

## ▶ WHO CAN YOU TURN TO?

You can turn to the following advice centres for confidential support.

No action can be taken without your consent!  
You decide which steps you would like to take. Additionally, the centres will inform you about relevant DIT training sessions.

### **Company Medical Service Advice Centre**

Herrn Dr. Meyer  
BAD Gesundheitsvorsorge und Sicherheitstechnik GmbH  
Ulrichsberger Straße 17  
94469 Deggendorf  
Tel. 0991 291016-0

### **DIT Women's Representatives**

Please get in touch with your DIT faculty representative.  
[www.th-deg.de/en/university/equality-for-staff-students/women-s-representative](http://www.th-deg.de/en/university/equality-for-staff-students/women-s-representative)

### **DIT Equality Appointee**

Dieter-Görlitz-Platz 1  
94469 Deggendorf  
[www.th-deg.de/en/university/organisation/hr-management/hr-management](http://www.th-deg.de/en/university/organisation/hr-management/hr-management)

### **DIT Staff Council**

Dieter-Görlitz-Platz 1, ITC2 Raum 1.23  
94469 Deggendorf  
Tel: 0991 3615-280  
[personalrat@th-deg.de](mailto:personalrat@th-deg.de)  
[www.th-deg.de/hochschule/organisation/personalvertretung](http://www.th-deg.de/hochschule/organisation/personalvertretung)

### **Student Union Social Councillng Service**

[www.th-deg.de/en/study/student-union/social-counselling](http://www.th-deg.de/en/study/student-union/social-counselling)

**NO  
means  
NO**  
**SEXUAL HARASSMENT**

Breaking taboos  
by providing  
information and support

## ▶ WHAT IS SEXUAL HARASSMENT?

*»Sexual harassment begins when signaled boundaries are crossed.«*

Sexual harassment involves all sexual behaviour that is unwelcome, disrespectful or hurtful. This involves:

- Jokes of a sexual nature
- Showing or displaying pornographic material
- Staring at someone
- Unwelcome touching of a person's clothing, hair, or body
- Derogatory sexual comments about a person's appearance, behaviour or private life
- Criminal offences such as stalking, sexual assault, rape

Sexual harassment is behaviour that is fundamentally different from flirting or giving compliments. It is unwelcome behaviour that often causes stress, insecurity, fear, depression and/or psychiatric problems that can lead in extreme cases to a complete breakdown of the victim involved.

Sadly, there are men and women in all business environments who have experienced sexual harassment – including at universities. Due to their hierarchical structure, dependency and power can be exploited and thus borders inappropriately violated. In some cases, sexual harassment occurs hierarchically in the opposite direction. Victims often fear negative repercussions such as hostility, harassment or discrimination when they resist. This two way danger of abuse must be prevented.

## ▶ WHAT CAN PEOPLE IN POSITIONS OF RESPONSIBILITY DO?

Leadership skills include a sensitive approach to the topic of sexual harassment. It must not be tolerated, trivialised or ignored by people in positions of responsibility, such as professors or superiors. If sexual harassment is noticed or if you as a person in a position of responsibility are asked for help, you must act immediately. If you are not sure what to do in this situation, please contact the information centre on the back of this flyer.

## ▶ WHAT DOES OUR UNIVERSITY DO?

As a university, we aim for honest and open communication about the topic of sexual harassment. The university is committed to providing a study and work environment that promotes mutual respect. It goes without saying that sexual harassment will not be tolerated under any circumstances.

We are committed to the protection against sexual harassment by offering advice and counselling, training and workshops for:

- Staff members
- Students
- Superiors
- Victims of harassment or abuse

Our aim is to establish safe working and study conditions and therefore maintain a climate of solidarity and equality in which anyone can speak up about sexual harassment without feeling afraid and without their opportunities for promotion or development being restricted.

## ▶ WHAT CAN YOU DO?

Many victims don't speak up about their experience due to the fear of being judged as prudish, hypersensitive or lacking a sense of humour. However, ignoring abuse is the least effective way to deal with sexual harassment and is often seen as consent. Quick-witted or jockey replies are equally ineffective in dealing with abuse. Victims should express themselves in clear words, emphasizing unwelcome behaviour as unacceptable, while making it clear that they are not to blame for the harassment!

- Don't wait for harassment to stop by itself!
- Don't keep things to yourself! Speak to a person you trust and reach out to the information centre.
- Clearly express that you find such behaviour unacceptable