

Who to turn to

If you are, or have been, affected by harassment, stalking, violence and/or sexualized discrimination, you can confide in the Central Equal Opportunities Officer at FH Münster. She advises on issues of sexual harassment with the utmost discretion, and arranges for legal advice to be given, where appropriate. The Central Equal Opportunities Officer is also available for advice even if you are not affected personally, but may perhaps have noticed an incident or wish to ask general questions.

Central Equal Opportunities
Officer at FH Münster

Iklima Dux M.A.
+49 251 83-64958
i.duex@fh-muenster.de

Contact details of counselling centres

Frauen-Notruf Münster e.V.
+49 251 34443
www.frauennotruf-muenster.de

Zartbitter Münster e.V.
+49 251 41 40 555
www.zartbittermuenster.de

Public details:
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Hüfferstraße 27, 48149 Münster
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Violence against women support hotline

Outside the university, you can call the “Violence against women” support hotline established by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and the Federal Office of Family Affairs and Civil Society Functions (BAFzA). It goes without saying that all calls are treated anonymously.

Information and phone number

fhms.eu/hilfetelefon

More information

Bukof * website

fhms.eu/bukof-metoo

* Federal Conference of Gender Equality Officers in Higher Education in Germany



FH MÜNSTER
University of Applied Sciences

#MeToo

- Harassment
- Stalking
- Violence
- Sexualized discrimination

What is it about?

The #MeToo debate has increased public awareness of sexualized harassment and violence. Sexual harassment in the workplace and in higher education is any unwanted conduct of a sexual nature with the purpose or effect of violating the dignity of the person harassed.

Such conduct includes touching and assault, comments of a sexual nature, showing pornographic images, and requests to carry out sexual acts

➤ It is important to bear in mind that:

Sexuality in such cases is merely a means to an end. The true motive is the will to power and abuse of power. Hence the use of the term “sexualized violence”.

Stalking

There is also an increasing number of cases involving stalking. Stalkers want to gain attention and establish a relationship with their victim. They go to any means: harassment in the workplace, emails, text messages, giving false information to the employer. It is common for stalkers to spread untruths, to lie in wait for their victims and to follow them. The person being stalked starts to feel anxious and insecure, feeling that increasingly affect their life.

Perpetrator-victim reversal

The actual problem of the offence is compounded by a further issue: perpetrator-victim reversal is widespread in society, making such issues a taboo subject. The onus of proof falls on the victim, who is (in)directly made responsible for the assault. There is scepticism as to whether the person “aggressively defended themselves” or perhaps “provoked” the harassing behaviour.

In contrast, the offender’s conduct is made out to be a seemingly ordinary “response” to corresponding signals or is shrugged off as a problem of communication. It is therefore important to take a stand against behaviour that fails to seriously consider your wishes and respect the boundaries you set.

These issues exist in all spheres of life, and therefore also at university. FH Münster has given close attention to this issue in a number of university bodies.

What steps does the university take?

The right to sexual self-determination must be ensured for all staff and students of FH Münster.

The university will use all the means it has to prevent sexual violence and harassment. The majority of victims are women. We also explicitly protect and support all sexes because any individual may be, or become, a victim.

Measures

- Close cooperation with the Students’ Union Executive Committee (AStA) of FH Münster
- Training sessions and an information flyer for students and staff
- Cooperation with a female lawyer specialising in “victim protection” as a contact partner (contact via the Central Equal Opportunities Officer)

The university undertakes to investigate complaints of sexual harassment made by staff, students or third parties, using all legal and possible means at its disposal.

Complaints made by the individuals concerned may not adversely affect them. The Presidential Board is responsible for compliance with the prohibition of sexual harassment at FH Münster. Regarding staff measures, FH Münster and line managers will pay special attention to the problem of sexual harassment and the potential risks faced by all genders.

Sexual harassment has a significant detrimental effect on the affected person, on their right of personality and their right to sexual self-determination.

What are the possible sanctions?

If the offender is an employee of FH Münster, the offence may constitute a breach of the employment contract, and may result in their dismissal. Any students found guilty of sexual discrimination may be removed from the register.

More information

fhms.eu/metoo