

POLICY

on the Protection against
Sexual Harassment at
Johannes Gutenberg
University Mainz



CONTACT POINTS
for reporting Sexual Harassment

POLICY

on the Protection against Sexual Harassment

& CONTACT POINTS
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The President informs employees and students on the University policy on the protection against sexual harassment and contact points for reporting sexual harassment

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Senate resolution of 02.01.2013

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1 POLICY ON PROTECTION AGAINST SEXUAL HARASSMENT AT JOHANNES-GUTENBERG UNIVERSITY MAINZ

JGU does not tolerate any sexual violence and sexual harassment. Article 3, Paragraph 4 of Germany's German Equal Treatment Act (§ 3 IV AGG) already adopts relevant regulations that are valid for all employees. It is important to JGU to protect all members of JGU against sexual violence and sexual harassment, including those not covered by the AGG. Against this background, the Senate, in its session on 02.01.2013, adopted the following policy.

ARTICLE 1 POLICIES

1. The University of Mainz promotes cooperation based on equality between men and women at all functional levels in service, study, teaching and research.
2. It attaches great importance on trusting cooperation between male and female employees and students, and on a good working environment.
3. Within its area of responsibility, it assumes responsibility for ensuring that an individual's right to sexual identity is respected and maintained at all times.
4. Sexual harassment constitutes a massive encroachment on an individual's right to privacy and a breach of the service and employment contract-related and membership-related rights of all members of the University as well as a major disruption of University operations.
5. Sexual harassment creates a climate of intimidation and humiliation that can not only impair job satisfaction and work ability, but also the health of those affected.

6. Sexual harassment is unlawful. Sexual harassment is countered by the principles, actions and possible sanctions specified in this policy.

7. All members, especially those with training and qualification or management duties in teaching and research, management and self-government are responsible in their area of responsibility for ensuring that any type of sexual harassment does not take place or is stopped and considered and treated as a violation of the law.

ARTICLE 2 AREA OF APPLICATION

This policy applies to all members of the university.

Members of the University are those who are full-time public service employees of the University, its enrolled students and enrolled PhD students.

ARTICLE 3 DEFINITION

1. Sexual harassment at the place of study or work is defined as any willful conduct of a sexual nature that violates the dignity of employees and students.

This includes:

- sexual acts and behavior that are made punishable by criminal law and
 - other sexual acts and advances,
 - sexually defined physical contact, remarks of a sexual nature and public exhibition of pornographic images that are recognizably rejected by the affected individual.
2. In particular, sexual harassment is also deemed to exist in the following situations:
- sexually derogatory language,
 - derogatory remarks or jokes with sexual innuendo
 - about individuals, their body, their behavior or their intimate life,
 - gestures and other nonverbal communication with a sexual reference,
 - verbal, visual or electronic presentation of pornographic or sexist depictions,
 - unwanted physical contact or physical violence,
 - unwanted incitement to sexual behavior,
 - stalking with a sexual premise.

3. Sexual harassment is considered to be particularly serious when it occurs by taking advantage of the dependency relationship at the place of training or work or study, possibly under threat of personal or professional drawbacks.

ARTICLE 4 MEASURES TO BE TAKEN BY THE AFFECTED PERSON

1. Any sexual harassment is to be considered unacceptable by the affected person.

2. The affected person has the right to complain to the appropriate offices of the University when the person feels sexually harassed within the meaning of Article 3.

3. Appropriate offices in this sense are:

- University administration
- Deans
- Gender Equality Representative
- staff council members
- appropriate offices of the student council.

4. The invoked offices are required to investigate the complaint and take appropriate measures to stop the continuation of a determined harassment. If you consider yourself incapable of taking the aforementioned appropriate measures, then these offices are obliged to report the incident (as far as possible with the consent of the affected person) to the nearest competent office within the University.

The Gender Equality Representatives or the Gender Consultants can be engaged at an early stage.

5. a) The right to anonymity of the affected person is safeguarded in the course of a mere counseling session in accordance with Article 5, Clause 1, first subparagraph of this policy.

In this case, the affected person may be represented by a person of their trust.

5. b) The identity of the affected person may only be transmitted to criminal prosecution or disciplinary authorities within the framework of their procedural competences and only through the persons legitimated for this purpose.

5. c) If it is necessary to take further measures beyond a counseling session of the aforementioned type, then the identity of the affected person can be requested by the person accused of sexual harassment. This, however, can only be done on the part the competent office and with the knowledge of the affected person.

