult to react immediately in offensive situations. Nevertheless, if you can, refrain from any kind of sexual innuendo. Say no if you feel harassed.

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.
- Inform all your staff about the "Directive on Protection against Sexual Harassment and Violence".
- Take reports from aggrieved parties seriously and ensure confidentiality.
- Seek advice from the Vertrauensrat on what courses of action you have.

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 sexualized 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.

