

## What can the university do?

In 2017, the HWR Berlin issued a set of binding guidelines for the »Protection against sexual discrimination, harassment and violence«. They apply to all members of the university and external service providers.

In the case of transgression, these guidelines specify sanctions ranging from an official hearing, the opening of a disciplinary procedure, exclusion from the university premises and dismissal or disenrolment.

Following consultation with the person affected, the university management can take appropriate measures to effect relief by altering the situation and sanctioning the person responsible for the offence(s).

The general legal and constitutional framework valid in The Federal Republic of Germany, the provisions of the Equality Law (Allgemeines Gleichbehandlungsgesetz AGG) and the provisions of Criminal Law (Strafgesetzbuch) also apply.

## Who is there to help?

### In an emergency

Police: 110

Schöneberg Campus, Porter's office  
House A: Tel. +49 30 30877-1400  
Houses B & C: Tel. +49 30 30877-1222  
Houses D & E: Tel. +49 30 30877-1430

Campus Lichtenberg, Porter's office  
Tel.: +49 30 9021-2222

### Support available at the HWR Berlin

#### Psychological Consultation for Students

Tel.: +49 30 30877-1458

E-Mail: [psychologische-beratung@hwr-berlin.de](mailto:psychologische-beratung@hwr-berlin.de)

#### Gender Equality Officer

Tel.: +49 30 30877-1231

e-mail: [frauenbeauftragte@hwr-berlin.de](mailto:frauenbeauftragte@hwr-berlin.de)

#### The Gender Equality Officers of the individual departments

[www.hwr-berlin.de/frauenbeauftragte](http://www.hwr-berlin.de/frauenbeauftragte)

#### AStA

Tel.: +49 30 30877-1550

e-mail: [vorstand@asta.hwr-berlin.de](mailto:vorstand@asta.hwr-berlin.de)

The **Deaneries of the individual departments** make a contribution to the implementation of the guidelines and provide consultation partners to this end.

#### Further information is available under:

[www.hwr-berlin.de/serviceangebote-notfalladressen](http://www.hwr-berlin.de/serviceangebote-notfalladressen)

[www.hwr-berlin.de](http://www.hwr-berlin.de)



Hochschule für  
Wirtschaft und Recht Berlin  
Berlin School of Economics and Law



**Sexual discrimination,  
harassment and violence  
will not be tolerated at  
the HWR Berlin!**

Information for students, teaching staff  
and other members of staff



# Sexual harassment begins at the point at which borders are transgressed

Sexual discrimination and violence is a taboo and those affected by it experience difficulty in talking about it.

Should you have suffered from sexual harassment or violence, or have witnessed such events, you should not hesitate to seek help.

The HWR Berlin provides all its students and other members protection and support in such cases.

The responsible contact persons at the HWR Berlin are happy to provide advice and support in an entirely confidential and discreet atmosphere. We will not take any action against the wishes of the persons affected.

## What is sexual discrimination and violence?

Men and women can be affected by sexual harassment in every professional context, including universities. Those responsible for sexual harassment often take advantage of hierarchies and the resulting relationships of professional dependence.

Sexual discrimination and violence is every form of sexualized behaviour, whether it express itself in verbal, non-verbal or physical form; those affected experience injury of their personal integrity.

This can include the following actions and behaviour:

- The use of sexualized language
- Non-verbal, sexually-debasing communication
- Verbal and figurative depictions or such depictions using electronic presentations, Pornographic depictions
- Sexist behaviour or communication
- Obviously unwanted (on the part of one of those involved) sexual advances and requests
- Obviously unwanted (on the part of one of those involved) physical contact and importunity

Criminally prosecutable actions cover unwanted (on the part of one of those involved) sexual advances and contact as well as stalking, coercion and rape.

## What can I do?

Trust your own feelings and set borders. No means no! Your own personal perception is decisive; not the perception of the situation by outsiders. Intrusive actions will not stop by themselves! Do not remain silent from shame or fear or the fear of appearing prudish or humourless. Your restraint confers unnecessary power to the harasser. Should you become affected by sexual harassment or have witnessed an incidence of sexual harassment you have the following options:

### As an affected person

- In an emergency: Call for help!
- Refuse the advance: make clear that the behaviour in question is unwanted
- Record the time, place and circumstances of the incident and a description of the person
- Report the incident at the porter's office and / or to the Police
- Seek help, talk to someone you trust or contact the internal help and support offices provided by the HWR Berlin or consult an external support centre

### As a witness

- Help a person in distress
- Talk to the person affected in a caring manner
- Offer your help
- Do not take any action against the wishes of the person affected
- Should you become aware of any discriminatory or sexualized behaviour at the HWR Berlin consult an internal or an external centre of advice