



TO SEXUAL HARASSMENT, DISCRIMINATION AND MOBBING

SEXUAL HARASSMENT

is any sexually behaviour that is recognized by a person as undesirable and degrades him or her as a person. Sexual harassment can be very subtle, but it can also be very clear: offensive remarks, comments or jokes about the person. Such action could be about her or his body, her or his behaviour or private life, unwanted physical contact and intrusive behaviour, ambiguous invitations, forced approaches, sexual and physical assaults, physical threats by exploiting dependencies.

DISCRIMINATION

is the term for derogatory remarks, inappropriate and crude wording, ironic comments or offending jokes and actions. Discrimination is a degradation of the dignity, rights and freedoms of individuals based on national and/or social origin, colour, descent, disability, gender, religious and/or philosophical orientation, political opinion, sexual orientation.

MOBBING

is the term used to describe direct persistent and repeated hostile acts against a person, such as insults, threats and molestation, which violate the personal rights, honour or health of the victimized person.

WHAT DO I DO IF...

...I feel uncomfortable?
 ...I feel ashamed and guilty?
 ...I'm anxious?
 ...I'm afraid that my studies are in danger due to a lack of privacy?

WHAT DO I DO WHEN...

...I notice that someone else is being harassed?

WHAT DO I DO IF...

...I am being accused of harassment?
 ...I have the feeling that my behaviour has been incorrect?

I MAY...

...trust my instincts and I am not left alone!
 ...defend myself by clearly defining the border:
 „I find this remark personally offensive, please stop it!“
 „Take your hand away immediately!“
 ...talk to a person that I trust in order to discuss possible steps in a safe environment.

I SHOULD...

...(if possible) attempt speaking with the person concerned and encourage them to get counselling with the designated staff members of gender affairs.
 ...refer the person to the qualified staff and not take on the role of a mediator.

I CAN...

...try to clear up a misunderstanding or unconscious act by speaking to others.
 ...always contact the official staff of gender affairs or a qualified person.

ADDRESSES

CONTACT PERSONS MHT RECTOR

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HELP TELEPHONE SEXUAL ABUSE

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IMPRINT

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Abstract of the GUIDELINE FOR A
 RESPECTFUL AND SENSITIVE LIVING
 TOGETHER at the Musikhochschule
 Trossingen



MACHT SELBST BALANCE

