



Don't Look the Other Way – No Means No!

Sexual harassment and violence at the workplace or university

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1 Introduction

Sexual harassment and violence are transgressions and unfortunately a reality in our society. The consequences for the affected person can be severe. Sexual harassment and violence infringe the dignity of the targeted person. They feel ashamed, intimidated and may face disadvantages impacting on their professional life, safety and career development.

The mission statement of the UKE group determines that our behaviour towards each other is guided by mutual respect and appreciation. This also means that we reject any form of sexual harassment, discrimination and violence at the University Medical Centre Hamburg-Eppendorf.

An interdisciplinary team approached and addressed the issue „Sexual Harassment and Violence at the Workplace and University“ on the basis of this principle. The team came together as part of UKE INside. It consisted of persons who reflected the diversity of the professional groups and students of the Faculty of Medicine.

With this brochure, we would like to raise awareness for this issue among affected persons, employees, students and managerial staff. We have thus named support centres, initiated training offers and derived an exemplary procedure, which provides guidance for the correct actions in acute situations.

It is our aim to protect employees, students and patients from transgressive acts.

Your stance and communication will signal your rejection of sexual harassment and violence, which in turn will support us in creating a positive social atmosphere at UKE. Respectful interaction and the recognition of personal boundaries are the prerequisites for a positive atmosphere at the workplace, and constitute the framework for fulfilling our professional tasks in a protected working environment.

UKE Board of Directors



Prof. Dr. Christian Gerloff



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Blanche Schwappach-Pignataro



Joachim Prölß



Corinna Wriedt

Further information:

intranet.uke.de/nein-heisst-nein
www.uke.de/nein-heisst-nein

2 What is sexual harassment?

2.1 Definition

The term sexual harassment summarises a broad spectrum of conduct. It always denotes sexually determined unilateral conduct which is unwanted by the person it is directed against, and is perceived as insulting or demeaning. It causes the person who is affected to feel embarrassed, humiliated, intimidated and injured.

*Take your feeling of unease seriously!
There is no right or wrong.
Trust your personal and individual
perception.*



The General Equal Treatment Act [Allgemeines Gleichbehandlungsgesetz (AGG)] defines that sexual harassment has occurred if „[...] an unwanted conduct of a sexual nature, including unwanted sexual acts and requests to carry out sexual acts, physical contact 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.“ [§ 3 (4) AGG]

In most cases, women are affected by sexual harassment and violence, irrespective of age, marital status or professional position. The Act categorically prohibits sexual harassment and protects all humans.

2.2 Forms of sexual harassment

Sexual harassment and violence take many different forms. According to a European Union survey of 2014, sexual harassment can be divided in three categories, i.e. physical, verbal and non-verbal violence.

The following list includes examples:

Physical

- Unwelcome touching, even if it seemingly occurred coincidentally (e.g. hugging, kissing, fondling, stroking, pinching)
- Disregard of normal physical distance (e.g. encroaching)
- Physical violence, any form of sexual assault, abuse or rape

Verbal

- Sexually suggestive remarks and jokes
- Intrusive or offensive comments concerning the physical appearance or clothes
- Unwelcome questions with sexual content
- Inappropriate (sexualised) invitations to go out on dates
- Requests for intimacy or sexual favours (e.g. „Sit on my lap!“)

Non-verbal

- Forcing somebody to watch or look at pornographic material (e.g. displaying or disseminating sexually explicit photographs)
- Inappropriate staring or leering that was intimidating
- Indecent exposure
- Harassment on the internet, through SMS, emails or in social networks

2.3 Reactions & consequences

Reactions of the affected persons to sexual harassment differ. Destabilisation, fear, shame, feelings of disgust/repulsion, indignation, anger or reclusion occurs very frequently.

Furthermore, sexual harassment can have far-reaching and long-term physical and psychological effects; e.g. difficulty in sleeping, nightmares as well as eating disorders and depression, necessitating therapeutic treatment. The physical and mental performance of the targeted persons can be diminished, resulting in the incapacity to work and disrupted careers.

