

## External contact and advice centers in Berlin, Potsdam & surroundings

 Police 110  Fire Department 112

### Federal anti-discrimination office

 [www.antidiskriminierungsstelle.de/EN/Home/home\\_node.html](http://www.antidiskriminierungsstelle.de/EN/Home/home_node.html)

### Federal Association of Women's Counseling Centers and Emergency Calls for Women. Women against violence e.V.

 [www.frauen-gegen-gewalt.de/en/](http://www.frauen-gegen-gewalt.de/en/)

### Outpatient Clinic for Violence Protection Charité Berlin (Birkenstraße 62, House N, 10559 Berlin)

 <https://gewaltschutzambulanz.charite.de/en/>

### Autonomous center for women Potsdam (Schiffbauergasse 4H, 14467 Potsdam, Tel: 0331 90 13 13) for acute domestic violence: +49 0331 96 45 16 (Frauenhaus)

 [www.frauenzentrum-potsdam.de/frauenberatung](http://www.frauenzentrum-potsdam.de/frauenberatung) (only in German)

### Weisser Ring e.V. - Help for victims of crime: 116 006 (free of charge within Germany)

 <https://weisser-ring.de/english>



## Further material

### Dealing with sexual harassment at the workplace

[www.antidiskriminierungsstelle.de/SharedDocs/Downloads/EN/publikationen/factsheet\\_en\\_Umgang\\_mit\\_sex\\_Belaestig\\_am\\_Arb\\_Platz\\_Schroettle\\_20191025.pdf?\\_\\_blob=publicationFile&v=1](http://www.antidiskriminierungsstelle.de/SharedDocs/Downloads/EN/publikationen/factsheet_en_Umgang_mit_sex_Belaestig_am_Arb_Platz_Schroettle_20191025.pdf?__blob=publicationFile&v=1)

### Discrimination against trans\* persons, particularly in the world of work

[www.antidiskriminierungsstelle.de/SharedDocs/Downloads/EN/publikationen/factsheet\\_en\\_Benachteiligung\\_TransPersonen.pdf?\\_\\_blob=publicationFile&v=1](http://www.antidiskriminierungsstelle.de/SharedDocs/Downloads/EN/publikationen/factsheet_en_Benachteiligung_TransPersonen.pdf?__blob=publicationFile&v=1)

### Sexual harassment at university – protection gaps and recommendations

[www.antidiskriminierungsstelle.de/SharedDocs/Downloads/EN/publikationen/factsheet\\_en\\_Sexuelle\\_Belaestigung\\_im\\_Hochschulkontext.pdf?\\_\\_blob=publicationFile&v=1](http://www.antidiskriminierungsstelle.de/SharedDocs/Downloads/EN/publikationen/factsheet_en_Sexuelle_Belaestigung_im_Hochschulkontext.pdf?__blob=publicationFile&v=1)

## Internal contact and advice centers (University of Potsdam)

### Centrale Equality Opportunity Officer of University of Potsdam

 [www.uni-potsdam.de/de/gleichstellung/](http://www.uni-potsdam.de/de/gleichstellung/)

### Decentrale Equality Opportunity Officer of each faculties

 [www.uni-potsdam.de/de/gleichstellung/gleichstellung-entdecken/dezentrale-gleichstellungsbeauftragte](http://www.uni-potsdam.de/de/gleichstellung/gleichstellung-entdecken/dezentrale-gleichstellungsbeauftragte)

### Student committee for genderquestions or for questions of racism

 <https://astaup.de/team/#english>


### Outpatient clinic University Potsdam

 [www.uni-potsdam.de/en/sportmedizin/](http://www.uni-potsdam.de/en/sportmedizin/)

### Psychological Counseling for Students of the University of Potsdam

 [www.uni-potsdam.de/en/studium/advising-and-services/mental-health-counseling](http://www.uni-potsdam.de/en/studium/advising-and-services/mental-health-counseling)


### Confidants/Vertrauenspersonen

 [www.uni-potsdam.de/de/gleichstellung/ziele-und-aufgaben-von-gleichstellungsarbeit/beratung-und-unterstuetzung/konflikte](http://www.uni-potsdam.de/de/gleichstellung/ziele-und-aufgaben-von-gleichstellungsarbeit/beratung-und-unterstuetzung/konflikte) (in German only)

### International Office

 [www.uni-potsdam.de/en/international/service/center/io](http://www.uni-potsdam.de/en/international/service/center/io)


### Service for families

 [www.uni-potsdam.de/de/service-fuer-familien/service-fuer-familien.html](http://www.uni-potsdam.de/de/service-fuer-familien/service-fuer-familien.html) (in German only)


