

WHO CAN YOU REACH OUT TO?

You can contact the DIT's counseling center, which was set up for this purpose, with all questions and concerns regarding discrimination, sexual harassment, and violence and sexualized violence.

The advice center is run by the contact persons Ms. Julia Penzkofer in Deggendorf and Cham and Ms. Claudia Nikitsin at ECRI in Pfarrkirchen.

CONTACT

Julia Penzkofer

Dieter-Görlitz-Platz 1, B204
94469 Deggendorf
diskriminierung@th-deg.de oder 0991 3615-8367

Claudia Nikitsin

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84347 Pfarrkirchen
diskriminierung@th-deg.de oder 0991 3615-8826

You can contact the counseling centers at any time, even if you are not sure whether the service is for you. Counseling can take place anonymously if you wish, and all your 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 express request and require your active consent at any time.



**DISCRIMINATION,
SEXUAL HARRASHMENT
AND SEXUAL
VIOLENCE IN THE
UNIVERSITY**

**INFORMATION FOR TEACHERS
AND MANAGEMENT**

WHAT IS DISCRIMINATION, SEXUAL HARASSMENT AND SEXUAL VIOLENCE?

Discrimination and **sexual harassment** both refer to discrimination against a person or a group of people due to a behaviour or characteristic requiring protection. In the case of sexual harassment, the disadvantage is caused by unwanted sexually directed actions.

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

Basically, any form of discrimination, sexual harassment or violence begins where personal boundaries are crossed and an attack on the dignity of a person takes place. It does not matter whether the discrimination or violence is psychological or physical and whether it is perpetrated by one person or several persons.

The individual perception of the person who experiences or has experienced discrimination, harassment or violence is always important. Even unintentional discrimination can be perceived as transgressive and hurtful and should therefore not be trivialized or downplayed.

WHAT CAN YOU DO AS A TEACHER OR A SUPERVISOR?

Communicate clearly that you will not tolerate discriminatory and/or harassing behavior or violence in any form in your area of responsibility and that you value respectful and appreciative interaction at all times.

Be mindful and intervene if you feel you may observe discrimination, harassment or violence. Address the persons concerned directly, but be careful to choose your words sensitively.

Signal to your colleagues and students at all times that you have an open ear for all concerns and that they can turn to you with any issues. Act on time and don't wait for unwanted or abusive behavior to stop on its own.

NOTES FOR THE SPECIFIC CASE OF MISCONDUCT

Listen to the person concerned, take him or her seriously and signal understanding, but remain neutral until the incident is finally resolved. Inform the person about the counseling options that DIT can provide.

Treat every conversation as absolutely confidential and do not take any further steps or involve any other persons without the active consent of the person concerned. To protect his/her personal privacy, keep the number of people involved in the case as small as possible.

If you learn of misconduct through a third party, first speak with the possible person involved and do not initiate any further action prior to this conversation.

If you are unsure about your response to an assaultive situation, ask for support. The DIT contact persons will be happy to advise and inform you!

