

**INFORMATION FOR VICTIMS
AND CONFIDANTS**

Say NO!
to sexualized
discrimination
and violence

Sexualized discrimination and violence are not tolerated at the University of Bonn. The University aims to foster an environment for all its members, guests and everyone in its community that is built on respect, trust and a keen awareness of discrimination. Establishing a culture of actively paying attention to what we see and hear is particularly important.

Within the scope of its accountability, the University sees itself as responsible for guaranteeing your right to privacy and will not leave you alone: it will offer counseling, investigate claims of misconduct, issue official statements and punish violations.



What are sexualized discrimination and violence?

The General Act on Equal Treatment (AGG) defines sexual harassment as unsolicited behavior of a sexual nature that violates the dignity of the person affected. Sexual or sexualized discrimination occurs when someone is harassed, belittled or disadvantaged on account of their sex, gender or sexual orientation.

This covers overtly criminal as well as subtle forms of sexual assault and violence, which can manifest themselves on a physical, verbal or non-verbal level.



Anyone can experience sexualized discrimination and violence!

In a university context too, sexualized discrimination and violence are often associated with hierarchies and how power is exercised (e.g. on account of dependency relationships or by promising preferential treatment in one's studies or work).

EXAMPLES OF SEXUALIZED DISCRIMINATION AND VIOLENCE INCLUDE:

- › The use of sexually derogatory language
- › Inappropriate questions concerning the private or intimate lives of individuals
- › Harassing acts of staring or whistling
- › Inappropriate physical closeness or unsolicited touching
- › Solicitation of sexual acts
- › Stalking, including cyber-stalking
- › Sharing texts or images of a sexual nature
- › Taking photographs or videos of intimate body parts without consent
- › Sexual assault, molestation and rape

**NO
means
NO!**

What can you do if you've been a victim?

Victims of sexualized discrimination and violence often blame themselves or are too ashamed to report the incident.

Let us make one thing clear:

Nobody has the right to subject you to sexual harassment or discrimination!



Get help

Speak up, make people aware of your situation and seek counseling early on, even if you think that an incident isn't that serious.

You're not to blame for what's happened to you!

Note down all the details, including the names of other people who were present, if you know them.



Report any incidents

Talk to someone at the University that you can trust or contact its Anti-Discrimination Office directly.



Set boundaries

If at all possible, make it clear that the comments or actions being directed toward you are unwelcome.



In an emergency

Call **Campus Security** on **+49 228 73-7444** if you are experiencing a severe emergency. The Campus Security team is on hand 24 hours a day, 7 days a week.

If you are in serious danger, you can always phone the **police** on **110** too.

Witnessed an incident of sexualized discrimination and/or violence?

Witnesses of sexualized discrimination or violence and people in a position of trust can support the victims in a variety of ways:

- › By treating the events recounted by the victim as confidential
- › By encouraging the victim to seek counseling or file a complaint or, as appropriate, by making them aware that these options exist
- › By not doing anything without the victim's consent

