

## WHAT CAN YOU DO IF YOU EXPERIENCE SHDV?

If you experience transgressive behaviour, defend yourself as much as you can.

- Make it clear in a calm and unambiguous manner that you feel you are being discriminated against in a sexual way.
- Speak slowly and loudly so that those around you become aware of the situation. Ask bystanders to help you.
- Keep a personal record to document the assaults and witnesses.
- Turn to people you trust at work, family or friends to help you decide what to do next.
- Talk about your experiences and get help from counsellors or points of contact at and outside Leipzig University.

Only the person who is discriminating against you is solely responsible for their actions. People who discriminate against others will usually have attracted negative attention before without anyone standing up to them.

# Flirting occurs by mutual consent, whereas discriminatory behaviour does not.

Verbal and non-verbal forms of sexual harassment and violence are often played down. It is often insinuated that the person affected misunderstood the attempt at flirtation or the »compliment« or it is just that people treat each other at the institution a bit more roughly.

## Trust your instincts. You are not responsible for what happened.



charta der vielfalt



UNIVERSITÄT LEIPZIG

Office for Equal Opportunities, Diversity and Family Affairs



For more information on the topic and counselling services, visit:

[uni-leipzig.de/EsGehtUnsAn](https://uni-leipzig.de/EsGehtUnsAn)

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### SOURCES

<sup>1</sup> UniSAFE – Ending Gender-Based Violence (2022)  
<sup>2</sup> Antidiskriminierungsstelle des Bundes – Sexuelle Belästigung im Hochschulkontext (2015)

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WHAT CAN BE DONE?

# Sexual Harassment, Discrimination and Violence



## WHAT IS SEXUAL HARASSMENT, DISCRIMINATION AND VIOLENCE?

Sexual harassment, discrimination and violence (SHDV) encompasses a wide range of verbal and non-verbal, unsolicited and unilateral behaviours and actions, all of which have a sexual connotation in common. SHDV includes specific forms of use of power and control which are intended to or have the effect of violating the dignity of the person affected

SHDV bears no relation to sexuality as a fundamentally positive and consensual experience, which is why it is referred to as »sexual harassment, discrimination and violence«.

## WHO IS AFFECTED BY SHDV?

In principle, any person can be affected by or engage in SHDV. However, studies show that being affected by and engaging in SHDV is gender-specific: in most cases, assailants tend to be male; it is women in particular who are most often affected. Queer people and people with a disability or who have experienced racism are also particularly vulnerable.

62 % of staff and students stated that they had experienced at least one form of SHDV.<sup>1</sup>

## HOW DOES SHDV MANIFEST ITSELF?

What can be perceived as crossing a line, inappropriate, hurtful and degrading can be different from person to person. Many assaults may seem random at first, but they still leave an uneasy feeling.

Examples of abusive situations include:

- You are constantly subjected to obscene jokes, humiliating remarks or inappropriate comments about your physical appearance.
- You feel colleagues or superiors fail to respect your personal space or are verbally offensive.
- You are asked to perform unwanted and unprofessional behaviours such as, »sit on my lap.«
- You are whistled at (»cat-calling«) or stared at in an intrusive manner.
- You are touched inappropriately in passing in what seems to be an accidental way.
- You receive unsolicited e-mails, messages, photos or videos with a sexual content.
- You are under threat of professional disadvantages if you refuse and/or reject sexual advances by superiors.

How you feel is what matters. If you feel your personal boundaries have been transgressed or that someone has behaved inappropriately towards you, then how you feel is right.

## THE CONSEQUENCES OF SHDV:

SHDV creates an environment filled with insecurity, intimidation, humiliation and offensive behaviour. People exposed to SHDV often suffer from feelings of shame, self-doubt and guilt. The fear of (professional) consequences often stops those affected from seeking help. SHDV experiences can lead to mental health problems and symptoms of physical illness, such as anxiety, difficulty sleeping, low self-esteem or social withdrawal. There are many understandable reasons for not speaking up – but doing so just benefits the person committing the assault.

## LEGAL BASIS

The General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz – AGG), The Advancement of Women Act of Saxony (SächsFFG) and Leipzig University's service agreement on conflict resolution in the workplace prohibit SHDV. SHDV is a misdemeanour or violation of the duties set out in the employment contract (section 16 SächsFFG). Since 2016, sexual harassment of a physical nature has been a punishable offence under section 184i of the Criminal Code (StGB).

Over 90 % of cases of harassment and violence are perpetrated by men.<sup>2</sup>

## WHAT YOU CAN DO IF YOU SEE SHDV HAPPENING:

If you see transgressive behaviour happening, don't look the other way.

