



In case of an emergency

(available around the clock)

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

Emergency hotline for women in Vienna +43-1-71719
(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

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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



universität
wien

Strategies against sexual harassment at the University

Information brochure for members of the University of Vienna





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.

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



What can you do?

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.



Counselling and support

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.



Legal consequences

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.