ONLINE DISCRIMINATION COMPLAINTS NOTIFICATION FORM FROM THE GENDER EQUALITY OFFICE



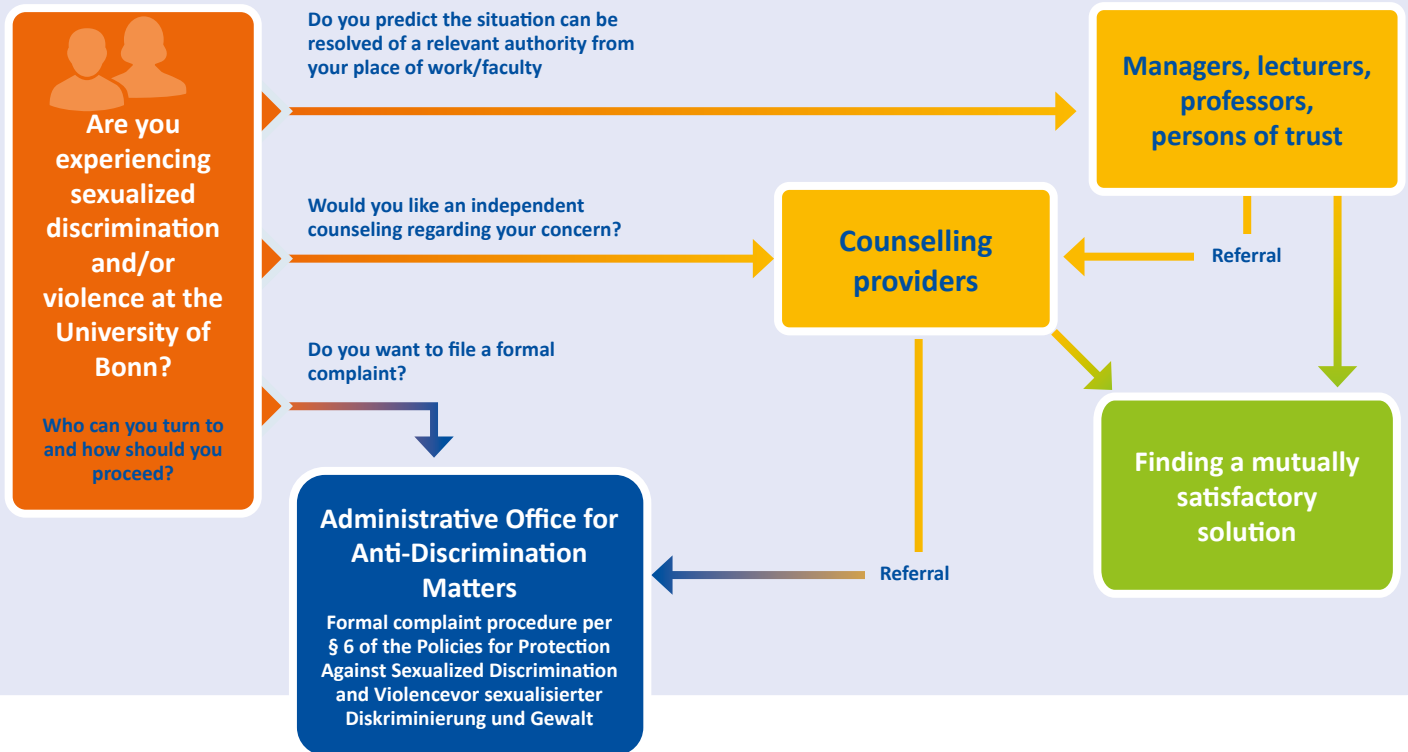
Victims and witnesses of sexualized discrimination and assaults can use the online discrimination complaints notification form provided by the Gender Equality Office to report an incident. If you know the name of the victim or victims, you may only do this with their consent.

CONSEQUENCES OF DISCRIMINATORY AND VIOLENT BEHAVIOR:

Anyone guilty of sexual harassment can expect any of the following punishments:

- › Reprimand
- › Being suspended or sacked
- › Being barred from training courses
- › Initiation of disciplinary proceedings
- › Premises ban
- › Criminal charges

Seeking advice and/or filing a complaint in case of sexualized discrimination and/or violence



In the figure, the complaint path is shown in abbreviated form. You will find more detailed information via the QR code:



Selected counseling services at the University of Bonn

Anti-Discrimination Office (AGG complaints desk)

- ✉ diskriminierungsschutz@verwaltung.uni-bonn.de
- ☎ +49 228-73-7569 or -3679

Central Equal Opportunities Officer

- ✉ gleichstellungsbeauftragte@zgb.uni-bonn.de
- ☎ +49 228-73-7490

Faculty Gender Equality Officers

- 🌐 gleichstellung.uni-bonn.de/gleichstellungspolitik/
gleichstellung-an-den-fakultaeten

Staff Counseling Service for Psychosocial Matters and Conflict Resolution

- ☎ Tel.: +49 228-73-4515
- 🌐 uni-bonn.de/mitarbeiterberatung

Representative for Severely Disabled Employees

- ✉ sbv@uni-bonn.de
- ☎ Tel.: +49 228-73-1745

Central Study Advisory and Counseling Service (ZSB)

- ✉ zsb@uni-bonn.de
- ☎ +49 228-73-7080

General Students' Committee (AStA)

- Department for Women and Equality
- ✉ geschlechtergerechtigkeit@asta.uni-bonn.de
- ☎ Tel.: +49 176 70 775 641

You can find the University of Bonn's Policies for Protection against Sexualized Discrimination and Violence and details of other counseling services here:

- 🌐 [www.gleichstellung.uni-bonn.de/
de/campus-sicherheit/
sexuelle-belaestigung](http://www.gleichstellung.uni-bonn.de/de/campus-sicherheit/sexuelle-belaestigung)

