We light a beacon for an open and inclusive society!



Equal Treatment

at the University of Fine Arts Münster

Support and counselling in cases of discrimination, abuse of power, bullying, sexualised harassment and violence

Fairness, equal treatment and appreciation in dealing with each other and in dealing with conflicts should be a matter of course at the University of Fine Arts. This can only succeed if students and employees take responsibility for it. It starts with not turning a blind eye and supporting a general culture of paying attention as soon as conflicts arise or begin to emerge. Violence, sexualised harassment, abuse of power, bullying and discrimination have no place at the University of Fine Arts and should not have anywhere else either.

Discrimination is any form of disadvantageous and arbitrary treatment of persons based on, for example, religion, nationality, origin, physical disabilities, sexual identity, gender or age.

Discrimination, taking forms like hurtful attributions/stereotypical language, is often not recognised as such by those who use it. We therefore also want to establish shared learning and encourage everyone to draw attention to structural discrimination.

Abuse of power is the exploitation of dependencies, for example at the workplace or in the course of studies, and shows itself in the dealing with resources, taking forms like a threat and/or realisation of personal or professional disadvantages or the promise of advantages.

Superiors and teaching staff hold positions of power as a result of their work, as they are responsible for hiring staff, allocating tasks, evaluations and awarding grants, for example. Power is abused when this position is utilised to the unjustified disadvantage or advantage of individuals, when non-professional tasks are assigned or when authority is exercised for purposes other than those intended, aimlessly or in a non-transparent manner.

Bullying is harassing action by one or more persons against an individual or a group of persons that extends over a long period of time. This behaviour may be aimed at damaging the reputation of those affected and/or drive them out of their position.

Examples of such acts are: Spreading rumours about those affected and their families, deliberately withholding information that is necessary (for work) or deliberate disinformation, threats and humiliation, insults and hurtful treatment by colleagues or superiors (for example, by assigning unsolvable, pointless or no tasks).

Sexualised discrimination/violence is behaviour that violates the dignity/body of the person concerned and creates a climate of intimidation and insult based on sexualised acts. It is used as a means of imposing one's own needs on other people and demonstrating power and superiority over them, as well as to interfere with a person's career path.

Sexualised discrimination does not have to be intentional. It is sufficient if the person concerned feels harassed and this can be understood. Sexualised violence and discrimination also exists if the person concerned remains silent about it, for example for fear of not being taken seriously. The offence of sexualised discrimination and violence can also be fulfilled by a single act.

Forms of sexualised discrimination and violence include sexist generalisations, jokes or slogans; remarks reducing a person to their body; unsolicited remarks about intimate private life, unwanted verbal, pictorial or electronic presentations of sexualised depictions; unwanted sexualised acts and solicitations of such acts; persecution, stalking and coercion with a sexual background and rape.

The ribbon of inclusion is the only symbol we know of that stands for an open and inclusive society and that opposes exclusion, discrimination and misanthropy in general. It was developed by the state working group for self-help in Rhineland-Palatine, LAG Selbsthilfe Rheinland-Pfalz.

REASONS AND CAUSES

The reasons for the listed forms of behaviour may have their origin in the personal relationship or history of the persons; however, this is not necessarily the case. Stereotypes and prejudices against groups of people are also partly institutionalised in society and can therefore find their way into everyday language – often unnoticed. Examples of structural forms of discrimination established in society originate from the following areas, among others: racism, queerphobia and transphobia, homophobia, anti-Semitism …

All of these forms of discrimination have their own characteristics and forms of expression, manifesting themselves in different ways in social interaction. We want to explicitly encourage those affected to name discriminatory behaviour as such, so that we can establish a culture of looking and learning together.

COUNSELLING

Below is an overview of the places for those affected to go to for counselling. These centres and contacts try to point out possible ways of help and of solving problems, and to inform about the possibilities of complaints and sanction measures. The principles of counselling are anonymity, voluntariness, (professional) independence, neutrality and confidentiality – unless the counsellor is under a legal obligation to act. Please clarify the latter in advance of the counselling session. After this counselling, the person concerned makes the decision whether to proceed and which measures should be initiated in terms of a complaint. If a solution cannot be reached even with the help of counselling, affected persons can lodge formal complaints. We also recommend enquiring about other operational and legal options.

POINTS OF CONTACT FOR STUDENTS (SELECTION)

- Student service
- Lecturers
- Liaison lecturers
- Liaison students
- General Students' Committee (AStA)
- Equal Opportunity Officer and her deputy
- Representative for students with disabilities or chronic illnesses
- You can find other internal and external points of contact on our website under › **Help and guidance**.

POINTS OF CONTACT FOR EMPLOYEES

- Line manager
- Staff Council
- Liaison lecturers
- Equal Opportunity Officer and her deputy
- You can find other internal and external points of contact on our website under › **Help and guidance**;
  law office and others

All contact details can be found on the Academy of Fine Art's homepage under › **Help and guidance**.

SANCTIONING OPTIONS

For further information on procedures and possible measures, please refer to the current › **guidelines of the rectorate of the University of Fine Arts Münster against discrimination, sexual harassment and violence at the University of Fine Arts Münster** *(available in German)***.**



KUNSTAKADEMIE MÜNSTER
HOCHSCHULE FÜR BILDENDE KÜNSTE
UNIVERSITY OF FINE ARTS MÜNSTER

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