

## Who can you turn to?

You can turn to the information offices shown below, and when you do, you can rest assured that your statements will be kept confidential. Nothing will be done without your consent! You alone will decide what measures are taken. The information offices can also inform you about LMU's continuing education events.

### **Information and Advisory Office of the University Physician Service**

Goethestr. 31, 80336 München  
Tel: 089 / 21 80 - 7 39 04  
[www.lmu.de/betriebsarzt/beratungsstelle](http://www.lmu.de/betriebsarzt/beratungsstelle)

### **LMU Women's Representative**

Schellingstr. 10 / II, 80779 München  
Tel: 089 / 21 80 - 36 44  
[Frauenbeauftragte@lmu.de](mailto:Frauenbeauftragte@lmu.de)  
[www.frauenbeauftragte.lmu.de](http://www.frauenbeauftragte.lmu.de)

### **Faculty Women's Representatives**

[www.frauenbeauftragte.lmu.de](http://www.frauenbeauftragte.lmu.de)

### **LMU Equal Opportunities Officer**

Schellingstr. 10 (2.OG), 80779 München  
Tel: 089 / 21 80 - 14 83  
[gleichstellung@lrz.uni-muenchen.de](mailto:gleichstellung@lrz.uni-muenchen.de)  
[www.gleichstellungsbeauftragte.lmu.de](http://www.gleichstellungsbeauftragte.lmu.de)

### **Conflict Resolution Officer for Students and Academic Personnel**

[www.lmu.de/einrichtungen/orga\\_lmu/beauftragte](http://www.lmu.de/einrichtungen/orga_lmu/beauftragte)

### **Staff Council**

Schellingstraße 10 (5. OG), 80779 München  
Tel: 089 / 21 80 -29 79  
[uni-muenchen.personalrat@lrz.uni-muenchen.de](mailto:uni-muenchen.personalrat@lrz.uni-muenchen.de)  
[www.personalrat.lmu.de](http://www.personalrat.lmu.de)

### **Munich Student Union: Advisory Network: Sexual abuse, discrimination and violence against men and women Advice Service**

Helene-Mayer-Ring 9, 80809 München  
Tel: 089 / 3 58 98 58 -10  
[psycho-beratung@studentenwerk.mhn.de](mailto:psycho-beratung@studentenwerk.mhn.de)  
[www.studentenwerk-muenchen.de](http://www.studentenwerk-muenchen.de)



**NO!  
MEANS  
NO!**

**SEXUAL  
HARASSMENT**

Removing taboos through  
information and support

This flyer was created on behalf of LMU's University Executive Board by a working group of the Health Steering Committee and on the basis of previous flyers of the Women's Representative.

Information for LMU employees, students,  
and supervisors

## What is sexual harassment?

*“Sexual harassment begins when personal boundaries are crossed - particularly when a line is clearly drawn”*

Sexual harassment is any behavior construed as sexual that is unwanted and perceived to be disrespectful and hurtful. It can manifest itself in the following ways:

- Suggestive jokes
- Showing pornographic images
- Leering
- Unwanted touching
- Disparaging / sexist remarks about appearance, behavior or private life
- Criminal behavior such as stalking, sexual assault, and rape

Sexual harassment is always one-sided behavior that is fundamentally different from flirting or giving compliments and frequently leads to feelings of stress, worry, anxiety, depression, and psychosomatic complaints that result in reduced performance or a failure to perform.

In all social contexts, but above all, at work, there are men and women who are affected by sexual harassment – even at universities. As a result of its hierarchical structure, existing dependencies and balances of power can be exploited and thereby promote boundary violations and inappropriate advances. But there are also cases where sexual harassment occurs in the reverse direction hierarchically speaking. In many cases, those who are affected must fear negative repercussions, such as hostility, harassment, or discrimination if they fight back. As a consequence many victims of sexual harassment can find themselves doubly victimized. This must be prevented.

## What can supervisors do?

Good leadership includes dealing with the subject of sexual harassment in a sensitive manner. Sexual harassment must not be tolerated, trivialized, or ignored by supervisors. If you observe sexual harassment, or if your employees ask you for help, you must take action. If you are unsure of what to do in such a situation, contact the specified information offices.

## What action is taken by the LMU?

LMU is committed to dealing with the subject of sexual harassment in an open manner. It is obligated to promote a work/study environment characterized by mutual respect. Therefore, sexual harassment will not be tolerated at LMU under any circumstances and it will be dealt with accordingly.

- Victims
- Employees
- Students
- Supervisors

It is the goal of LMU to provide a safe work/study environment and for this reason it is determined to maintain a climate of solidarity and equality where anyone can defend themselves against sexual harassment without fear and without limiting their opportunities for advancement.

## What can you do?

Many victims of sexual harassment attempt to deny or downplay the harm caused by sexual harassment for fear of being thought of as prudish, sensitive, or having no sense of humor. However, ignoring transgressions is the most ineffective way to deal with sexual harassment and will also frequently be interpreted as approval. Presumably witty or joking responses are just as ineffective as they appear to adapt to the harasser's behavior, thus giving it a sense of legitimacy. Victims should use unambiguous words in order to set boundaries. Furthermore, they should be made aware that such cases are not isolated and that the incident(s) in question are no fault of their own!

- Do not wait for the bad behavior to stop on its own!
- Don't keep it to yourself! Speak with people you trust and contact the appropriate information offices!
- Make it clear through your words and actions that you do not accept the behavior being exhibited!

### **Example:**

*“Herr Dr. K., please stop with these suggestive remarks!”; Frau Prof., I am not interested in a personal relationship with you!”; Herr J., I won't tolerate being touched like that! I don't appreciate it and I want you to stop!”*

- Promptly document the sexual harassment in writing, stating the location, time, circumstances, and with whom you've already spoken about it.
- Do not be afraid of negative consequences! Fear only empowers the perpetrator even more.