Sexualised physical assaults / rape



Sexualised physical assaults and rape are criminal offences. People affected by such criminal offences are recommended to take the following measures.

If such violent offences have occurred, it is important to secure and document all evidence, which the Central Emergency Room can do in coordination with the Forensic Medical Examination Centre for Victims of Violence at the Institute of Forensic Medicine of the UKE (24 hours a day).

Any act of violence can be reported to the police and prosecuted by the responsible prosecution agency.

Affected persons can find offers for counselling and support from **page 18 to 20**.

3 Sexual harassment at the workplace and university

Sexual harassment is a way of exercising power. It occurs on all levels and across all hierarchies.

Abusing a relationship of dependence is particularly reprehensible. This happens when the targeted person has been promised advantages for agreeing to perform sexual acts, or if disadvantages have been threatened for refusing to perform such acts. Circumstances which are conducive to sexual harassment at the workplace or university arise when the hierarchical position of the affected person is inferior to the one committing the transgression, as is the case for example for apprentices / students and teaching and examination staff.

If employees, apprentices or students enrolled in a dual study programme at UKE are subjected to sexual harassment or violence, the General Equal Treatment Act [AGG §3 (3) - (4)] is applicable. This law obliges the employer to protect all employees against sexual harassment and violence.

The Hamburg Higher Education Act [Hamburger Hochschulgesetz (HmbHG)] is applicable to students at the University of Hamburg (Faculty of Medicine). The AGG Complaint Office and the guidelines of the University of Hamburg for the „protection of students against gender-related discrimination and sexual violence“ address the issue and govern the contact structure, the responsibilities and the procedure which is to be initiated as soon as cases of sexual harassment and discrimination are known.

Affected students can approach the AGG Complaint Office for students at the University of Hamburg, the Dean's Office of the Faculty of Medicine, the faculty council or the equal opportunities officer for the academic staff and students of the Faculty of Medicine.

Doctorate students, honorary professors and visiting lecturers can also approach the Faculty of Medicine.

4 Which preventive measures is UKE pursuing?

4.1 Prevention

Sexual harassment should not occur in the first place. Comprehensive information and pro-active preventive measures are key points for the prevention of such offences. The aim must be a discrimination-free and harassment-free environment for working, studying, learning and researching at UKE.

The clear stance taken by the Board of the UKE against sexual harassment is the first preventive step.

The following list shows other preventive measures at UKE:

- Implementation of the AGG Complaint Office
- PR work that raises awareness (e.g. flyers, online content)
- Information for new employees and students
- Additional training and seminars for employees and managerial staff
- Self-defence courses
- Construction measures (e.g. lighting, parking places for women)
- Accompaniment by security personnel (-55555) on the premises or to the car park.

4.2 AGG Complaint Office

Pursuant to the General Equal Treatment Act (AGG), the employer is obliged to prevent sexual harassment and to guarantee the protection of affected persons after an incident (§ 12 AGG). The AGG Complaint Office was founded to serve this purpose.

It is obliged to pursue and investigate each complaint, and to inform the affected person of the findings. Employees submitting such complaints must not face any disadvantage (§ 16 AGG, prohibition of victimisation).

The AGG Complaint Office, which is equally staffed with a female/male ratio, is assigned to the Legal Department.

5 What to do in the event of sexual harassment?

Many affected persons feel uncertain as to how they can react to sexual harassment. It takes courage to defend yourself and to act accordingly. It can be helpful to inform yourself about suitable defence strategies in advance.

At UKE, there is a clear procedure in place for dealing with cases of sexual harassment. Confidential counselling, the AGG Complaint Office and a clearly defined procedure to deal with cases of sexual harassment are available to the affected person as support and protection.

