

Equal Treatment

at the University of Fine Arts
Münster

Support and Counselling in Cases of Discrimination,
Abuse of Power, Bullying, Sexual Harassment and
Violence

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Fairness, equal treatment and appreciation in dealing with each other, including in dealing with conflicts, should be a matter of course at the University of Fine Arts. This can only succeed if every single person – whether student or employee – takes responsibility for it. A culture of looking at is supported and not one of looking away when there are conflicts or when these are looming. Sexualised violence, harassment, discrimination and derogatory behaviour have no place at the University of Fine Arts or anywhere else!

Discrimination is any form of disadvantageous and arbitrary treatment of persons based on their descent, religion, nationality, origin, physical abilities, disabilities, political activities, sexual identity, gender or age. In particular, this includes oral or written statements to that effect.

Abuse of power is the exploitation of dependencies at the workplace, in the course of studies as well as when dealing with resources, taking the form of a threat and/or realisation of personal or professional disadvantages or the promise of advantages.

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 and is characteristic of the relationship between the persons concerned. The action is usually intended to damage the victims' reputation and/or drive them out of their position.

Examples of such acts are: spreading rumours about university members and their families – deliberate withholding of information necessary for work or deliberate disinformation – threats and humiliation – defamation of university members and their families – abusive and hurtful treatment – slighting by superiors, such as being assigned impossible, meaningless or no tasks.

Sexualised discrimination is behaviour that violates the dignity of the person concerned and creates a climate of intimidation, degradation and insult based on sexualised acts. Sexualised discrimination is used as a means to demonstrate power and superiority over other people and also to affect others in their career path. Sexualised discrimination does not have to be intentional. It is sufficient if the person concerned feels harassed and this can be understood. Such discrimination also takes place if the person concerned tolerates it. Sexual discrimination can also be constituted by a single act. Forms of sexualised discrimination are, for example: sexualised language such as sexist generalisations, jokes or slogans – remarks referring to physicality, 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 – rape.

Counselling

Below is an overview of the places to go for counselling. These centres and contacts try to point out possible ways of solving problems and to inform about the possibilities of complaints and sanctioning measures. If a solution cannot be reached even with the help of counselling, affected persons can lodge formal complaints. Before doing so, they should obtain detailed information about their occupational and legal options from the centres and contacts listed below. The principles of counselling are: anonymity, voluntariness, confidentiality, (professional) independence and neutrality – as far as there is no obligation to act on the part of the counselling persons. After this counselling, the person concerned makes the decision whether to proceed and which measures should be initiated in terms of a complaint.

Contacts for *students* of the University of Fine Arts Münster

- Student Service
- Lecturers (can only advise anonymously if they have no duty to act as teachers of the accused person)
- Liaison lecturers
- Liaison students
- General Students' Committee, AStA
- Equal Opportunities Officer
- Representative for students with disabilities or chronic illnesses
- Legal advisory centre, *see Contacts outside the University of Fine Arts*

Contacts for *employees* of the University of Fine Arts Münster

- Line managers (can only provide anonymous counselling if they have no duty to act as the manager of the accused person)
- Staff Council
- Liaison lecturers
- Equal Opportunities Officer
- Legal advisory centre, *see Contacts outside the University of Fine Arts*

Contact details:

AStA/liason students:

Alternating chairpersons and representatives: asta@kunstakademie-muenster.de

Liaison students: Katrin Fischer, katrinfischer@uni-muenster.de

Elio Hübecker, a_hueb14@uni-muenster.de

Steve Knoll, s_knol03@uni-muenster.de

Rebecca Sprague, sprague@uni-muenster.de

Liaison lecturers of the University of Fine Arts Münster

Prof. Nicoline van Harskamp, 0251 83 61129, vanharskamp@kunstakademie-muenster.de

Thomas Haubner, 0251 83 61077, haubner@kunstakademie-muenster.de

Verena Stieger, 0251 83 61078, stieger@kunstakademie-muenster.de

Equal Opportunities Officer of the University of Fine Arts Münster

Prof. Irene Hohenbüchler, 0251 83 61142, hohenbuechler@kunstakademie-muenster.de

Deputy: Wiebke Lammert, 0251 83 61204, w.lammert@kunstakademie-muenster.de

Student Service

Kathrin Brammer, 0251 83 61206, k.brammer@kunstakademie-muenster.de

Dr. Birgit Maria Lachenmaier (representative for Esther Nienhaus),

0251 83 61207, lachenma@kunstakademie-muenster.de

Opening hours: Mon-Thu, 10:00–12:00 and 14:00–15:00

Staff Council of the artistic and research staff

Stefan Rieglmeyer, riegelmeyer@kunstakademie-muenster.de

Staff Council of the technical and administrative staff

Rebecca Durante, durante@kunstakademie-muenster.de

Martin Lehmann, martin.lehmann@kunstakademie-muenster.de

Tino Stöveken, stoeveken@kunstakademie-muenster.de

Sanctions

Possible sanctions and measures in cases of discrimination, abuse of power, bullying, sexual harassment and violence are:

Towards *employees* of the University of Fine Arts Münster

- Formal official interview
- Oral or written instruction/admonition
- Written warning
- Transfer or relocation to another job within the University
- Termination with or without notice
- Initiation of disciplinary proceedings (in the case of civil servants) up to and including dismissal from civil servant status
- Exclusion from the use of University facilities/ban from entering the premises
- Filing criminal charges

Towards *students* of the University of Fine Arts Münster

- Oral or written instruction
- Exclusion from a course
- Exclusion from the use of University facilities and, if applicable, of facilities of the Studierendenwerk
- Ban from entering the premises
- De-registration
- Filing charges

Towards *other persons/guests*

- Ban from entering the premises
- Filing charges

Contacts *outside* the University of Fine Arts Münsterr

Legal advisory centre for “Sexual discrimination and violence”

Ladenburger & Lörsch

Strategien gegen sexualisierte Gewalt

Neusser Straße 455, 50733 Köln

Tel.: 0221 97 31 28-54

Fax: 0221 97 31 28-55

E-Mail: info@ladenburger-loersch.de

www.ladenburger-loersch.de

Psychological counselling at the Student Advice and Counselling Centre (ZSB) for students at the University of Münster

Schlossplatz 5

Tel.: 0251 83 22 357

E-Mail: zsb@uni-muenster.de

Self-help groups, initial meeting and personal consultation, accompanying help after mental illness. Information and counselling hours of the open (virtual) consultation hours or the brief telephone consultation at:

www.uni-muenster.de/ZSB/psychologische-beratung/psych.html

Psychological counselling of the Catholic Student and University Community (KSHG)

Counselling is independent of denominations.

Psychological psychotherapist: Kerstin Stermann-Baasch

Raum 46 (EG) der KSHG Münster, Frauenstraße 3–6

Tel.: 0251 49 51 9000

E-Mail: stermann-baasch@bistum-muenster.de

www.kshg.de/de/beratung-hilfe/

Psychotherapy Outpatient Clinic of the University of Münster (PTA)

In order to arrange an initial consultation, please download the questionnaire from the website, fill it in and send it off. The PTA will then get back to you for an appointment.

Fliednerstraße 21, Pavillon V

Tel.: 0251 8334140 (secretary's office)

E-Mail: pta@uni-muenster.de

<https://www.uni-muenster.de/Psychologie.pta/index.html>

Münster Crisis Line (telephone counselling)

Tel.: 0800 111 0 111 or 0800 111 0 222

Mon-Sun, 0:00–24:00, available anonymously and free of charge Pastoral care via email/chat available on the website:

<http://www.telefonseelsorge-muenster.de/>

Counselling centre for young people and adults against sexualised violence

Zartbitter, Hammer Straße 220, 48153 Münster

Tel.: 0251 41 40 555 / Fax: 0251 48 40 578

Contact for people with hearing impairment:

SMS: 0160 91 50 18 46 (no calls, SMS only)

E-Mail: info@zartbitter-muenster.de

Online counselling possible via website: www.zartbitter-muenster.de

Beratungsstelle Frauen-Notruf Münster e. V. (women's emergencies)

Heissstraße 9, 48145 Münster

Tel.: 0251 34 443

Personal counselling by appointment.

Online counselling possible via website: www.frauennotruf-muenster.de/

Frauen helfen Frauen e. V. (women's counselling centre)

Hansaring 32 b

Tel.: 0251 67 666

E-Mail: Frauenberatung-Muenster@t-online.de

www.frauenhelfenfrauen-ev.de/

Beratung und Therapie für Frauen e. V. (counselling and therapy for women)

Neubrückenstraße 73

Tel.: 0251 58626

E-Mail: Frauenberatung@muenster.de/

www.frauenberatung-muenster.de/

All information without guarantee. For current information on counselling services and times, please refer to the external website of the respective counselling centre.

Further information

➤ **Policy** of the Rector's Office of the University of Fine Arts Münster against Discrimination, Sexual Harassment and Violence at the University of Fine Arts Münster of 12.06.2018 (in German).

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 **MÜNSTER**
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