



Sexualized discrimination and violence information film

Transcript and translation to English: Johanna Stadlbauer

Information des Online-Portals zu sexualisierter Diskriminierung und Gewalt an der Hochschule,

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[Link](#) zum Portal.

Sascha Spoun:

Sexualized discrimination and violence are very important research topics. And from my point of view it is only consistent that a university does not only make what has been developed in research available to society, but also applies it to itself. Hence, the first and most important step is to raise the issue in order to gain attention and subsequently to actively create awareness.

Sabine Teichmüller:

It is important to keep this topic up in universities, too, because this is an everyday social issue that affects women and men, mostly women, from which universities or academia is not excluded. On the contrary, due to the strong hierarchies that prevail in academia, there is even a particularly high risk of sexual discrimination or violence.

Henrik von Wehrden:

As a person of power, I naturally have a role model function. I am observed very closely, I am perceived very precisely. And of course the way I behave, I always believe that it is important to the outside world, and that is of course a daily challenge, where I am always learning and where I certainly never stop learning.

Thorsten Ahlers:

I signal this very clearly with my various department heads in the individual areas that we are very open to discussions, that the doors are open, that we strive to find solutions. We also speak directly when things catch our eye. And then we have to see that we take further steps together with the colleagues concerned, in consultation with them, and if necessary, also involve other experts, such as the Equal Opportunities Office.

Simon Burandt:

Overall, it is important to deal responsibly with the topic, and the organization must also create a framework of trust in order that the people affected can express themselves and dare to overcome the individual hurdles. This is important both in the case of clear cases, i.e. where there are clearly sexual assaults or verbal derailments, but it is just as important for cases where the person concerned feels insecure in the situation. That these people can reflect, exchange and overcome the hurdles.

Jessie Jhon Mateo-Magkilat:

The group that I work with is multicultural, or intercultural, so we always try to emphasize the importance of respect and embracing diversity. We also do our best to share, to contribute, in raising awareness, by organizing workshops, and guest lectures, and conferences.

Susanne Leeb:

In 2014, we also implemented the Charta der Vielfalt and have also implemented it in the form of a code for ourselves. This code is part of maintaining a university culture that is made up of respect, anti-discrimination and recognizing the value of every person.

Kathrin van Riesen:

In terms of sexualized discrimination and violence, it is about behaviors and actions that violate the dignity of the individual and it is about the boundaries of each individual.

Solveig Simowitsch:

We have large hierarchical divisions, we have an unequal distribution of power and resources, we have many temporary jobs, many dependencies. Universities tend to abuse power because of these conditions.

Leonie Ackermann:

Therefore, the question is not whether harassment occurs, but what we do when it happens. And how can we support people.

Eleonore Tatge:

When I give lectures on the subject, I always start with how perpetrators use violence. And if you know how violence occurs, it is easier to figure out how and at which point I can plan my individual defense. And the individual defense can be that I do something myself in the situation, that I get help, that I step out and first think about what I want to do next.

Angelika Henschel:

It's not just about recognizing that and naming it, but also about contacting someone to make it public, i.e. breaking the taboo with regard to the experience of violence, and of course you need certain starting conditions to be able to do something like that.

Kathrin van Riesen:

It is also a very important point in my advice and support and guidance that the person concerned decides how far they want to go. They must be in charge of the proceedings.

Dorothea Steffen:

Advice can also be simply a reflection, that is, a conversation about what happened to the colleague in the work context and the truth of the person you are talking to. Even if you might - you yourself might have a different assessment of a situation. That you also give respect to people and not define

it and say “you are wrong”. I would like to work with a larger concept of violence, that there are different forms of violence, and not only the one that is primarily sexualized, but also that a lot of other things are about power, how you deal with each other, what kind of attitude you have, whether you show an attitude at all.

Thies Reinck:

People who are affected, including by sexualized violence or discrimination, are faced with a huge mountain of worry and the feeling of being alone. And as an ombudsperson for students and teachers, I can say that you have A, a lot of support options, and on the other hand, many concerns are similar, so it's only important to hear what is happening, and ultimately it is those affected who have the courage to approach entities such as an ombudsperson, such as an equal opportunities officer, which naturally help the university to deal with certain developments. In this respect, I would like to encourage you to come to me and also take advantage of the protection of confidentiality. It is very important that both students and teachers have a completely free decision with me regarding at what stage we will pass things on and I am happy to be contacted.

Catharina Krapp:

Quarg stands for Queer Awareness, Gender Matters and Equal Rights. We are a chapter of AStA.

Julia Haase:

We organize events with which we want to sensitize the student body and make queer topics visible.

Catharina Krapp:

We are then awareness teams and we are always the emotional first aid, the contact points for all types of harassment, whether it is discriminatory or sexualized or verbally, physically.

Julia Haase:

But also preventive work, namely that consent reaches society, so that we have firm rules for good coexistence and exactly such incidents will no longer happen in the future, that would of course be our utopia.

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