

# Guideline Against Sexualized Discrimination, Harassment, and Violence

## Preamble

The Studentenwerk Göttingen is committed to fostering equal, respectful, trusting, and discrimination-free collaboration among all employees of the Studentenwerk and all users of the facilities of the Studentenwerk. It advocates for effective protection against sexualized discrimination, sexual harassment, and sexual violence in all organizational units. It envisions itself as a place where everyone upholds a respectful and considerate interaction with each other.

## 1. Principles

- (1) Sexualized discrimination, sexual harassment, and sexual violence are prohibited within the premises of the Studentenwerk.
- (2) The Studentenwerk strives to ensure that within its jurisdiction, the right to sexual self-determination is respected, and individual rights in accordance with the Basic Law are upheld. Intimidating, stressful, and degrading behaviour will not be tolerated within the Studentenwerk's facilities.
- (3) The Studentenwerk takes a clear stance against sexualized discrimination, sexual harassment, and sexual violence and sensitizes its users and employees to the issues associated with sexualized discrimination, harassment, and violence. The violation of personal rights and the right to sexual self-determination is considered a serious (health) impairment and a significant disruption of personal rights. Sexual harassment, discrimination, and violence may constitute behavior that is criminally relevant and unlawful. The principles and measures outlined in this guideline aim to effectively address such behaviour. Victims are encouraged not to accept sexualized discrimination, harassment, and violence but to clearly express their rejection and actively resist it.

## 2. Scope of Application

This guideline applies to all users of the facilities of the Studentenwerk Göttingen.

## 3. Definitions

- (1) According to this guideline, behaviours and actions are considered sexualized discrimination, harassment, and violence when:
  - Unwanted sexually determined behaviour is intended or causes a violation of the dignity of the person concerned.
  - An environment characterized by intimidation, hostility, humiliation, degradation, or insults is created.

(2) Sexualized discrimination, harassment, and violence can be exercised in various ways, including verbally, non-verbally, and through physical assault, especially through:

- Remarks of a sexual nature, such as sexually degrading language and gestures.
- Degrading remarks or jokes directed at individuals, their bodies, sexual orientation, or intimate life, placed in a sexually oriented context.
- Unwanted display and visible placement of obscene, sexually degrading, or pornographic representations within the facilities of the Studentenwerk, such as graffiti.
- Verbal, visual, or electronic presentation, including copying, using, or utilizing digital media and websites on computer systems.
- Unwanted sexual actions and requests for such actions, especially sexually determined physical contact.
- Creating and exploiting situations aimed at sexually determined behaviour.
- Encouraging sexual or sexualized behaviour or actions.
- Harassment and coercion with a (including indirect) sexual background.
- Physical assaults.
- Rape.

#### **4. Organizational Responsibilities of the Studentenwerk**

**The Studentenwerk informs all users of the facilities of the Studentenwerk by publishing this guideline. Users are expected to become more aware of the issues of sexual harassment, discrimination, and violence through this guideline.**

(1) The Studentenwerk supports measures and initiatives to combat sexualized discrimination, harassment, and violence within the Studentenwerk's jurisdiction.

(2) The Studentenwerk ensures that complaints about incidents of sexualized discrimination, harassment, and violence are taken seriously and, if necessary, pursued.

(3) Within its financial capacity, the Studentenwerk takes the necessary measures to prevent, detect, and, with reasonable effort, eliminate or reduce sources of danger related to sexualized discrimination, harassment, and violence in its facilities and buildings.

(4) The heads of organizational units, based on their duty of care, are responsible for ensuring that sexualized discrimination, harassment, and violence are avoided and/or, if necessary, rectified within their work areas.

(5) Individuals who violate this guideline may be excluded from using the facilities of the Studentenwerk.

## 5. Complaint Procedure

(1) Responsible for receiving complaints from users of the facilities of the Studentenwerk are:

- For the areas of dining halls and cafeterias, the Department Head of Campus Gastronomy (Phone: +49 551 / 39 35 165)
- For the dormitories, the Department Head of Student Housing (Phone: +49 551 / 39 35 135)
- For all other areas, the Secretary's Office of the Studentenwerk (Phone: +49 551 / 39 35 102).

(2) The responsible parties hold a confidential conversation with the affected individuals, during which the affected individuals are provided with information about further courses of action. This includes information about additional counselling services and, if necessary, guidance on filing a criminal complaint. A list of counselling services is included in the appendix.

(3) The affected individual can decide within the conversation or afterward whether to accept counselling services and/or initiate further actions.

(4) With the consent of the affected individual, the responsible parties document the facts.

(5) The names of the affected individuals and the accused individuals must not be publicly disclosed. The identities of the affected individuals and the accused individuals may only be disclosed to disciplinary or law enforcement authorities within the framework of legal obligations.

(6) In urgent cases, the responsible parties may take preliminary measures to protect the affected individual.

## 6. Measures

(1) If the complaint does not provide sufficient factual evidence for the existence of sexualized discrimination, harassment, or violence, the Studentenwerk has no basis for taking further measures.

(2) Otherwise, the responsible parties, possibly in consultation with the management, decide at their discretion on what measures should be taken against the accused individual, taking into account the specific case and the severity of the incident.

Possible measures for users may include:

- Exclusion from the use of the facilities of the Studentenwerk.
- Issuance of a ban from the premises.
- Filing a criminal complaint.

## **7. Effective Date**

This guideline takes effect on the decision of the board on October 27, 2023.

As of October 27, 2023

In cases of doubt, the German version of the guideline shall apply.

(This guideline is to be reviewed for its validity no later than 5 years after its effective date.)