As proceedings can involve far-reaching consequences for all involved persons, confidentiality is the highest priority when handling a complaint about sexual harassment. For this reason, there are regulations (AGG) to safeguard the anonymity of targeted persons, and also of the accused: the identities of the involved persons may only be disclosed to law enforcement and disciplinary agencies.

The ultimate right to make decisions about how to proceed always remains with the person affected of sexual harassment. The unlimited right to anonymity provides that the affected person can be represented by a person of his/her trust (e.g. at hearings).

5.1 What has proven itself in an acute situation?

If possible, stop the assault

The first important step for affected persons is to overcome their own speechlessness. You should reject transgressive conduct with verbal and – if necessary – physical signals.

Statements to set boundaries:

- *Stop that!*
- *I don't want that!*
- *I won't put up with that!*
- *Stop! You can't behave like this!*

Name the perpetrated act by its name and, if necessary, make the conduct of the harassing person public. Express in words what the harassing person did, as clearly stating this might also secure important witnesses of the incident. Do not get involved in discussions. The inappropriate behaviour is on the part of the harassing person!

The following are possible example sentences:

- *You are too close to me! Please take a step back!*
- *I don't want you to talk about my private life!*
- *Remarks about my clothes are unacceptable!*
- *Take your hands off me!*
- *You are harassing me!*

5 What to do in the event of sexual harassment?

5.2 What can you do after an incident?

Talk to someone you trust!

It is important not to tolerate or play down sexual harassment, but to take your own feelings seriously. It may help you to talk to a person you trust (e.g. equal opportunities officer, colleagues, managers; for students: lecturers, fellow students) to make sure that you are not alone with your experiences.

Talking can ease the soul. It generates support and breaks the taboo of silence. A person you trust might be able to give you advice about coping with the situation.

Document the incident

Take notes immediately after the incident or recurrent incidents of harassment in which you reconstruct the perpetrated acts and, most importantly, record the date, time, sequence of events, the involved persons and (possibly) witnesses.

Documentation checklist:

- Date, place, person committing the offences?
- What exactly happened?
- What was disturbing for you?
- Are there immediate witnesses?

These notes are important as affected persons often subsequently doubt their own perception, forget important details or blame themselves. Moreover, these records are important evidence, in particular if harassment is recurrent and if legal action is instituted. Store your notes at home.

Avail yourself of opportunities to talk

If the behaviour of the harassing person does not change despite verbal and/or written warning(s), you should no longer hesitate to approach one of the support centres for an initial talk. You can do this in a personal meeting or by anonymous phone call. What you say will be treated with absolute confidentiality and the centres are trained in handling such cases. It might be helpful for you to bring a person you trust to support you and also potentially to act as a witness of the harassment.

Interpreter & translation service

If the targeted person only has limited command of the German language, the UKE can provide interpreting and translation services for the first meeting and also for subsequent meetings.

As the affected person, it is your decision whether the incident shall be pursued after this first meeting. If you do not wish to do so, the procedure ends here. If you instruct that further action is to be taken, minutes of the meeting are kept accordingly and the incident will be reported to the AGG Complaint Office.

Right to self-determination

The ultimate decision is always made by the affected person, who decides about any possible steps, including whether the incident is to be further pursued through the AGG Complaint Office at UKE.

The contact points for the first meeting for UKE employees and students of the Faculty of Medicine are named on **page 18**.

5.3 What can I do if I have witnessed an incident of sexual harassment?

It is terrible if a person is sexually harassed – it becomes even more terrible when colleagues fail to do anything against it. With the right behaviour, you as an observer can effectively support a harassed person, and spare this person a lot of suffering.

- **Approach the affected person and talk to her/him** if you suspect or witness that sexual harassment or violence occurred, and offer help
- If you immediately observe it, **get involved** („Stop that!“)
- **Do not laugh** about sexist comments or jokes
- **Encourage** the targeted person to actively defend herself/himself
- **Offer to accompany** her/him when she talks to superiors or goes to a counselling centre
- **Promise confidentiality** about entrusted issues
- **Give testimony** of the perpetrated act that you witnessed in the event of legal action.

