

WHO CAN YOU CONTACT?

If you have experienced or witnessed sexual harassment at Leibniz University Hannover, you can contact us via e-mail or phone to schedule an (online) appointment.

CONTACT

Equal Opportunities Office
Consulting Service

Phone: +49 511 762 5750

E-mail: beratung@chancenvielfalt.uni-hannover.de

OUR SERVICES

- ▶ Confidential counselling for students and employees regarding experienced or observed sexual harassment in a safe environment (anonymous upon request)
- ▶ Information and advice about your rights and options for action
- ▶ If necessary, referral to or cooperation with other counselling centres of LUH or external institutions
- ▶ Awareness-raising and further training on the subject of sexual harassment and violence

FURTHER INFORMATION

Detailed information and an overview of other counselling centres for students and employees of Leibniz University Hannover can be found here: go.lu-h.de/sexualharassment



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Leibniz
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Information on protection
against sexual harassment at
Leibniz University Hannover

WHAT IS SEXUAL HARASSMENT?

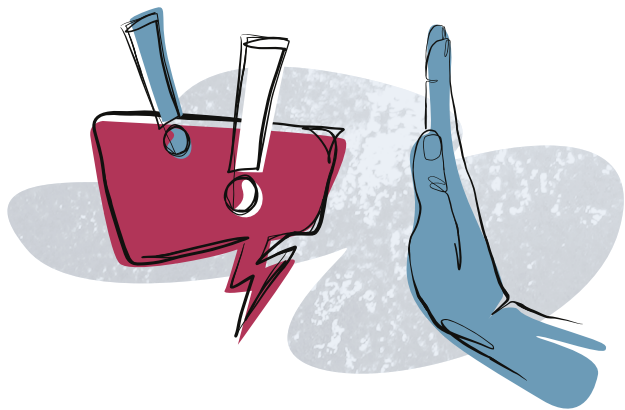


Sexual harassment describes any sexualized behaviour that is not desired by the person affected. This behaviour can be direct or indirect verbal or non-verbal. It is insulting, intimidating, humiliating and is usually perceived as violence.

The key factor is whether a particular behaviour has a sexual character and the person affected felt harassed by it.

EXAMPLES OF SEXUAL HARASSMENT

- ▶ sexist, sexualized and gender-related degrading remarks
- ▶ slurs or jokes
- ▶ uncomfortable gazes, stares or catcalls
- ▶ physical harassment, such as unwanted touching or other physical advances
- ▶ sexual propositions or requests for sexual acts
- ▶ display and distribution of offensive or pornographic content in the workplace
- ▶ sending sexual content via digital media to harass, humiliate, coerce or threaten



PROTECTION AGAINST SEXUAL HARASSMENT

In accordance with the Leibniz University Hannover Senate Guidelines and the General Act on Equal Treatment of the Federal Government (AGG), sexual harassment is a violation of personal rights and will therefore not be tolerated.

Students and employees are protected from any form of sexual harassment, regardless of whether it is caused by superiors, colleagues, teachers or students.

POSSIBLE STEPS & MEASURES

We record complaints confidentially and discuss further steps with the person affected. The person affected decides how to proceed: nothing is passed on to third parties without permission.

Anyone who commits sexual harassment can be sanctioned (under labor law). This includes warning, transfer, dismissal, ban from the premises and/or exmatriculation.

