

Who is the responsible contact at the KU?

You can contact the following persons and offices at any time:

- Prevention officer at the KU
- Women and equal opportunity officers at the KU (uni-frauenbeauftragte@ku.de)
- Women and equal opportunity officers at the faculties
- Women and equal opportunity officers of the Student Representatives Council
- Women and equal opportunity officers of the research support staff

All contact details are available at:

www.ku.de/gleichstellung

Furthermore, you can contact the team of the KHG for a consultation appointment:

www.khg-eichstaett.de/kontakte/team

Students can also turn to the KU's Psychological Counseling Service. Further information is available at: www.ku.de/psych-beratung

International students can also contact the International Office to find out about available contact persons at the KU:

E-mail: intoff@ku.de

This flyer was compiled by the working group Prevention of the conference of women and equal opportunity officers at the Catholic University of Eichstätt-Ingolstadt on the basis of material created by the women and equal opportunity officer of the LMU and based on a workshop with the counseling center 'Frauennotruf München'.

Do you have any questions or want to know more?

Please feel free to contact the women and equal opportunity officer of the Catholic University of Eichstätt-Ingolstadt:

uni-frauenbeauftragte@ku.de



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Martin Abegglen (cover picture; CC-BY-SA-2.0)



Sexual harassment prevention

Information for students,
employees and superiors

www.ku.de

What is sexual harassment?

Sexual harassment is any kind of behavior of a sexual nature that is unwelcome or inappropriate and is perceived as disrespectful and abusive. This can include (but is not limited to) the following:

- Suggestive jokes
- Appraising looks
- Unwelcome and undesired touching
- Derogatory / sexist remarks on someone's appearance, behavior and private life
- Showing pornographic images
- Soliciting undesired sexual acts
- Criminal acts such as stalking, sexual assault and rape.

Sexual harassment is always unilateral behavior which is fundamentally different from flirting or compliments and which causes stress, insecurity, fear, depression as well as psychosomatic problems and reduced performance in those affected.

In university life, just as in any other social contexts, there are people who are affected by or fall victim to sexual harassment. Victims or offenders may be colleagues of equal rank or fellow students. However, due to the hierarchical structure at a university, existing relations of dependence or power might be exploited in a way in which boundaries are disregarded and exceeded and inappropriate advances are made. In many cases, those affected have to fear negative consequences for their career or working life if they defend themselves. Like this, they become victims in two contexts. This must be prevented!

How to react?

What can superiors and lecturers do?

A sensitive approach to the topic of sexual harassment is an integral part of leadership quality. Sexual harassment must not be tolerated, played down or ignored by the affected person's superior. If superiors become aware of a case of sexual harassment and are asked for help, they must react.

Also a responsible teaching practice includes efforts for a good working climate and offers contact persons for those affected by cases of sexual harassment. If you are unsure how to react in such a situation, please contact the mentioned advisory and counseling services.

What does the KU do?

The KU actively promotes a study and working environment that is built on mutual respect. Therefore, sexual harassment is not tolerated under any circumstance and will be punished accordingly.

The KU is committed to promoting an atmosphere of solidarity and equality in which all university members can defend themselves against possible cases of sexual harassment without fear or without having to fear limitation of their development opportunities. In order to achieve this, the KU offers counseling services and training for students, lecturers, employees and superiors.

What can I do if I am affected?

- Many of those affected deny or whitewash sexual harassment out of fear to be seen as prudish, overly sensitive or as lacking a sense of humor. It is your right to defend yourself!
- Do not wait for the offender to stop using inappropriate behavior.
- Use clear words to express your position. Say explicitly that you do not accept the other person's behavior because it violates your boundaries.
- Do not keep this to yourself. Talk to people you trust! This will help you to overcome feelings of insecurity.
- Make a note of the incident (date, time, place, present persons, what exactly happened?).
- You can turn to one of the mentioned offices and counseling services either alone or together with a person you trust. All information will be treated strictly confidential. We will not take any measures without your explicit consent! It is your personal decision if and which measures you would like to be taken. Possible measures and penalties for the offender include: Exclusion from courses, de-registration, ban on entering the university premises.
- You also have the possibility to seek advice and support outside the University (e.g. contact the counseling center 'Beratungsstelle Frauennotruf' +49 89/763737) or turn to the **Police**.