6. It is ensured that no personal or professional disadvantage is conferred on the part of the University to the person concerned and, where applicable, the person of their trust. Therefore, all steps are carried out in agreement with the above persons concerned.

ARTICLE 5 MEASURES TAKEN BY THE UNIVERSITY

1. Measures taken by the University in collaboration with the person concerned. If, under Article 4, Clause 3, a competent office becomes aware of the suspicion of sexual harassment, then it can take the following measures:

- Counseling session between a person from the competent office and the affected person
- Personal conversation of the affected person with the person accused of sexual harassment in the presence of a person from the competent office
- Personal conversation or a supervisor of the affected person or a person from the competent office with the person accused of sexual harassment with reference to the incident.

2. In the event of sexual harassment, the University must take the appropriate measures warranted by the individual case.

These measures may involve disciplinary actions or reprimands such as a warning letter, implementation, transfer, termination or dismissal.

In addition, the following measures may be appropriate in individual cases:

- Exclusion from a course
- Exclusion from the use of University facilities
- Revocation of IT use authorization
- Campus ban
- Deregistration under the provisions of Article 69, Paragraph 3 of Germany's Higher Education Act in the respective current version.

The rights of the staff council according to Germany's State Staff Representation Act (LPVG) remain unaffected.

Regardless of the aforementioned measures, when an incident of sexual harassment becomes known, then it must be examined on a case-by-case basis to what extent provisional measures must be taken to protect the affected person. Upon the complaint of the affected person the supervisor shall take appropriate measures to prevent the continuation or repetition of an established harassment grievance.

The Gender Equality Representative or the Gender Consultant has to be informed if the affected person so desires.

The University strives, within the scope of its capabilities, to allow the affected person to receive psychological and legal counseling.

ARTICLE 6 PREVENTION

The University is obliged to protect its members against sexual harassment at the place of work and study and also to take preventive measures within this context, in particular:

- Advanced training and other measures for preventing sexual harassment (information on the legal situation, complaint mechanisms and sanctions)
- Sensitization to the problem of sexual harassment at the place of work and study.

ARTICLE 7 ACTIVATION AND ANNOUNCEMENT

1. The policy shall come into force on the day of its adoption by the Senate of Johannes Gutenberg University.

At the same time, the policy of 06.02.2006, as amended 11.13.2006, shall be repealed.

2. The policy will be published inside the University and handed out during recruitment, assumption of office and commencement of studies.

2 CONTACT POINTS FOR REPORTING SEXUAL HARASSMENT

2.1 CONTACT POINTS AT JGU IN CONJUNCTION WITH THE POLICY

MAINZ CAMPUS

STELLVERTRETER DES KANZLERS (DEPUTY CHANCELLOR)

Andreas Gepp
Forum 3; Room 01-347, 55099 Mainz
Tel.: 06131-39 22204
Fax: 06131-39 23837
e-mail: gepp@uni-mainz.de

PERSONALRAT (STAFF COUNCIL)

Johann-Joachim-Becher-Weg 4, 55099 Mainz
On call: Monday through Thursday: 8 a.m. – 4 p.m., Friday: 8 a.m. – 12 p.m.
Tel.: 06131-39 25551/25552
Fax: 06131-39 25550
www.personalrat.uni-mainz.de
Business hours in Faculty 06 Gernersheim:
Every Monday 10 a.m. – 3 p.m., dates will be posted on the notice board.

ASTA-SOZIALREFERAT (STUDENT COUNCIL-SOCIAL SERVICES DEPARTMENT)

Staudingerweg 21, 55128 Mainz
e-mail: soziales@asta.uni-mainz.de

ASTA-AUTONOMES ALLE-FRAUENREFERAT (STUDENT COUNCIL-AUTONOMOUS OFFICE OF ALL WOMEN'S AFFAIRS)

Staudingerweg 21, 55128 Mainz
Tel.: 06131-39 24406
e-mail: frauen@asta.uni-mainz.de

DIE GLEICHSTELLUNGSBEAUFTRAGTE DES SENATS UND IHRE STELLVERTRETERINNEN (GENDER EQUALITY REPRESENTATIVE OF THE SENATE AND HER REPRESENTATIVES)

Please refer to the homepage.
<http://www.frauenbuero.uni-mainz.de>

DIE GLEICHSTELLUNGSBEAUFTRAGTEN DER FACHBEREICHE (GENDER EQUALITY REPRESENTATIVE OF THE FACULTIES)

Please refer to the home page for the current list.
<http://www.frauenbuero.uni-mainz.de>