5 What to do in the event of sexual harassment?

5.4 The official complaint procedure

Notifying the Complaint Office

You personally notify the Complaint Office and/or a support centre (only if the corresponding mandate has been given). The AGG Complaint Office of the Legal Department is responsible for UKE employees. The AGG Complaint Office for students at the University of Hamburg handles the complaint procedure for students of the Faculty of Medicine. Written notes will be taken at the meeting with the Complaint Office.

After you have spoken to the Complaint Office, you decide once again whether the procedure ends or is to be continued.

Talking to accused persons

If the allegation is pursued, the next step is that the employer representative talks to the accused person. The person who was subjected to sexual harassment does not attend these meetings.

If the affected person is an UKE employee, then the second conversation is conducted by a different person from the AGG complaint office. If the affected person is a student, the responsible AGG Complaint Office for students at the University of Hamburg conducts the talk. It is recorded in minutes.

If the harassing behaviour ends after the talk, then the procedure also ends at this point. If the harassing conduct also continues after the talk with the accused person, or if the severity of the incident requires a separate and independent prosecution, then formal proceedings are initiated

Initiating formal proceedings

If the accused person is an UKE employee, the formal proceedings are initiated by the Legal Department. In order to do so, the responsible superior is informed of the allegation and is included in establishing the facts. After the facts and circumstances have been established, the AGG Complaint Office and the Legal Department will implement sanctions under employment law (e.g. written warning [Ermahnung], written advance warning of possible dismissal [Abmahnung], dismissal) if the allegations have been examined and then substantiated.

If the accused person is a student, the responsible office at the University of Hamburg (AGG Complaint Office for students) will institute the formal proceedings. The decision in favour of possible consequences under „student law“ (e.g. warning, exmatriculation) and their implementation only occurs when the allegations have been examined and substantiated.

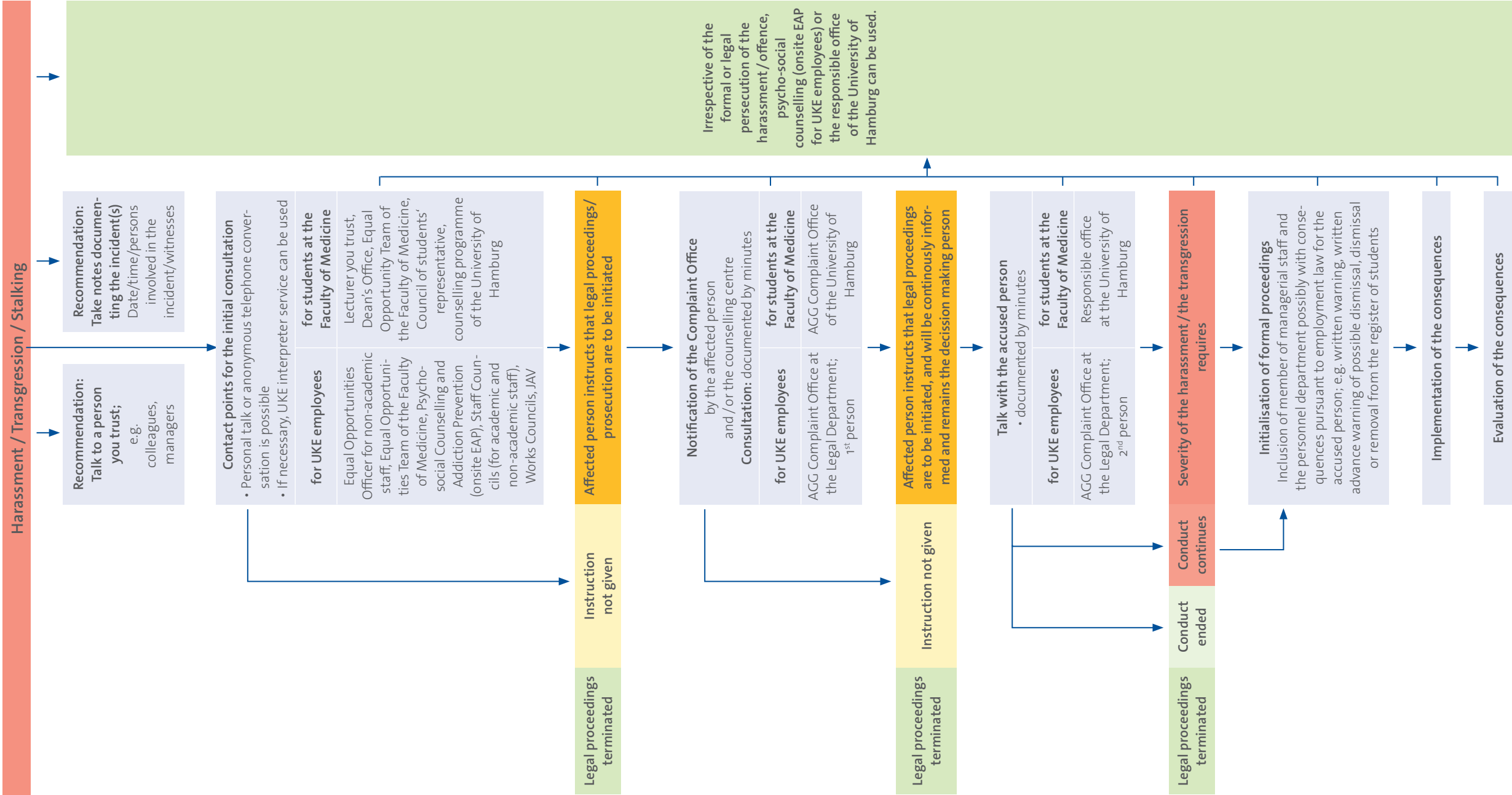
The presumption of innocence is applicable to the accused person during the ongoing proceedings.

