

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

Emergency hotline for women in Vienna (counselling in several languages)

Women's helpline +43800-222-555

Emergency helpline for men +43800-246-247

Police 133 oder 112

Text message to police +43800-133-133

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
- 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

Susanne Hochreiter (Chair) +43-664-60277-20500 susanne.hochreiter@univie.ac.at

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Office of the AKGleich

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Further information as well as a German version of this brochure is available on our website: gleichbehandlung.univie.ac.at/en



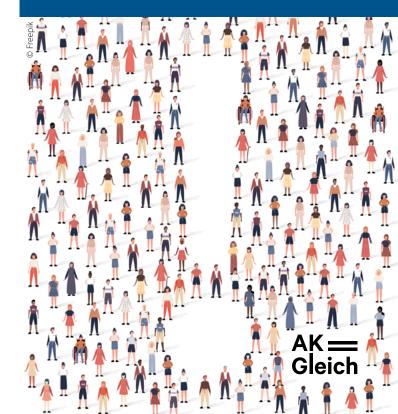
Imprint

Equal Opportunities Working Party Universitätsring 1, 1010 Vienna gleichbehandlung.univie.ac.at/en



Strategies against sexual harassment at the University

Information brochure for members of the University of Vienna





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.

There is no place for (sexual) harassment at the University of Vienna – let us all contribute to this!



If you are personally affected

- If possible, tell others clearly that you do not want this behaviour.
- Get help, e.g. by shouting loudly, contacting the security team, talking to witnesses.
- Document any incident (report from memory).
- After the incident, contact us or another **counselling service** to receive support.

If you witness an incident

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

If you are a superior

- As proxy for the employer, you as a superior have a duty of care for the welfare of your staff.
- Reacting appropriately to incidents of sexual harassment as well as bullying in the university environment is your **responsibility** as a superior. Take immediate action to ensure that sexual harassment stops (see sections 8 and 8a of the Austrian federal equal opportunities act (Bundes-Gleichbehandlungsgesetz, B-GIBG)).
- Promote a non-discriminatory work and study environment by providing information to your employees and to students regularly.



We want you to feel safe with us

- Contact the Equal Opportunities Working Party (AKGleich) if you think that you experienced harassment.
- Your information will be treated absolutely confidentially.
- We only take steps to which you have given your consent.
- We are here for women, men, transgender persons, intersex persons and non-binary persons.



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

Employees

Sexual harassment may 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

Students harassing other persons may be banned from the university premises.

Students experiencing sexual harassment may claim the annulment of exam results and assessments and may change the supervisor for their bachelor's, master's, diploma or doctoral thesis.