BÜRO FÜR FRAUENFÖRDERUNG UND GLEICHSTELLUNG (OFFICE OF GENDER AFFAIRS AND EQUAL OPPORTUNITY)

Frauenreferentinnen (Gender Consultants)
Stefanie Meyer, Silke Paul
Business hours by appointment
Office: Monday through Thursday: 9 a.m. – 12 p.m.,
Friday: 10 a.m. – 12 p.m.
Campus, Forum 3, First floor, Room 00-404,
55128 Mainz
Tel.: 06131-39 22988
Fax: 06131-39 25747
e-mail: frauenbuero@uni-mainz.de
<http://www.frauenbuero.uni-mainz.de>

GERMERSHEIM CAMPUS**DEKAN DES FB 06
(DEAN OF FACULTY 06)**

Monday through Friday
 Tel.: 07274-50835 105, 07274-50835 107
 e-mail: dekan06@uni-mainz.de
 montags bis freitags
 Tel.: 07274-50835 105, 07274-50835 107
 E-Mail: dekan06@uni-mainz.de

**GLEICHSTELLUNGSBEAUFTRAGTE DES FB 06
(GENDER EQUALITY REPRESENTATIVE OF FACULTY 06)**

Apl. Prof. (Adjunct Professor) Dr. Dr. h.c. Sabina Matter-Seibel
 Tel.: 07274-508-35244
 e-mail: matterse@uni-mainz.de
 Angelika Weber
 Tel.: 07274-508-35101
 e-mail: angelika.weber@uni-mainz.de

**2.2 OTHER CONTACT POINTS AT THE
MAINZ CAMPUS****RECHTSANGELEGENHEITEN
(LEGAL AFFAIRS)**

Forum 3, 55099 Mainz, Room 01-318
 Tel.: 06131-39 22487/22109
 Fax: 06131-39 25131
 e-mail: recht@uni-mainz.de

**PSYCHOTHERAPEUTISCHE BERATUNGSSTELLE
(COUNSELING SERVICES CENTER)**

Hegelstr. 61, Fifth Floor (HDI-Building), 55122 Mainz
 Business hours: Monday through Friday: 9 a.m. – 12 p.m.
 Monday, Tuesday and Thursday: 1:30 p.m. – 3:30 p.m.
 Check-in in person or by telephone during business hours at the office
 Tel.: 06131-39 22312, Fax: 06131-39 20693
 e-mail: pbs@uni-mainz.de
<http://www.pbs.uni-mainz.de>

**BERATUNGSSTELLE DES STUDIERENDENWERKES
(COUNSELING CENTER OF THE STUDENT UNION)**

Staudingerweg 21 (Studierendenhaus), Entrance A
 Hildegard Dietrich
 Business hours: Monday: 9 a.m. – 12 p.m.,
 Wednesday and Thursday: 1 p.m. – 4 p.m.
 and by appointment
 Tel.: 06131-39 24900
<http://www.studierendenwerk-mainz.de/sozial.html>

**GLEICHSTELLUNGSBEAUFTRAGTE DES
STUDIERENDENWERK MAINZ
(GENDER EQUALITY REPRESENTATIVE OF
STUDIERENDENWERK MAINZ)**

Responsible in particular for dormitory relevant issues and incidents
 Eva Gerold
 Studi-Haus, Staudingerweg 21, Entrance F
 Tel.: 06131 / 39 24726
 e-mail: gleichstellung@studierendenwerk-mainz.de

**HAUPTPFORTE
(MAIN ENTRANCE)**

Tel.: 06131-39 22325, for in-house calls, Tel.: 92

**2.3 CONTACT POINTS IN MAINZ AND GERMERS-
HEIM/ SURROUNDING AREAS****MAINZ****NOTRUF UND BERATUNG FÜR VERGEWALTIGTE FRAUEN UND
MÄDCHEN E.V.
(ASSOCIATION OF EMERGENCY AND COUNSELLING SER-
VICES FOR RAPED WOMEN AND GIRLS)**

Kaiserstraße 59-61, 55116 Mainz
 Tel.: 06131-221213, Fax: 06131-229222
 e-mail: info@frauennotruf-mainz.de
<http://www.frauennotruf-mainz.de>

**FORENSISCHE AMBULANZ DES INSTITUTS FÜR RECHTSMEDIZIN
UNIVERSITÄTSMEDIZIN MAINZ
(FORENSIC OUTPATIENT CLINIC OF THE INSTITUTE FOR FOREN-
SIC MEDICINE AT THE MAINZ UNIVERSITY MEDICAL CENTER)**

Examination of victims of physical or sexual violence to document trauma injuries. The examination is free of charge to those concerned and with no further obligations. Filing criminal charges is also not required.