- Those affected may not be able to actively do something in the situation – so speak up and offer help.
- Talk to the person concerned and tell them matter-of-factly what you have seen. Ask what you can do to help.
- Make sure you intervene and make it clear to the person who is acting in a discriminatory way that their conduct is wrong.
- Offer help and support to the person affected on what to do next.
- Make it clear to the person affected that the person harassing them has behaved improperly.
- Do not do anything that the person affected does not want you to do.
- Be mindful of your own boundaries and only help as much as you can.

# SUPPORT AND COUNSELLING AT LEIPZIG UNIVERSITY

## **For all university members**

### **Central Commissioner for Equal Opportunities |**

Georg Teichert

Telephone: 0341 97 300 90

E-mail: [gleichstellung@uni-leipzig.de](mailto:gleichstellung@uni-leipzig.de)

## **For students**

### **Student\*innenRat (student council) of Leipzig University**

Telephone: 0341 97 378 50

E-mail: [gf@stura.uni-leipzig.de](mailto:gf@stura.uni-leipzig.de)

### **Studentenwerk Leipzig's psychosocial counselling service**

Telephone: 0341 97 188 48

E-mail: [studierendenberatung@studentenwerk-leipzig.de](mailto:studierendenberatung@studentenwerk-leipzig.de)

### **Psychosocial counselling service provided by Leipzig University's Student\*innenRat (student council)**

E-mail: [ps.b@stura.uni-leipzig.de](mailto:ps.b@stura.uni-leipzig.de)

### **Student Advisory Service's psycho-social counselling |**

Annette Ammer-Wies

Telephone: 0341 97 304 82

E-mail: [annett.ammer-wies@uni-leipzig.de](mailto:annett.ammer-wies@uni-leipzig.de)

## **For staff**

### **Complaints department under the provisions of the General Law on Equal Treatment (Allgemeines Gleichbehandlungsgesetz, AGG) | Martin Wißmiller**

Telephone: 0341 97 330 02

E-mail: [martin.wissmiller@zv.uni-leipzig.de](mailto:martin.wissmiller@zv.uni-leipzig.de)

### **Leipzig University's General Staff Council**

Telephone: 0341 97 303 70

E-mail: [gpr@uni-leipzig.de](mailto:gpr@uni-leipzig.de)

### **Higher Education Staff Council**

Telephone: 0341 97 300 70

E-mail: [prhsb@uni-leipzig.de](mailto:prhsb@uni-leipzig.de)

### **Staff Council, Faculty of Medicine**

Telephone: 0341 97 166 50

E-mail: [medfakpr@medizin.uni-leipzig.de](mailto:medfakpr@medizin.uni-leipzig.de)

### **Psychosocial counselling for staff**

E-Mail: [psb-mitarbeitende@uni-leipzig.de](mailto:psb-mitarbeitende@uni-leipzig.de)

### **Conflict resolution | Dr.<sup>in</sup> Sabine Korek**

Telephone: 0341 97 359 41

E-mail: [korek@uni-leipzig.de](mailto:korek@uni-leipzig.de)

### **Youth and trainee representatives**

E-Mail: [jav@uni-leipzig.de](mailto:jav@uni-leipzig.de)



# ADVICE AND EMERGE

## **Helpline Violence Against Women**

Telephone: 0800 116 016

[www.hilfetelefon.de](http://www.hilfetelefon.de)

## **Federal Anti-Discrimination Agency**

Telephone: 0800 546 546 5

E-mail: [beratung@ads.bund.de](mailto:beratung@ads.bund.de)

## **Antidiskriminierungsbüro Sachsen e.V. (anti-discrimination offices for Saxony)**

Telephone: 0341 30 690 777

E-mail: [beratung@adb-sachsen.de](mailto:beratung@adb-sachsen.de)

## **Frauen für Frauen e.V. Leipzig (Women for Women association Leipzig)**

Emergency Hotline: 0341 3061 0800

[www.fff-leipzig.de](http://www.fff-leipzig.de)

## **Opferhilfe Sachsen Leipzig counselling centre (Support for victims in Saxony)**

Telephone: 0341 225 431 8

E-mail: [leipzig@opferhilfe-sachsen.de](mailto:leipzig@opferhilfe-sachsen.de)

## **Leipzig police headquarters' LGBTIQ\* contact**

Telephone: 0341 966 0

E-mail: [opferschutz.pd-z@polizei.sachsen.de](mailto:opferschutz.pd-z@polizei.sachsen.de)

## **Heimwegtelefon**

**(Telephone service that accompanies women on their way home)**

Telefon: 030 120 741 82

[www.heimwegtelefon.net](http://www.heimwegtelefon.net)

## **NoA – Nummer ohne Anruf (German only)**

Telephone: 01575 302 499 0

[www.noanruf.de](http://www.noanruf.de)