The flow chart below shows an example procedure.

5 What to do in the event of sexual harassment?

5.5 Flow chart: procedure against sexual harassment at UKE

The ultimate right to make the decision on the further procedure always remains with the person affected by sexual harassment/stalking. Each case is considered individually.



6 You can find information, counselling & help here

6.1 Contact points for the initial consultation at UKE

Equal opportunities Officer for non-academic staff at the UKE group

Email: gleichstellungsbeauftragte@uke.de
Telephone: +49 (0) 40 7410 - 57019
www.uke.de/gleichstellungsbeauftragte-nwp

Equal opportunities Office of the Faculty of Medicine for academic staff and students

Email: gleichstellung@uke.de
www.uke.de/gleichstellungsreferat

Psycho-social Counselling and Addiction Prevention (onsite Employee Assistant Programme)

Email: s.kesebom@uke.de
Telephone: +49 (0) 40 7410 - 54194
intranet.uke.de/psychosoziale-beratung

Staff council for non-academic staff

Secretary's Office
Email: npr@uke.de
Telephone: +49 (0) 40 7410 - 52027

Staff council for academic staff

Secretary's Office
Email: npr@uke.de
Telephone: +49 (0) 40 7410 - 52826 / - 54423
intranet.uke.de/rund-ums-uke/personalvertretungen/personalrat-fuer-das-wissenschaftliche-personal/index.html

Representative for youths and trainees [Jugend- und Auszubildendenvertretung] JAV

Email: jav@uke.de
Telephone: +49 (0) 40 7410 - 59965

AGG Complaint Office

Telephone: +49 (0) 40 7410 - 56771
Email: agg-beschwerdestelle@uke.de

Patients

Praise & complaint management

Telephone: +49 (0) 40 7410 - 57985
Email: lobundtadel@uke.de

Ombudsperson

Telephone: +49 (0) 40 7410 - 55384
Email: ombudspersonen@uke.de

Works Councils

UKE | Outpatient Center GmbH

[Ambulanzzentrum des UKE GmbH]
Email: betriebsrat-ambulanzzentrum@uke.de

KGE Clinic Gastronomy Eppendorf GmbH [KGE Klinik Gastronomie Eppendorf GmbH]

