



**COMPLAINTS OFFICE
AGAINST DISCRIMINATION,
BULLYING, AND STALKING**



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www.uni-potsdam.de/en/discrimination-free-university/consulting-and-support/beschwerdestelle



The Complaints Office

Have you experienced discrimination, bullying, or stalking?

This is not acceptable. At the University of Potsdam counseling services are available to you. Further information and specific contact points can be found here:



In addition to counseling, you have the option to file a complaint to the Complaints Office of the University of Potsdam. The task of the Complaints Office is to clarify the facts of the case. For this purpose, contact will be made with the persons concerned to obtain their views. The results will be forwarded to the Executive Committee, which will decide on appropriate measures and sanctions.

If immediate action is required, it will be taken promptly.

You can submit a complaint using the complaint form available on the Complaints Office website. Alternatively, you can contact a representative of the Complaints Office directly.

The members of the Complaints Office understand that this can be a challenging and emotional process and are committed to support you.

You can file a complaint in accordance with the regulations of the University of Potsdam for protection against discrimination, (cyber-)mobbing, and (cyber-)stalking:

Discrimination is the disadvantaging of individuals or groups of people for reason of race or ethnic origin, gender, gender identity, sexual orientation, disability, physical or mental impairment, chronic illness, social origin or social status, age, religion or belief, language, nationality, marital status reproductive and care work or physical appearance.

Harassment is unwanted behavior that has the effect of threatening or violating the dignity of the person concerned and creates an environment of intimidation, hostility, humiliation, degradation or insult.

Sexualized harassment and/or violence includes unwanted, sexually connotated actions towards an individual, such as suggestive comments, unwanted touching or sexual acts that threaten or violate the dignity of the person concerned.

(Cyber-) mobbing is a continuous, consecutive or overlapping act of hostility, harassment or discrimination at the (digital) workplace or place of study.

(Cyber-) stalking is the deliberate, intentional and repeated stalking, following and/or harassment of an individual against their will.