

In case of a sudden emergency (available around the clock)

Security team of the University of Vienna +43-1-4277-777

24-hours women's emergency helpline Vienna (counselling in several languages) +43-1-71719

Emergency helpline for men 0800/246 247

Women's helpline 0800/222 555

Police 133 or 112

SMS police 0800/133 133

Further contact points

Psychological counselling services of the Sexual Harassment and Bullying Counselling Office of the University of Vienna

+43-1-4277-18484
mobbingberatung.univie.ac.at

Arbitration Committee of the University of Vienna

+43-1-4277-20601
schiedskommission.univie.ac.at/en

Initial counselling provided by the Works Councils

brwup.univie.ac.at, braup.univie.ac.at

Threat management

via e-mail: bedrohungsmanagement@univie.ac.at

**Austrian National Union of Students (ÖH):
Kollektiv Frauen*referat (women's office) /
HomoBiTrans*Referat (office for lesbian, gay,
bisexual and trans affairs)**

Additional point of contact for students

**Männerberatung (counselling office for men),
association**
maenner.at

How to contact the AKGleich

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Büro des AKGleich

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Further information is available on our website:

gleichbehandlung.univie.ac.at



Imprint

Equal Opportunities Working Party (AKGleich)
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gleichbehandlung.univie.ac.at

Combating Sexual Harassment at the University

Information brochure for members
of the University of Vienna

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What is sexual harassment?

Sexual harassment is conduct related to the sexual sphere which is unwanted, inappropriate, degrading, insulting, or offensive to the affected person and which occurs at the workplace or in the study environment at the University.

Sexual harassment can take many forms:

- **Physical sexual harassment**, such as sexual assault, (intensive) touching of the buttocks, breasts, thighs, lips or similar, (attempted) rape.
- **Verbal sexual harassment**, such as sexist remarks, repeated unwanted invitations, degrading remarks.
- **Non-verbal sexual harassment**, such as repeated sexist stares, abusive gestures, showing or putting up sexist images, sending sexually explicit messages.



Legal Situation

Employees

Sexual harassment can have disciplinary consequences and/or consequences according to labour law. Depending on the seriousness of the case, it may be punished with expulsion, an administrative fine, a penalty or dismissal.

Students

Harassing students may be banned from the university premises.

Exam and study situation

Students can appeal against examination results and assessments of other achievements; changing the supervisor (for bachelor's, master's and diploma theses as well as doctoral theses) is possible.

Further consequences

Sexual harassment may have consequences under civil and criminal law, such as damages or penalties.



Receiving counselling and support

We want you to feel safe with us

- Contact us if you feel that you are being harassed or bullied.
- We are here for women, men, transgender persons, intersexual persons and non-binary persons.
- Your information will be treated absolutely confidentially.
- We only take steps to which you have given your consent.



What can you do?

If you are personally affected

- Tell others clearly that you do not want this behaviour.
- Get help, e.g. by shouting loudly, contacting the security team, keeping an eye out for witnesses.
- Document any incident (**report from memory**).
- Get professional support also after the incident. Talk to us or one of the other **counselling services**.

If you witnessed an incident

- Offer help.
- Tell the harasser to stop their behaviour immediately.
- Offer to act as a witness.
- Get help from a counselling service, also as a witness.

For superiors/university management

- **Superiors are obliged** to react appropriately to incidents of sexual harassment as well as bullying in their area of responsibility. They are obliged to **ensure** that sexual harassment and bullying of employees stops immediately (see sections 8 and 8a of the Austrian federal equal opportunities act (Bundes-Gleichbehandlungsgesetz, B-GlBG)).
- As proxy for the employer, superiors have a **duty of care** for the welfare of their staff, i.e. they are obliged to take care of the person affected.
- Obtain information and provide relevant **information** to your employees and students to create a non-discriminatory work and study environment.