Telephone: +49 (0) 152 22816233
Email: kge.betriebsrat@uke.de

KLE Clinic Logistic & Engineering GmbH [KLE Klinik Logistik & Engineering GmbH]

Telephone: +49 (0) 40 7410 - 54689
Email: br-kle@uke.de

KFE

Clinic Facility-Management Eppendorf GmbH

Telephone: +49 (0) 40 7410 - 59531
Email: br.kfe@uke.de

KSE Clinic Textiles Eppendorf GmbH

Telephone: +49 (0) 1522 2817066

Martiniklinik am UKE GmbH

Telephone: +49 (0) 40 7410 - 51390
Email: betriebsrat@martini-klinik.de
betriebsrat-mk@uke.de

Students, doctorate students, visiting lecturers

Faculty of Medicine / Dean's Office

Email: a.rheingans@uke.de
Telephone: +49 (0) 40 7410 - 58765
Email: a.soulos@uke.de
Telephone: +49 (0) 40 7410 - 57965
Email: s.falkenhof@uke.de
Telephone: +49 (0) 40 7410 - 53076

Student Council

Telephone: +49 (0) 7410 - 35361 Student (female)
Telephone: +49 (0) 7410 - 35360 Student (male)

University of Hamburg

Contact and Counselling Centre for Sexual Discrimination and Violence

[Kontakt- und Beratungsstelle bei sexueller Diskriminierung und Gewalt]

Itimad Lasfar
Telephone: +49 (0) 40 42838-8928
Email: Itimad.Lasfar@uni-hamburg.de
www.uni-hamburg.de/belaestigung

6 You can find information, counselling & help here

6.2 External counselling centres

Federal Anti-Discrimination Agency
[Antidiskriminierungsstelle des Bundes]

Telephone: +49 (0) 30 18555 - 1865
Email: beratung@ads.bund.de
<https://www.antidiskriminierungsstelle.de/DE/startseite/startseite-node.html>

Forensic Medical Examination Centre for Victims of Violence at the Institute of Forensic Medicine of the UKE

[Rechtsmedizinische Untersuchungsstelle für Opfer von Gewalt am Institut für Rechtsmedizin UKE]

Telephone: +49 (0) 40 7410 - 52127
Please arrange appointment in advance
Butenfeld 34 (N81)
22529 Hamburg

Out-Patient Trauma Centre at UKE

[Traumaambulanz am UKE]

Telephone: +49 (0) 40 7410 - 53210
Email: ambulanz.psychiatrie@uke-hh.de
Re. „Traumaambulanz“
Availability Mon. to Fri.: 8:00 a.m. – 3:00 p.m.

Support Hotline Violence Against Women
[Hilfetelefon Gewalt gegen Frauen]

Telephone: +49 08000116016
www.hilfetelefon.de

Emergency Hotline for Women and Girls
[Notruf für Frauen und Mädchen]

Telephone: +49 (0) 40 255566
www.frauennotruf-hamburg.de

Support Association Hamburg
[Opferhilfe Hamburg e. V.]

Telephone: +49 (0) 40 381 993
Email: mail@opferhilfe-hamburg.de
www.opferhilfe-hamburg.de

Magnus Hirschfeldt Centrum e. V. for Lesbians, Gays, Bi and Trans

Telefon: +49 (0) 40 279 00 69
www.mhc-hamburg.de

Support institutions and counselling centres

Polizeilicher Wegweiser in das Hamburger Hilfenetz
[Police guide to the Hamburg support network]

www.polizei.hamburg/contentblob/6189048/167e6692d5fe730c62ccad85402cff4/data/opferhilfeeinrichtungen-beratungsstellen-do.pdf

www.polizei.hamburg/opferhilfeeinrichtungen/

7 Information for people with leadership responsibilities

For managerial staff sexual harassment and violence is a particularly serious issue. It is their duty to be aware, to create an atmosphere of trust for the conversations and to respect that the ultimate right to make any decisions concerning the respective case remains with the affected person.

