

What is Sexual Harassment?

Sexual harassment is unwanted, sexually motivated behaviour, a crossing of borders felt to be disrespectful and offensive sexual harassment is always an expression of striving for power.

Sexual harassment is a one-sided behavior that is fundamentally different from flirting or compliments and leads to stress, insecurity and fear. It is experienced by the concerned individuals as insulting, humiliating and degrading.

Sexual harassment is also:

- insulting gazes
- insinuating jokes
- sexist remarks to or about someone
- showing of pornographic material
- unwanted touches
- criminally actions as stalking, (attempted) sexual assault and/or rape

Sexual harassment can affect anyone and everyone.

Are you affected by any form of sexual harassment?

What happened to you may not be an isolated incident! It is not your responsibility and not your fault!

- Do not let the matter rest!
- Do not wait for the harassment to stop on its own!
- Say and show unmistakably that you do not tolerate this behavior and/or the assault!
- Talk to people you trust!
- Record incidents in writing (date, persons involved, witnesses etc.)!
- Contact the Senate Commissioner for Protection against Sexual Harassment or one of the services at the university!

You can be sure:

Your request will be taken seriously and treated confidentially. All commissioners and officers are bound to discretion.

Are other people you know affected?

Sensitivity and discretion in case of sexual harassment is part of the leading and social competence of all staff members at Trier University.

- Make it unmistakably clear to the harasser that his/her behaviour is inappropriate!
- Make yourself available as a contact person or as a witness!
- Talk to the affected person!
- Offer your support to those concerned!
- Do nothing without the consent of those affected!
- In case of uncertainties and questions, please contact the responsible services at Trier University!

Whom to contact?

Senate Commissioner for Protection against Sexual Harassment

Natalia Filatkina
0651 201-2294 | filatkina@uni-trier.de

Commissioner for Equality Rights and Diversity

Dorothee Adam-Jäger
0651 201-3196 | adamjage@uni-trier.de

Equality and Diversity Officers of the departments

Contact details can be found on the homepage of the university under your department

Disability and Addiction Support

Peter Behles
0651 201-3209 | behles@uni-trier.de

Staff Representative

Maria Kiefer-Koltes
0651 201-3195 | kieferm@uni-trier.de

Services outside the Trier University

Women emergency Service Trier

Ostallee 27, 54290 Trier, Germany
0651 200 6588 | info@frauennotruf-trier.de

Police Trier / Victim protection / Emergency aid

In case of acute threat, persecution or sexual assault

www.schutz-vor-sexueller-belastigung.uni-trier.de

PROTECTION AGAINST SEXUAL HARASSMENT, DISCRIMINATION AND VIOLENCE

Information for members of Trier University

