



- Sicherheitsbelehrung IExp
- Gleichstellung

PROF. DR. DIETER HORNS

SEXUAL HARASSMENT AND ASSAULT AT WORK

OVERVIEW

- Definition - legal basis
- Recommendations
- Contact points/support

WHY RAISE THE TOPIC HERE?

- Our actions affect others and vice versa
- We all need to set limits to and not tolerate sexual misconduct (guideline of the UHH)
- Create awareness and provide information

Mandatory measure for everyone: safety lecture

LEGAL BASIS AND DEFINITION

GENERAL ACT ON EQUAL TREATMENT

(ALLGEMEINE GLEICHBEHANDLUNGSGESETZ) §3 ABS 4

Sexual harassment shall be deemed to be discrimination [...] when an **unwanted conduct of a sexual nature**, including

- unwanted sexual acts and requests to carry out sexual acts
- physical contacts of a sexual nature, comments of a sexual nature
- as well as the unwanted showing or public exhibition of pornographic images,

takes place with **the purpose or effect** of violating the **dignity** of the person concerned, in particular where it creates an intimidating, hostile, degrading, humiliating or offensive environment.

WHAT DEFINES SEXUAL HARASSMENT?

Characteristical for sexual misconduct

- One-sided
- against the will and consent of the concerned person
- Violates the dignity of the concerned person

Decisive is the individual perception of the concerned person

DEVASTATING STATISTICS

- Germany (2004, Bundesministerium): 24% of interviewed women have been sexually harassed in working environment last 12 months
- Europe-28 (2014): 22% report sexual harassment(violence) last 12 months (but 75% in management) in work context, heavily under-reported
- Australian Universities (2017): 21% sex. harassment (94% do not report)
- Vast majority of perpetrators (up to 99%) are male (also male victims)
- Terrible consequences – for the victims (anxiety, loss of confidence, vulnerability)

FORMS OF SEXUAL HARASSMENT

- verbal: intrusive comments about physical appearance, sexually suggestive comments/jokes, inappropriate invitations, sexually explicit emails/messages
- Non verbal: inappropriate staring, leering, unwelcome touching, stalking, exposing
- Sexual assault

FORMS OF SEXUAL HARASSMENT

- verbal: intrusive comments, appearance, inappropriate remarks, inappropriate emails/messages
- Non verbal: staring, leering, unwanted physical contact
- Sexual assault



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comments/jokes,
explicit

staring,
leering

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RECOMMENDATIONS

- Respect others and set limits↔no tolerance for sexual misconduct
- Mind the cultural context
- Supervisors: set limits, create awareness, optimize the working environment/laboratories
- If you feel sexually harassed: confront the perpetrator or seek help

Each one of us can contribute to create a safe and healthy work environment

ASSISTANCE — SUPPORT — HELP

Most important points of contact

- Equal opportunity officers on campus
 - University: Dieter Horns/Erika Garutti
 - DESY: A.C. Jauch
- University downtown: Ilka Sterner

We are primarily committed to help you – we provide council and support – confidential and independent.

#GRENZEN SETZEN!...

**DU BIST
NICHT
ALLEIN!**

Fühlst du dich an der Uni sexuell belästigt oder bedroht?
Bleibe mit deinen Gefühlen nicht allein. Hole dir Hilfe bei uns!

**Kontakt – und Beratungsstelle gegen sexuelle
Diskriminierung und Gewalt**

www.uni-hamburg.de/belaestigung
Tel. 42838-3682

...GEGEN SEXUELLE DISKRIMINIERUNG UND GEWALT

Sie können sich an die Kontakt- und Beratungsstelle wenden, wenn Sie

- nicht sicher sind, ob eine gegen Sie gerichtete Belästigung sexualisierte Diskriminierung ist,
- verbale Entgleisungen und anzügliche Bemerkungen am Arbeitsplatz nicht mehr tolerieren wollen,
- unerwünscht Briefe oder Geschenke erhalten,
- das Gefühl haben, dass Ihnen jemand nachstellt,
- am Arbeitsplatz zu sexuellem Verhalten aufgefordert wurden,
- jemanden zum Reden brauchen.

ILKA STERNER

Kontakt- und Beratungsstelle bei
sexueller Diskriminierung und Gewalt
Grindelallee 46, 20146 Hamburg
04042838-2302 oder 0151 26825818

<https://uhh.de/kontaktstelle-sexuelle-diskriminierung>