As a member of the managerial staff this situation is often not easy because you might want to take action as part of your duty to protect the affected person. However, the following always applies: the ultimate right to make any decision concerning the respective case remains with the person affected by sexual harassment and violence.

7.1 Prevention

Recommended course of action

- *Lead by example!*
- *Raise awareness for the issue!*
- *Be attentive!*

Creating a workplace atmosphere which is free of discrimination and harassment is your managerial responsibility. This includes the prevention of sexual harassment and violence.

Lead by example!

Your position means that you must lead by example clearly communicating that sexual harassment is unacceptable behaviour.

Raise awareness about the issue!

Break the taboo and discuss the problematic issue of sexual harassment and violence with your team. You can use this opportunity to emphatically stress your rejection of sexualised violence, thus indirectly encouraging affected people to report their own experiences of such offences.

Additionally, the Equal Opportunities Officer can offer team workshops at the respective workplace if requested. Enquiries on this matter can be submitted via the intranet, UKE INside “Road-Show”.

Be attentive!

Observe the specific working environment and pay attention to the tone used in the team. Be perceptive concerning any shifts in the tone among colleagues and any indication of sexual harassment. Do not ignore the issue, but handle complaints confidentially and take them seriously.

7 Information for people with leadership responsibilities

7.2 Response in acute situations

Be available as a person of trust!

As a manager providing leadership, take the remarks seriously and create space for a trustful atmosphere for your conversations. You must maintain confidentiality about information that you have been entrusted with and only act if you have been authorised to do so by the person affected by sexual harassment or violence. Until the circumstances have been fully verified, you must also maintain the anonymity of the accused person.

Remain neutral!

Managers must always remain neutral until the AGG Complaint Office has been able to verify all circumstances of the incident and has determined to take legal measures. As a person of trust you take the affected person seriously and provide her/him with the names of the contact and counselling centres at UKE. The AGG Complaint office, which is only notified if so requested by the affected person, is responsible for the investigation of the incident and, possibly, initiating proceedings.

The exemplary procedural chain of UKE depicts a sequence of counselling opportunities and steps of the AGG Complaint Office.

The affected person has the ultimate right to make decision concerning how to proceed!

This right always remains with the person affected by sexual harassment and violence.

7.3 Support for people with leadership responsibilities

You can confidentially asked specific questions and report specific cases to contact persons and internal counselling centres in order to develop specific solution strategies together.

- Equal opportunities Officer for the non-academic staff of the UKE group
- Equal opportunities Department of the Faculty of Medicine for academic staff and students
- AGG Complaint Office

Furthermore, the UKE Academy for Education & Career provides special qualification offers for managerial staff on the topic of sexual harassment and violence.

8 Figures, data & facts

8.1 Regulations & laws

Basic Law [Grundgesetz]

Articles 1 and 2

General Equal Treatment Act

[AGG: Allgemeines Gleichbehandlungsgesetz]

- § 1 Purpose of the AGG
- § 3 Definitions § 12 Employer Action and Duties
- § 13 Right of Appeal
- § 14 Right to Refuse Performance

German Criminal Code [StGB: Strafgesetzbuch]

- § 177 Offences against sexual self-determination
- § 184i Sexual harassment
- § 240 Using threats or force to cause a person to do, suffer or omit an act

Hamburg Equal Opportunities Act

[HmbGleiG: Hamburgisches Gleichstellungsgesetz]

[Hamburgisches Gesetz zur Gleichstellung von Frauen und Männern im öffentlichen Dienst]
www.landesrecht-hamburg.de/jportal/portal/page/bshaprod.psml?showdoccase=1&doc.id=jlr-GleichstGHA2015rahmen

