

## **Guidelines against gender-based discrimination and sexual violence at the Hochschule für bildende Künste Hamburg**

The Hochschule für bildende Künste Hamburg (HFBK) is responsible for ensuring that personal rights and boundaries are respected within its area of responsibility. These guidelines establish the contact structure to be established at the HFBK, the responsibilities and the procedure for responding to incidents of gender-based discrimination once they have come to light. The HFBK President's Office issued these guidelines on 15 April 2010.

### **Preamble**

Gender-based discrimination and sexual violence constitute an infringement of personal rights. The majority of cases of gender-based discrimination and sexual violence are directed against women. If men are affected, they are to be accorded the same level of protection by these guidelines as women.

1. Gender-based discrimination and sexual violence are forbidden at the HFBK and in any official context outside the premises of the university. All members of the HFBK as defined by the university statute, but especially those holding responsibility for performing a training and management role in teaching, research and administration are obliged to exercise a specific duty of care for those within their area of responsibility. This means that they are required to ensure that sexually-discriminatory behaviour and violence either does not develop or ceases.

Gender-based discrimination and sexual violence which involve the exploitation of dependency structures or in a training, working or studies environment, and enabled using the threat of personal or employment consequences (either negative or positive in nature) will be considered as being especially serious.

2. Gender-based discrimination and sexual violence can assume a wide range of forms, and include verbal, non-verbal and physical attacks. These regulations define gender-based discrimination and sexual violence as behaviour which is perceived to be sexually-degrading, insulting or coercive.

Examples of gender-based discrimination and sexual violence:

- Sexually debasing language
  - Degrading or de-personalizing remarks about persons and/or their bodies.
  - Verbal, visual or electronic presentations of obscene or sexually-debasing depictions (e.g. pornographic texts) in an official or training context.
  - Invitations to sexualized or sexual behaviour.
  - Following a person and exerting duress with a sexual background.
  - Following a person, persistently seeking out their company or continual approach, also associated with the misuse of personal data outside the scope of official supervision duties.
  - Sexual abuse
  - Exhibitionism
  - Physical assault and rape
3. Working in accordance with § 12 of the university statute, the HFBK has named three central trusted third parties to act as contact partners for affected persons to prevent sexual discrimination and violence.
4. Should anyone develop a suspicion that a member of HFBK staff has committed an offence requiring public prosecution (*Offizialdelikt*) or a prosecutable action (*strafbewehrte Handlung*) they are to inform the Hamburg Public Prosecution Service or the police, as far as the victim has provided their consent to this course of action.