

Code of Conduct on Sexual harassment and threatening behaviour

A study process at FIT involves different groups of people on campus, including maintenance staff, academic and admin staff as well as a highly diverse student body. In an intercultural setting, different culturally-embedded as well as individual perceptions of gender roles, status, and the appropriate way to engage in interpersonal relationships occur. Thus, a high level of sensitivity in interactions is required to ensure that everybody feels respected and fairly treated.

Living together as an academic community requires respectful and appreciative behavior among and between all these groups. Therefore, the FIT does not condone any kind of behavior that violates the basic respect of a person on or off campus.

Sexual harassment is one of the most common violations of respect and of the rights to self-determination, physical integrity and non-discrimination. Sexual harassment violates human rights (cf. The Declaration „Violence against Women“ by the 60th Human Rights Commission of the United Nations, 2004).

Sexual harassment is internationally defined as **ANY FORM OF SEXUAL ADVANCE THAT IS UNINVITED, UNWANTED AND UNWELCOME**, for example:

- obscene, degrading and threatening jokes, gestures and activities,
- offensive remarks about sexual identity, sexual activities and intimate private life or about physical appearance and physical impairment,
- showing and spreading pornographic and/or sexist pictures or printed material, also through electronic media,
- suggestive looks and inappropriate closeness and touching,
- pressure for dates and sexual contacts,
- harassing telephone calls, e-mails, sms, whatsapps and any other kind of digital messaging services,
- unwelcome gifts,
- stalking, also via the use of social media,
- any kind of physical contact that degrades or threatens a person.

Should a case of sexual harassment or other forms of threatened or accomplished violence occur among members of the FIT community

- a) on the FIT compound,
- b) during excursions/study tours,
- c) throughout the journey between Hermannsburg and the Georg-August-University Göttingen,

the Faculty can, inter alia, impose a house ban on the respective person(s) with immediate effect. The Faculty reserves the right to take legal action. The Rectorate of FIT, in case of an emergency represented by the Faculty of FIT, will listen to the offended and offending person(s) and hereafter decide upon the appropriate sanction.

Any person, who is sexually harassed or otherwise threatened or violated by interpersonal interaction(s), is advised to follow the recommendations listed in the enclosed notice „Procedure in cases of sexual harassment or sexual or physical assault on campus“.

Faculty of FIT / Hermannsburg

Revised 4 October 2017

Rector

Procedures in cases of sexual harassment or sexual or physical assault on campus¹

If you have experienced or been affected by sexual harassment or assault,

1. Confront the offender by letting him or her know that his or her behaviour is unacceptable and has to stop. Inform the offender that you will approach FIT staff and file a complaint if the same or a similar unwanted behaviour occurs again. You could also secure the support of e.g. a trusted friend or a house or student representative when it comes to approaching the offender.
2. If you feel threatened or insecure, find a safe place e.g. at a trusted friend's place, in offices or at public places on campus or off-campus.
3. Secure medical attention if needed. A first port of call could be the Medizinisches Versorgungszentrum (MVZ), Billingstr. 4, Hermannsburg, phone 05052-91300 (open Monday, Tuesday, Thursday 8-12 and 16-18 and Wednesday and Friday 8-12). Other telephone numbers for emergencies are: ambulance services: 112, fire brigade: 112 and police: 110.
4. Rev Faber and Prof Dr Fröchtling as well as any other staff member of trust can also be approached if you want to talk about the incident and reflect upon what further steps could be taken. They could assist you if you decide that you would like to press charges at the local police station and will offer you assistance in confronting the offender. They will also start internal procedures to deal with the harassment/assault.

Rev Faber, 05052-48 101 40 (o) or
Prof Dr Fröchtling, 05052-48 101 33 (o) or 0151 19 60 20 42 (mobile)

Rector's office, October 4, 2017

Rector

1 The document also applies to cases of sexual harassment or physical assault as well as threatening behaviour occurring during excursions/study tours or during study-related travelling periods in between Hermannsburg and Göttingen.