Tel. during the day: 06131-39 37387 (office)

In urgent cases, evenings and on weekends, via the central office of the University Medical Center at 06131-170.

**KRIMINALPOLIZEI, K2 / GEWALT GEGEN FRAUEN UND KINDER
(CRIMINAL INVESTIGATION DEPARTMENT, K2 /
VIOLENCE AGAINST WOMEN AND CHILDREN)**

Valenciaplatz 2, 55118 Mainz

Tel.: 06131-653640

**FRAUENHAUS MAINZ MIT BERATUNGSSTELLE UND NOTRUF
(MAINZ WOMEN'S SHELTER WITH COUNSELING CENTER AND
EMERGENCY SERVICES)**

In cases of domestic violence:

Monday through Thursday: 9 a.m. – 3 p.m.;

Friday: 9 a.m. – 2 p.m.

Counseling services by appointment

Admission to the Frauenhaus is available around the clock.

Tel.: 06131-279292

e-mail: kontakt@frauenhaus-mainz.de

<http://www.skf-mainz.de/Index-Dateien/haeuslicheGewalt.htm>

**KOBRA - KOORDINATIONS- UND BERATUNGS-STELLE FÜR
BEHINDERTE FRAUEN IN RLP, MAINZ
(KOBRA - COORDINATION AND COUNSELING CENTER
FOR DISABLED WOMEN IN RLP, MAINZ)**

Rheinstr.43-45, 55116 Mainz

Tel.: 06131-14674-3

kobra@zsl-mainz.de

<http://www.zsl-mz.de/frauen>

GERMERSHEIM /SURROUNDING AREAS

**POLIZEIINSPEKTION GERMERSHEIM
(POLICE STATION GERMERSHEIM)**

Friedrich-Ebert-Straße 5, 76726 Gernersheim

Tel: 07274-958 0

pigermersheim@polizei.rlp.de

**WILDWASSER & FRAUENNOTRUF
(WILDWASSER & WOMEN'S EMERGENCY SERVICES)**

Specialist counseling center for sexual violence
against girls and women

Hirschstr. 53 b, 76133 Karlsruhe

**FRAUEN- UND MÄDCHENNOTRUF SPEYER -
BERATUNGS- UND FACHSTELLE BEI SEXUALISIERTER GE-
WALT LABYRINTH E.V.
(SPEYER WOMEN'S AND GIRL'S EMERGENCY SERVICES -
LABYRINTH ASSOCIATION COUNSELING CENTER AND AGEN-
CY IN CASE OF SEXUALIZED VIOLENCE)**

Herdstraße 7, 67346 Speyer

Tel: +49 (0)6232-19740

Fax: +49 (0)6232-28833

e-mail: Labyrinth-speyer@freenet.de

2.4 OTHER CONTACT POINTS

**DAS HILFETELEFON GEWALT GEGEN FRAUEN
(THE HELP LINE VIOLENCE AGAINST WOMEN)**

Toll-free number

08000 116 016

<https://www.hilfetelefon.de/de/startseite/>

3 REFERENCES/ADDITIONAL INFORMATION (in German)

LAG autonomer Frauennotrufe RLP: „Das Schweigen überwinden“ – Selbsthilfe nach sexualisierter Gewalt.

LAG autonomer Frauennotrufe RLP: K.O.-Tropfen

LAG autonomer Frauennotrufe RLP: Sexuelle Belästigung am Arbeitsplatz macht krank

RIGG - Rheinland-pfälzisches Interventionsprojekt gegen Gewalt in engen sozialen Beziehungen mit Informationen zu weiteren Hilfeangeboten in RLP

Frauenbüro der Landeshauptstadt Mainz: Erste Hilfen bei Gewalt an Frauen

Online-Handreichung „Sexualisierte Diskriminierung und Gewalt an Hochschulen“ der gleichnamigen Kommission der Bundeskonferenz der Frauen- und Gleichstellungsbeauftragten an Hochschulen

COURSES AT JGU

You can find current courses at JGU on the homepage

- of Staff training (Personalfortbildung)
- of the Student Council-Office of All Women's Affairs (AStA-Alle-Frauenreferat)
- and the university sports department (Hochschulsport)



Johannes Gutenberg-Universität Mainz

Saarstr. 21 | 55122 Mainz

www.uni-mainz.de