



Friedrich-Alexander-Universität  
Office of Equality and Diversity

# #FAUrespect

Respecting boundaries – Reporting misconduct

A white speech bubble with a tail pointing towards the bottom right, containing the word 'No!' in a large, bold, blue font. The exclamation point is also in blue and has a circular dot.

**to harassment,  
sexual harassment and  
discrimination at FAU!**

Are you personally affected or  
have you witnessed any misconduct?

**Know your rights!**

Information for employees  
and students at FAU and UKER



[equality-and-diversity.fau.eu/respect](https://equality-and-diversity.fau.eu/respect)

# What is sexual harassment?

'Sexual harassment starts where clear boundaries are crossed.'

## Sexual harassment

is ANY form of unwelcome sexual behavior that is perceived as offensive or degrading.

## Sexual harassment

is ALWAYS one-sided behavior that is experienced by those affected as overstepping the line and hurtful. Sexual harassment can result in criminal proceedings.

## Sexual harassment

has many dimensions, including:

- Degrading comments about someone's origins, appearance, behavior or personal life
- Offensive jokes
- Unwanted touching and advances
- Showing or sending obscene images or content
- (Online) Stalking
- Sexual assault
- Rape

## Sexual harassment

OFTEN leads to stress, insecurity and fear, which affect a person's work and can cause psychosomatic complaints and depression.

## Anyone can be affected by sexual harassment.

Sexual harassment is often accompanied by the need to show **power and dominance**. Hierarchies and **positions of dependency of employees and students** can be **exploited** for crossing boundaries, making undesired advances, and discriminatory behavior.

**FAU's guidelines** based on the General Equal Treatment Act (AGG) ensure that **cases of discrimination, harassment and sexual harassment** are dealt with transparently at **FAU and UKER**. The guidelines contain information about **points of contact and counseling services** and govern **structured procedures for submitting an official complaint**.



Link to the guidelines

## Important points for those affected

- Take your feelings and your personal boundaries seriously.
- Don't be talked into believing that you are oversensitive or don't have a sense of humor.
- You are not responsible for abusive behavior and sexual harassment, even if the perpetrator or someone else tries to persuade you otherwise.

## Be proactive

- Document all cases of sexual harassment in writing as soon as possible, making a note of the place, date, situation and the people you have already told about it.
- Find out about your rights and what action can be taken in an initial consultation session.

## Superiors' responsibility

- Dealing with the issue of sexual harassment and discrimination sensitively and in a manner geared towards finding solutions is an essential leadership skill.
- Managers must ensure that sexual harassment and discrimination are not tolerated, trivialized or ignored.
- If you notice any incidents of sexual harassment, you are obliged to take action and offer support to those affected.

In the next step, FAU checks if the perpetrator must face any consequences under employment law.

**FAU promotes a climate of solidarity and has a zero tolerance approach towards harassment and discrimination of any kind. You have the right to a safe working and studying environment.**

## FAU Office of Equality and Diversity

- We offer anonymous and confidential initial points of contact and counseling services.
- You describe your situation.
- We inform you about your rights and what can be done.
- Only you decide what action should be taken!

### Contact

Harriet Ziegler

Independent point of contact pursuant to Section 25 BayHIG  
on sexual harassment and discrimination

Bismarckstraße 6

91054 Erlangen

harriet.ziegler@fau.de

The Officers for equal opportunities for women in science and the arts (Women's representatives) at your faculty are also available for confidential initial meetings.  
[www.equality-and-diversity.fau.eu/about-us/university-womens-representative](http://www.equality-and-diversity.fau.eu/about-us/university-womens-representative)



Link to our info page with further advisory services at FAU

[www.equality-and-diversity.fau.eu/respect](http://www.equality-and-diversity.fau.eu/respect)

