

Draw boundaries

Saying “**NO**” to gender-based violence, sexual harassment, and sexist behavior at the **University of Klagenfurt.**

What is the Working Group for Equal Opportunities (AKG)?

- The AKG is a legal (compare para 42 UG) university institution
- Members are professors, academic staff as well as students (16 members and 8 substitute member)
- The role of the AKG is to counteract discrimination based on gender, ethnicity, religion and ideology, age or sexual orientation.
- The members advise, accompany and support students and employees

Videos on the subject:

What Is Sexual Harassment?

(English language, 1:55 Min)

<https://www.youtube.com/watch?v=HKk-pbeW3ic>

[#MeToo](#) Sexuelle Übergriffe: So sehen wir das.

(German language, 10 Min in total).

<https://www.youtube.com/watch?v=QckpRidXouo>

Article in the Austrian newspaper „Der Standard“: Sexuelle Belästigung wird an der Uni selten gemeldet (German language)

<https://www.derstandard.at/story/2000068183630/sexuelle-belaestigung-wird-an-der-uni-selten-gemeldet>

“The current sexism debate shows that there are people in all areas of life and society who exploit their power position. That also applies to universities in which, due to the existing supervisory and dependency relationships, can cross personal boundaries.”

- (Bernhard Kempen, President of the DHV/Deutscher Hochschulverband/German University Association)

"Sexual harassment has nothing to do with flirtation, love and eroticism. Instead, it is the demonstration, and exploitation of a position of power and superiority."

Situation at universities

- Sexual harassment also happens at universities. However, many do not dare to report it.“ (Selina Thaler, Der Standard 2017)
- **50% of all female students feel sexually harassed.** (International study by the University of Bochum)
- **Every third female student** has been discriminated against on the grounds of gender.
- **Over 40% of female Ph.D. students also.** (IHS clinic trial)

Prohibition of discrimination and sexual harassment, bullying, and stalking

- Unwanted/uncomfortable **physical contact**
- **Allusions and remarks**
- **Sexual comments or jokes about the (physical) appearance**
- Comments about one's genital
- **Showing and demonstrating pornographic content and**
- **the solicitation of sexual acts**
- **This also includes unwanted advances at parties!**

Remedies and strategies

- **Perceiving and setting boundaries:** No means no! And yes means yes!
- **Documentation of the case**
- **Report discrimination and harassment to:**
 - ✓ Lecturer
 - ✓ Head of Department or Programme Director
 - ✓ Working Group for Equal Opportunities (AKG)
 - ✓ ÖH Queer a/o women's unit
- **Clarification of the situation**
- **Determination of suitable remedies** (e.g., self-care, counseling or training)
- **Witness:** Clarify with the person concerned what kind of support they would like
- In a **position of responsibility** (e.g. a supervisor, course instructor, trusted contact) the duty of care requires that you act immediately if a case of harassment is reported to you. You are obligated to investigate the issue and take appropriate action.(para 18 Employees Act)

Forms of gender-based violence and sexual harassment

- Forms of gender-based violence and sexual harassment according to section 2 of para. 8 and 8 a Federal Equality Law are e.g., unwanted **physical contacts, allusions, sexual comments or jokes about people's appearance, displaying and demonstrating pornographic content, sexual overtures, or soliciting.**
- Sexual harassment must not be confused with flirting, eroticism. Harassment seriously violates the dignity of a person and creates an intimidating, hostile, and offensive environment.
- The person affected alone has the right to claim harassment!

Prohibition of discrimination and harassment

- All university members are obligated to prevent and prohibit harassment, sexual harassment, mobbing, and stalking and to promote respectful and cooperative interactions with each other.
(Para. 5 Statute Part E/III Equal opportunities plan)
- Overt and covert forms of discrimination and resentments against hetero-, homo- or bisexual, trans- or intersex, as well as queer persons, is strictly rejected.
- The University of Klagenfurt shall respect and acknowledge sexual diversity.

(Para. 3 (6) Statute Part E/III Equal opportunities plan)

Thanks