Hamburg Higher Education Act

[HmbHG: Hamburgisches Hochschulgesetz]

www.landesrecht-hamburg.de/jportal/portal/page/bshaprod.psml?showdoccase=1&doc.id=jlr-HSchulGHArahmen

8.2 Additional links & sources

European Union Agency for Fundamental Rights (2014)

Violence against women: an EU-wide survey
Luxembourg

Federal Anti-Discrimination Agency (2016)

[Antidiskriminierungsstelle des Bundes]

What to do in the event of sexual harassment at the workplace? Guidelines for employees, employers and work councils [Was tun bei sexueller Belästigung am Arbeitsplatz? Leitfaden für Beschäftigte, Arbeitgeber und Betriebsräte]
Berlin
https://www.antidiskriminierungsstelle.de/SharedDocs/downloads/DE/publikationen/Leitfaeden/leitfaden_was_tun_bei_sexueller_belaestigung.html

Federal Anti-Discrimination Agency (2015)

[Antidiskriminierungsstelle des Bundes]

Sexual harassment at the workplace
Findings of a representative survey among employees in Germany [Sexuelle Belästigung am Arbeitsplatz
Ergebnisse einer repräsentativen Umfrage unter Beschäftigten in Deutschland]
Berlin
https://www.antidiskriminierungsstelle.de/SharedDocs/downloads/DE/publikationen/Umfragen/handout_umfrage_sex_belaestigung_am_Arbeitsplatz_beschaefigte.pdf?__blob=publicationFile&v=4

Federal Anti-Discrimination Agency (2015)
[Antidiskriminierungsstelle des Bundes]

Sexual harassment at the workplace
Survey among 667 personnel managers and work
council representatives
[Sexuelle Belästigung am Arbeitsplatz Umfrage
unter 667 Personalverantwortlichen und Betriebs-
rätInnen]

Berlin
[www.antidiskriminierungsstelle.de/SharedDocs/
downloads/DE/publikationen/Umfragen/handout_
umfrage_sex_belaestigung_am_arbeitsplatz_per-
sonalverantw.pdf?__blob=publicationFile&v=4](http://www.antidiskriminierungsstelle.de/SharedDocs/downloads/DE/publikationen/Umfragen/handout_umfrage_sex_belaestigung_am_arbeitsplatz_personalverantw.pdf?__blob=publicationFile&v=4)

Federal Anti-Discrimination Agency (2015)
[Antidiskriminierungsstelle des Bundes]

Sexual harassment in the university context -
protection gaps and recommendations
[Sexuelle Belästigung im Hochschulkontext –
Schutzlücken und Empfehlungen]
Berlin

**Federal Conference for Women's and Equal oppor-
tunities Officers at Institutions of Higher Education**
**[Bundeskonzferenz der Frauen- und Gleichstellungs-
beauftragten an Hochschulen]**

www.bukof.de

**Federal Association of Counselling Centres and
Emergency Hotlines for Women**
**[Bundesverband Frauenberatungsstellen und
Frauennotrufe]**

bff: Frauen gegen Gewalt e.V.
www.frauen-gegen-gewalt.de/de/
www.frauen-gegen-gewalt.de/de/aktuelles.html

**Grenzüberschreitungen, Grenzverletzungen,
Abgrenzungen**

[Transgression, Violation, Defence]
Womens' and Equal Opportunities Officer at
Charité
frauenbeauftragte.charite.de/

Protecting care workers against assaults
[Pflegekräfte vor Übergriffen schützen]

Benecker, C. (2013)
Ärztezeitung Online dated 7 February 2013
[www.aerztezeitung.de/Politik/Pflegekraefte-vor-
Uebergriffen-schuetzen-270387.html](http://www.aerztezeitung.de/Politik/Pflegekraefte-vor-Uebergriffen-schuetzen-270387.html)

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