

At the University of Veterinary Medicine Hannover, sexualised discrimination and violence are not accepted and are not trivialised!

Sexualised discrimination and violence are a largely taboo and often underestimated problem in all areas of society. Unfortunately, universities as places of work and education are no safe spaces in this respect.

The TiHo promotes equal and trusting co-operation between employees and students. It attaches great importance to a pleasant working atmosphere in which the personal rights of all members and employees of the university with their individual personal boundaries are recognised and respected.

Contact persons

Liaison Lecturers

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Prof. Dr. Ralph Brehm

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☎ +49 511 856-7212

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Contact Persons

Gender Equality Commissioner

Claudia Froböse

Equal Opportunities Office in the TiHo Tower
1st floor, Room 115

☎ +49 511 953-8033

✉ gleichstellung@tiho-hannover.de

www.tiho-hannover.de/gleichstellung

Staff Council

Birgitt Mendig

Staff Council in TiHo-Tower,
7th floor, Room 720-721 u. 714

☎ +49 511 953-8045 or 7760

✉ personalrat@tiho-hannover.de

<https://www.tiho-hannover.de/interner-bereich/beschaefigtenvertretungen/personalvertretung/personalrat>

Company Doctor

Dr. med. Michael Glüer

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✉ michael.glueer@tiho-hannover.de

<https://www.tiho-hannover.de/interner-bereich/service/arbeits-gesundheit/betriebsaerztlicher-dienst>

Psychological-Therapeutic Counselling for Students (ptb)

Im Moore 13

30167 Hannover

☎ +49 511 762 -3799

✉ info@ptb.uni-hannover.de

<https://www.ptb.uni-hannover.de/en/>

Consultation hours take place on the Bi-Damm campus on the last Friday of every month:

Building 130 opposite Mensa Caballus

Registration is not necessary.

Information on Dealing with Sexualised Discrimination and Violence

for all students and employees



University of Veterinary Medicine Hannover

What is sexualised discrimination?

The term sexualised discrimination within the meaning of the General Equal Rights Act covers any sexually motivated behaviour (whether direct or indirect, verbal or non-verbal) that is perceived as insulting, degrading, humiliating or as violence and is undesirable!

Sexualised discrimination creates an undignified working environment. This also applies in particular to actions that are not directed at individuals, e.g. posting nude photos, telling obscene jokes, sending e-mails with sexist content or publicly viewing pornographic images on the internet.

Studies show that almost every woman experiences forms of sexualised come-ons in the course of her educational and working life, e.g. appraising glances, stares and whistles, seemingly random body touching, suggestive jokes or specific requests for sexual acts under threat. But even men are not immune to such intrusions into their personal sphere.



Support

For confidential counselling, those affected can contact the Equal Opportunities Officer, the Staff Council, the company doctor and students can also contact the Liaison Lecturers or Psychological and Therapeutic Counselling Centre (ptb).

The police should be called immediately in the event of serious assaults.

The contact persons will be happy to advise you:

- if you have experienced sexualised discrimination or sexualised violence yourself
- if you are not sure whether what you have experienced is sexualised discrimination or sexualised violence
- if you have observed sexualised discrimination or sexualised violence
- if you are unsure whether you, consciously or unconsciously, are harassing other people yourself
- if you, as a manager, colleague, fellow student, friend or vigilant person, want to find out about the possibilities of prevention and intervention
- if you need contact details of counselling centres in your area
- if you experience (early) forms of sexualised discrimination in the workplace as a psychological burden

If you wish, you can receive counselling anonymously. Due to their duty of confidentiality, the contact persons may only take action in your matter if you have given your consent.

What can you do?

... as the victim or the person affected

Attempts to ignore, joke about or avoid harassment are often unsuccessful. In most cases, a more direct and offensive defence is more successful:

- Forbid any kind of sexual innuendo!
- Make a note of the incident with the date, name, location and possible witnesses.
- Say that you will complain if it happens again.
- Make a complaint!

... as a colleague

- Make it clear that you consider a colleague's abusive behaviour to be inappropriate
- If the person concerned contacts you, it is important to maintain confidentiality
- Think together about which people and institutions you can support. Use the contact details in this flyer
- You can contact the equal opportunities officer, the staff council or the company doctor. All these people are bound by confidentiality