



SEXUAL HARASSMENT AT THE UNIVERSITY

Women and men can be subject to sexual harassment in any social context, but especially so at the workplace. Most members of the university consider it to be an enlightened and emancipated environment where incidents like sexual assaults do not occur. However, the university has no less potential for such harassment than any other setting. Due to its hierarchical structure, existing relationships of dependence can be exploited, which can result in boundary violations and improper advances. It is often difficult to ward off harassment, as it may be disguised as unintentional and can, in the event of a confrontation, be denied or dismissed as the imagination of the harassed person or as a misunderstanding. Those who defend themselves must also fear negative effects in many cases, such as hostility, harassment or discrimination, thus causing them to be victimized in two ways. This is something we must prevent. Protection against sexual harassment has been regulated by the German General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz - AGG) since 2006. An employer is obliged to protect their employees against sexual harassment. It is the basic goal of HMDK Stuttgart to provide safe study and working conditions and to establish a collegial atmosphere where everyone can develop their talents and expand their skills without fear or restrictions.

Therefore, sexual harassment will under no circumstances be tolerated at HMDK Stuttgart and in the event of its occurrence, according sanctions will be imposed.

LEGAL DETAILS

Staatliche Hochschule für Musik und Darstellende Kunst Stuttgart
Urbanstraße 25 · 70182 Stuttgart

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We thank Ludwig-Maximilians-Universität Munich for letting us have several text passages.

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WWW.HMDK-STUTTART.DE



**INFORMATION ON
SEXUAL HARASSMENT,
DISCRIMINATION AND VIOLENCE**

**STUTTART CRISES & EMERGENCY SERVICES
(UNTIL MIDNIGHT)
0180 51 10 444**



STAATLICHE HOCHSCHULE
FÜR MUSIK UND
DARSTELLENDEN KUNST
STUTTART

WHAT IS SEXUAL HARASSMENT?

Sexual harassment starts when established boundaries are overstepped.

Sexual harassment is any conduct of a sexual nature which is perceived as unwanted and offensive, disrespectful or derogatory by the person it is directed at. Although men and women can both be affected, it is mainly women who fall victim to sexual harassment. It ranges from inappropriate innuendos in everyday communication to actions subject to criminal prosecution.

- Suggestive jokes
- Showing pornographic material
- Leering, prolonged staring
- Intrusive behavior, obscene gestures
- Unwanted bodily contact
- Sexist or derogatory remarks about a person's looks, conduct or private life
- Sexual soliciting

The following actions are subject to criminal prosecution:

- Stalking
- Sexual assault and rape

Sexual harassment is always one-sided behavior which differs fundamentally from flirting or complimenting someone in a respectful manner. It often causes stress, feelings of insecurity, fear, depression and psychosomatic symptoms, and can ultimately lead to a decrease or outright failure with regard to performance. Even more serious is when unwanted advances are accompanied by insinuations or promises of benefits or rewards in the event of conceding to unwanted sexual advances or by threats of negative consequences in the event of refusal. Sexual harassment is an infringement of a person's professional obligations and a disciplinary offence for which disciplinary measures can be taken. Forced sexual acts, assault, physical violence, sexual assault and rape, however, are criminal offences.

WHAT CAN SUPERIORS DO?

No superior must tolerate, trivialize or ignore sexual harassment. If you are aware of any occurrences of sexual harassment or any (female or male) employees ask you for help, you must act. You must take the victim seriously and maintain confidentiality. If you are not sure how you should behave in such a situation, contact the help centers listed below.

WHAT CAN VICTIMS DO?

Many individuals affected by sexual harassment downplay what happened to them out of uncertainty or fear of being regarded as prudish, overly sensitive or humorless. However, ignoring harassment is the most ineffective way of handling it and often may even be considered consent. Quick-witted or light-hearted replies are equally unsuccessful responses to harassment as is responding to the offender's behavior. Those affected should make their feelings clear, realize that their experience is not an isolated one, and that it is by no means their fault!

- Do not wait for misconduct to stop on its own!
- Every individual – female or male – has the right to make their own boundaries and to communicate them. These must be respected and followed by all individuals in any situation.
- Do not keep the matter to yourself! Talk to people you trust and contact the help centers listed below.
- Document any sexual harassment immediately in writing, stating the place, time, circumstances and the persons with whom you have already talked about it.
- Do not be afraid of negative consequences! It is this fear which gives offenders such power.

WHO CAN YOU CONTACT?

You can contact any of the offices or persons listed below. Be assured that all information you provide will be treated confidentially. No further steps will be taken without your express consent! It is you yourself who decides which measures you want to take or have taken.

HELP CENTERS

HMDK liaison lecturer

Salome Tendies, +49 (0)179 9313943 (mobil)
salome.tendies@hmdk-stuttgart.de
Frederik Zeugke, +49 (0)711 212 4730
frederik.zeugke@hmdk-stuttgart.de

AStA (Students' union executive committee) of the HMDK

+49 (0)711 212-4661, asta@hmdk-stuttgart.de

Stuttgart crises and emergency services (until midnight)

+49 (0)180 51 10 444

Victim Support Organisation – WEISSER RING Stuttgart

+49 (0)711 90713990
lbbadenwuerttemberg@weisser-ring.de
<https://baden-wuerttemberg.weisser-ring.de>

Equal opportunities commissioner

Prof. Marion Eckstein, marion.eckstein@hmdk-stuttgart.de
Prof. Julika Mayer, julika.mayer@hmdk-stuttgart.de
Prof. Dr. Stefania Neonato, stefania.neonato@hmdk-stuttgart.de
Prof. Tillmann Reinbeck, tillmann.reinbeck@hmdk-stuttgart.de

Contact person for anti-discrimination

Prof. Dr. Hendrikje Mautner-Obst,
hendrikje.mautner@hmdk-stuttgart.de

Confidential lawyer of the Ministry of Science, Research and the Arts in Baden-Württemberg (MWK)

Lawyer Michaela Spandau
vertrauensanwaeltin-mwk@rechtsanwaelte-js.de

Stuttgart police headquarters

Hahnemannstr. 1, 70191 Stuttgart, +49 (0)711 8990-0

HMDK employee council

Tatjana Fellermeier, Arne Morgner
+49 (0)711 212-4640, personalrat@hmdk-stuttgart.de

HMDK president Room 9.25

Axel Köhler, +49 (0)711 212 4631
rektor@hmdk-stuttgart.de

HMDK chancellor Room 9.27

Christof Wörle-Himmel, +49 (0)711 212 4636
christof.woerle-himmel@hmdk-stuttgart.de

Wildwasser e.V. (German society for prevention of sexual abuse)

Stuttgarter Str. 3, 70469 Stuttgart, +49 (0)711 857068
info@wildwasser.stuttgart.de

Violence against women support hotline

+49 (0)8000 116 016 (free of charge all over Germany)
www.hilfetelefon.de

Violence against men support hotline Mo–Thu: 8–20 h, Fr: 8–15 h

+49 (0)800 123 99 00, www.maennerhilfetelefon.de

Help against domestic violence – Public order authority

+49 (0)711 216-91 or -933 or -91934

Counselling and therapy for women in Stuttgart

Schlossstr. 98, 70176 Stuttgart
+49 (0)711 28590-01
+49 (0)711 28590-02

Women helping women association (Stuttgart women's shelter 1 & 2)

+49 (0)711 542021
info@fhf-stuttgart.de
<https://www.fhf-stuttgart.de>