

## Whom to contact?

### Senate Commissioner for Protection against Sexual Harassment

Prof. Dr. Claudia Ritzi  
+49 (0) 651 201-2135 | sbut@uni-trier.de

### Commissioner for Equality Rights and Diversity

Dr. Claudia Seeling  
+49 (0) 651 201-3196 | seeling@uni-trier.de

### Equality and Diversity Officers of the Departments

Contact details can be found on the homepage of the university under your department.

### Staff Representative

Maria Kiefer-Koltes  
+49 (0) 651 201-3195 | kieferm@uni-trier.de

## Services outside the Trier University

### Women Emergency Service Trier

Ostallee 27, 54290 Trier  
+49 (0) 651 200 6588 | info@frauennotruf-trier.de

### Police Trier | Victim Protection, Emergency Aid

In case of acute threat, persecution or sexual assault: +49 (0) 651 9779-1255

Additional points of contact can be found on the Senate Commissioner's homepage.

[www.schutz-vor-sexueller-belaestigung.uni-trier.de](http://www.schutz-vor-sexueller-belaestigung.uni-trier.de)

# PROTECTION AGAINST SEXUAL HARASSMENT, DISCRIMINATION AND VIOLENCE

Information for members of Trier University



## What is sexual harassment?

Sexual harassment is unwanted, sexually motivated behaviour, a crossing of borders felt to be disrespectful and offensive. Sexual harassment is always an expression of striving for power.

Sexual harassment is a one-sided behavior that is fundamentally different from flirting or compliments and leads to stress, insecurity and fear. It is experienced by the concerned individuals as insulting, humiliating and degrading.

### Sexual harassment is also:

- insulting gazes
- insinuating jokes
- sexist remarks to or about someone
- showing of pornographic material
- unwanted touches
- criminal actions as stalking, (attempted) sexual assault and/or rape

Sexual harassment can affect anyone and everyone!

## Are you affected by any form of sexual harassment?

What happened to you may not be an isolated incident! It is not your responsibility and not your fault!

- Do not let the matter rest!
- Do not wait for the harassment to stop on its own!
- Say and show unmistakably that you do not tolerate this behavior and/or the assault!
- Talk to people you trust!
- Record incidents in writing (date, persons involved, witnesses etc.)!
- Contact the Senate Commissioner for Protection against Sexual Harassment or one of the services at the university!

### You can be sure:

Your case will be taken seriously and treated confidentially. All commissioners and officers are bound to discretion.

## Are other people you know affected?

Sensitivity and discretion in cases of sexual harassment are part of the leading and social competence of all staff members at Trier University.

- Make it unmistakably clear to the harasser that his/her behaviour is inappropriate!
- Make yourself available as a contact person or as a witness!
- Talk to the affected person!
- Offer your support to those concerned!
- Do nothing without the consent of those affected!
- In case of uncertainties and questions, please contact the responsible services at Trier University!

NEIN.