

PREVENTING

**SEXUAL HARASSMENT AND STALKING
A PRACTICAL GUIDE**



TABLE OF CONTENTS

Preface	7
Sexual Harassment	8
Stalking	8
Guidelines for affected individuals	9
Points of contact at Deggendorf Institute of Technology	10



PREFACE

Deggendorf Institute of Technology is committed to respecting the personal integrity and dignity of all its members. Everyone who studies or works here has the right to do so without fear of intimidation, discrimination and sexual harassment or stalking.

Sexual harassment and stalking can occur in different ways, such as relentless staring, suggestive remarks, „accidental“ touching, surprising, unwelcome gifts and letters, etc., which may be facilitated by positions of power and dependence. Such incidents are a social reality and occur in all social environments and organisations - including at universities.

However, Deggendorf Institute of Technology takes a strong stance against such behaviour. We have a strict policy prohibiting sexual harassment and stalking. It is important to us to make it clear to offenders that their actions will not be tolerated at Deggendorf Institute of Technology and will have serious consequences.

Addressing sexual harassment and stalking creates awareness. This awareness alone can contribute to preventing such actions. The aim of the „Preventing sexual harassment and stalking“ guide is to offer specific assistance to affected individuals and to provide all members of the university with a concept enabling them to meet their duty of care by intervening when becoming aware of sexual harassment or stalking.

This guide is designed to give you an overview of what constitutes sexual harassment and stalking and how they are defined, while also listing points of contact and action strategies and explaining reporting procedures.



SEXUAL HARASSMENT

Sexual harassment occurs whenever unwelcome verbal or physical conduct of a sexual nature - such as in the examples listed below - crosses personal boundaries without permission.

The General Equal Treatment Act (Gleichbehandlungsgesetz, AGG) defines sexual harassment in Section 3 (4) as a form of discrimination in which „an unwanted conduct of a sexual nature, including unwanted sexual acts and requests to carry out sexual acts, physical contact of a sexual nature, comments of a sexual nature, as well as the unwanted showing or public exhibition of pornographic images, takes place with the purpose or effect of violating the dignity of the person concerned, in particular where it creates an intimidating, hostile, degrading, humiliating or offensive environment“.

Examples of sexual harassment include:

- unwelcome touching or fondling
- unwelcome physical closeness
- suggestive or offensive remarks
- obscene and derogatory jokes, gestures and expressions
- intrusive sexual advances
- hanging up or showing around drawings of partially undressed or naked persons or sexual content
- requesting sexual favours or acts

STALKING

The Term „Stalking“ is used to refer to incidents where a victim is repeatedly observed, followed or harassed in a persistent and unacceptable way.

Examples of stalking include:

- unwanted telephone calls
- leaving unwanted messages over the Internet, by email, mobile phone or on the answering machine
- watching or observing a specific person
- taking unwanted pictures (photo, video, mobile phone)
- showing up wherever the person goes, in the lecture hall, seminar room, at work or other places of the university
- pursuing, approaching, attempting to contact the person
- unwanted gifts or ordering of goods



GUIDELINES FOR AFFECTED INDIVIDUALS

Victims of sexual harassment and stalking should always **seek advice and support from people they trust** or get in touch with the **corresponding official points of contacts at the university** or external counselling centers.

1. Standing up for oneself

An **initial active step** is to draw a line by using clear language. In doing so, the affected person makes it clear that he or she objects to the behaviour and will not tolerate it.

Examples of directly standing up for oneself:

- "No, I don't want this!"
- "Don't do that!"
- "Don't touch me!"
- "Stop it!"

It is advisable to **clearly communicate** to the offender **in the presence of witnesses** or by registered letter **that the contact is unwanted**.

In any case, the incident should be documented in writing directly afterwards:

- Date, time, place
- Name of the offender
- Facts on how the incident occurred
- Names of any potential witnesses
- Securing evidence (such as letters or emails)

2. Seeking advice from an official point of contact at Deggendorf Institute of Technology

It is advisable to seek confidential advice from an official point of contact at Deggendorf Institute of Technology. Official points of contact at Deggendorf Institute of Technology include:

- The psychosocial counselling (Deggendorf and Pfarrkirchen, see below)
- Psychosocial counselling provided by the student Union
- the Equality Officer for non-scientific staff
- the Staff Council

After giving an account of the incident, options for taking further action will be discussed.

Confidentiality is a top priority. No further courses of action will be decided or taken without first consulting the affected persons and requesting their consent.

3. Possible courses of action outside Deggendorf Institute of Technology

Seeking advice from external counselling centres (see page 10)



POINTS OF CONTACT AT DIT

IN DEGGENDORF

Psychosocial counselling of DIT

Phone: +49 991 3615-8226

E-Mail: psy-beratung@th-deg.de

Equality Appointee of

Deggendorf Institute of Technology

(for non-scientific staff)

Phone: +49 991 3615-749

E-Mail: ramona.hilmer@th-deg.de

Deggendorf Student Union

(Psychosocial counselling)

E-Mail: psycho-beratung@stwm.de

IN PFARRKIRCHEN

Counsellor for psychosocial referral counselling

Phone: +49 991/3615-8826

E-Mail: stucos-ecri@th-deg.de

EXTERNAL COUNSELLING CENTRES

IN DEGGENDORF

Frauennotruf Deggendorf e.V.

Counselling centre for women and men

Östlicher Stadtgraben 35

94469 Deggendorf

Phone: +49 991 382460

E-Mail: info@frauennotruf-deggendorf.de

Deggendorf Administrative District Office -

Gender Equality Unit

Herrenstraße 18

94469 Deggendorf

Phone: +49 991 3100-0

E-Mail: Gleichstellungsstelle@lra-deg.bayern.de

Weißer Ring Deggendorf

Branch Office Manager: Wilhelm Völkl

Phone: +49 991 9959840

E-Mail: wima-voelkl@t-online.de

www.deggendorf-bayern-sued.weisser-ring.de

Deggendorf Police Station

Hans-Krämer-Str. 65

94469 Deggendorf

Phone: +49 991 3896-0

IN PFARRKIRCHEN

Weißer Ring Rottal-Inn

Außensteileitung: Günther Wagner

Tel: +49 151 55164647

E-Mail: WR_Wagner@web.de

www.rottal-inn-bayern-sued.weisser-ring.de

Kreis-Caritasverband Rottal-Inn e.V.

Streetwork Pfarrkirchen

Pflegestraße 15

84347 Pfarrkirchen

Phone: +49 151 12188825

streetwork@caritas-rottal-inn.de

Counseling per chat is available and until the age of 27

Kath. Jugendfürsorge Regensburg Beratungsstelle für Kinder, Jugendliche und Eltern, Rottal-Inn

Landshuterstraße 34

84307 Eggenfelden (There is an office in Pfarrkirchen)

Phone: +49 8721 125330

www.beratungsstelle-rottal-inn.de

Counseling per chat is available and until the age of 27

Pfarrkirchen Police Station

Arnstorferstr. 4

84347 Pfarrkirchen

Phone: +49 8561 9604-0

EXTERNAL COUNSELLING CENTRES OUTSIDE OF DEGGENDORF AND PFARRKIRCHEN

Local police station

„Violence Against Women“ support hotline,

available nationwide and free:

0800 116016

