

WHO CAN YOU CONTACT?

You can contact the DIT's counseling service for all questions and concerns regarding discrimination, sexual harassment, violence and sexualized violence.

The counseling centre is managed by the contact persons Ms. Julia Penzkofer in Deggendorf and Cham and Ms. Claudia Nikitsin at ECRI in Pfarrkirchen.

CONTACT

Julia Penzkofer

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Claudia Nikitsin

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You can contact the counseling centers at any time, even if you are not sure whether the service is right for you. If you wish, counseling can take place anonymously, and all information will of course be treated confidentially in any case.

You will be informed about possible further measures during the consultation. Further steps will only be taken at your explicit request and require your active consent at any time.

WHAT ARE DISCRIMINATION, SEXUAL HARASSMENT AND SEXUALIZED VIOLENCE?

Discrimination is considered to be the disadvantaging of a person/ group of persons on the basis of one or more characteristics worthy of protection. Characteristics worthy of protection are ethnic origin, gender, religion/belief, disability, age and sexual identity.

Forms and examples of discrimination:

- **Direct Discrimination:**
 - A person is denied entry into a nightclub based on their skin colour.
 - A trans*person is no longer called by the professor in a lecture after they came out.
- **Indirect discrimination:**
 - Part-time employees cannot take advantage of certain benefits granted by the employer; at the same time, the majority of part-time employees in the company are of the female gender.
 - In a job advertisement, the applicant is expected to have the German language as a native language, although the the job does not require any corresponding language skills



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Stand: 8.2023, © THD Marketing



**DISCRIMINATION,
SEXUAL HARASSMENT
AND SEXUAL
VIOLENCE**

INFORMATION AND SUPPORT SERVICES

Sexual harassment is discrimination against a person or a group of people caused by undesirable sexual specific behavior.

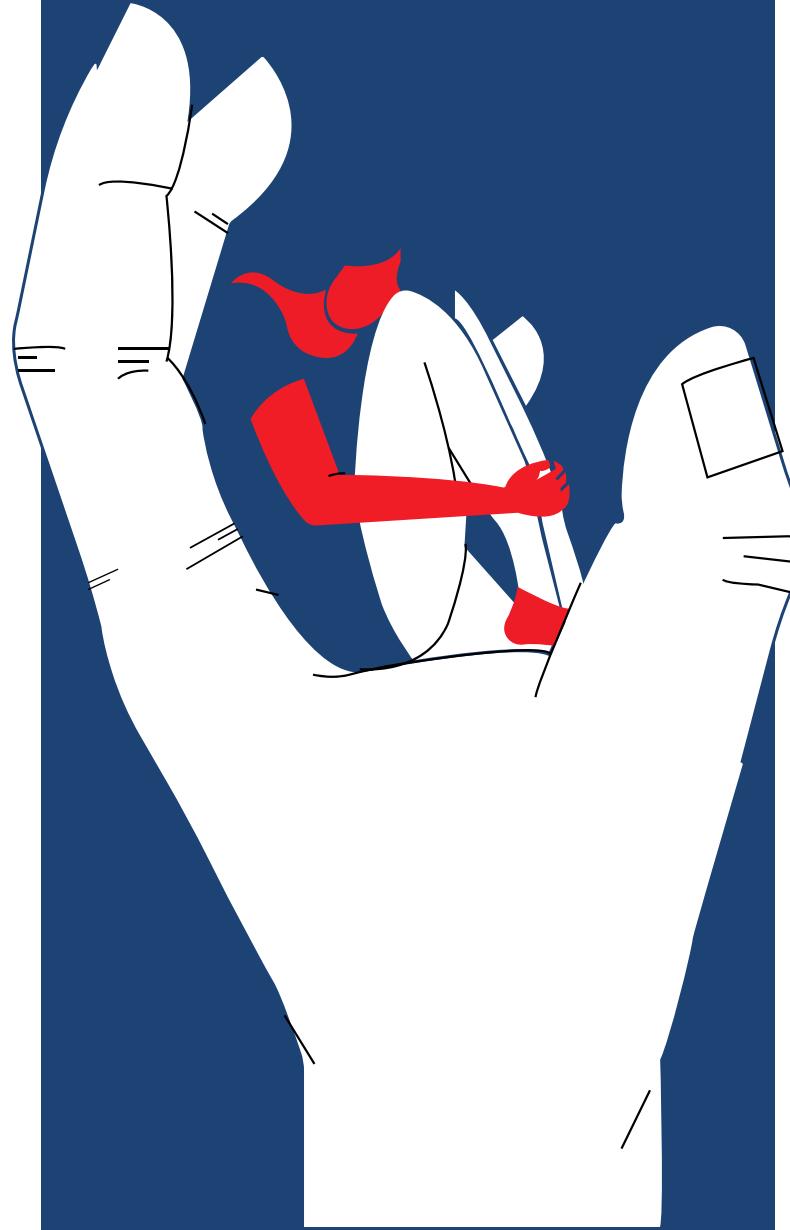
Examples of sexual harassment:

- Inappropriate comments about a person's looks
- Sexist statements regarding a person's sexual orientation
- Unsolicited showing or sending of pictures or videos with pornographic content
- Unwanted physical contact
- Repeated attempts to make contact with sexualized intent or with the promise of advantages or the Threat of not complying
- Sexual acts of violence or the threat of such acts of violence

Sexualised violence refers to an act of violence that is expressed through sexuality or through sexual assault.

Examples of sexualised violence:

- Direct or indirect threats of unwanted sexual acts
- Sexual assault
- Forced sexual acts
- Exhibitionistic actions



WHAT CAN YOU DO?

Do not accept discrimination, sexual harassment or any form of violence without comment or downplay an incident!

In many cases, it can be helpful to contact a trusted person to discuss the experience. If you feel able to do so, make it clear that you will not tolerate discriminatory or harassing behavior. Always be aware that you are not overreacting in cases of discrimination, sexual harassment or violence, that you have the right to defend yourself and that you are not to blame. The individual feeling is always decisive. If a personal boundary has been crossed, the behavior shown to you was not right.

You can turn to the DIT contact persons at any time, even if you are not sure whether you have experienced discrimination or harassment. The contact persons will be happy to advise and support you, also with regard to possible further action.

WHAT IS DIT DOING?

DIT is committed to protecting all members of the university as well as its guests from discrimination, sexual harassment and sexualized violence within its sphere of influence and to creating a study and work environment characterized by respect and mutual regard.

DIT takes preventive measures to avoid discrimination, sexual harassment, and violence, to raise awareness of these issues, and to contribute to the elimination of taboos.

DIT explicitly encourages all persons affected by discrimination, sexual harassment or violence to defend themselves and not to accept this kind of behavior, but to report it to the appropriate counseling and complaint offices. The university decides individually, depending on the type and severity of the reported misconduct, on the appropriate and suitable measures in each case.