### Nightline Potsdam: (+49 0331 977 1834) student listening telephone in Potsdam

 <http://nightline-potsdam.de/anrufen/>

### Department of Legal and Personnel Affairs at the University of Potsdam/ Complaints office according to AGG

 [www.uni-potsdam.de/de/verwaltung/dezernat3.html](http://www.uni-potsdam.de/de/verwaltung/dezernat3.html) (in German only)

### Counseling for students of the University of Potsdam with health impairments

 [www.uni-potsdam.de/en/studium/advising-and-services/counseling-for-students-with-health-issuesdisabilities](http://www.uni-potsdam.de/en/studium/advising-and-services/counseling-for-students-with-health-issuesdisabilities)



**Dealing with sexualized discrimination, harassment and violence**

Information, options for action and contact points at the University of Potsdam

## What is sexualized discrimination, harassment and violence?

Sexualized Discrimination, Harassment and Violence (SDHV) includes all physical and psychological acts that occur against the will of a person and are experienced as degrading. They violate the principle of equal treatment and violate the dignity and personal rights of a person. Since it is not about sexuality, but about power and control, we speak of 'sexualized' instead of 'sexual' harassment and violence. SDHV is an expression of sexism (gender discrimination), often heterosexism (standardization of heterosexuality).

### Examples:

- unwanted sexualized statements and actions such as sexually degrading use of language, especially remarks about the appearance, body, sexuality/sexual orientation and intimate life of a person
- unwanted „compliments“
- sexually degrading (non-verbal) communication, for example by staring or whistle
- Showing, attaching and sending sexual and/or pornographic acts and/or representations in any way (image, sound, video)
- unsolicited messages with sexual reference (SMS, e-mail)
- undesirable touches, especially if the touch seems to be accidental and/or increased (hugs, pats)
- unwanted advances and obtrusiveness

Worst-case scenarios can lead to serious offenses like:

- stalking, coercion, rape and physical violence

## Sexualized discrimination, harassment and Violence in the university context

In the university context there are dependencies and hierarchies that can encourage sexual harassment, for example in the case of examinations and expert opinions. Unwanted statements and actions can be accompanied by promises of advantages or the threat of disadvantages in studies, research, teaching and work. But also the offer of superiors or lecturers for common leisure activities can be a form of sexual harassment.

If requested, equal opportunity commissioners conduct an initial consultation with affected persons (note: no legal advice) or observing persons and refer them to other institutions if necessary (referral advice). Equal opportunity commissioners are obliged to confidentiality according to §37 BbgHG, all inquiries are therefore treated strictly confidential (this also applies beyond the duration of the employment relationship). The equal opportunities officer will only continue to be active at the request of the person(s) concerned.

### Legal basis

According to the German Criminal Code (Strafgesetzbuch), § 184i StGB criminalizes harassing touching in a sexually specific way, as well as stalking (§ 238) and coercion (§ 240). A rape will be prosecuted according to § 177 StGB. Employees can take legal action against sexualized harassment and discrimination on the basis of the General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz AGG §3 (4)). According to the Brandenburg State Equal Treatment Act (Landesgleichstellungsgesetz LGG § 9a 1,2) discrimination is a „violation of employment law“, the complaint must not „lead to disadvantages“.

Whether criteria for sexualized discrimination, harassment and violence are present, decides always the affected person itself! The own subjective feeling is the relevant indicator for this. No means no! Even if no clear demarcation is possible, affected persons are not guilty. Sexualized discrimination, harassment and Violence can not be justified.

## What to do as an affected person?



Express rejection (if possible speak loudly and clearly and draw attention to the action)



Seeking attention and help (fellow human beings, security personnel, police)



Talk to familiar people (family, friends, fellow students, colleagues)



Document the experience (memory protocol) and keep the correspondence



Use consulting and support services (equal opportunity officer e.g.)



If possible, adhere to formal basic conditions, e.g. do not talk to supervisors/professors in cafés and/or private apartments - better at the university or in online meetings

Ignoring the situation does not change it, so it is important to become active! Affected persons can and should trust their own perception and act!

## What to do as an observing person?

For witnesses or superiors there are various possibilities for action:



Depending on the situation of the affected person, contact person(s), offer help or get help



Written documentation/Logging of the incident (short protocol with date, place, time, names of the parties involved)



Visiting advice centres and/or accompanying the affected person by arrangement

Always act in agreement with the affected persons and accept their decisions! They determine themselves whether and which steps they take!