

What to do when affected by sexualised discrimination and violence (SDV)

Although sexualised discrimination and violence (SDV) impacts people in all areas of society, it is often tabooed or trivialised. In fact, a survey of over 40.000 participants conducted by the Leibniz Institute for the Social Sciences in 2022 found that one in three people at universities – employees and students alike – have experienced some form of SDV. While anyone can encounter SDV, most victims are women. And many are unsure about what they can do to prevent it.

What is SDV?

- ❖ remarks involving sexual content, 'dirty' jokes or sexual innuendos
- ❖ showing or sharing pornographic material (e.g. pornos, nude photos etc.) at the workplace or via online communication without consent
- ❖ sexual advances (e.g. supposedly unintentional physical contact) without consent, forcing somebody into close physical proximity
- ❖ every form of gender-based discrimination (e.g. belittling someone's work because of their gender)

Help is available!

Contact our staff at the Faculty of Chemistry and Pharmacy (FB 12) for confidential assistance:

- ❖ Dr Agnes Wrobel
tel: +49 251 83-33021
a.wrobel@uni-muenster.de
- ❖ Beate Tollkühn
tel: +49 251 83-33328
tollkue@uni-muenster.de

Other university and faculty contacts:

- ❖ Equal Opportunity Officer of University of Münster
- ❖ Equal Opportunity Officer of FB 12

More information:

<https://bukof.de/ueber-die-bukof/materialien/>



What can you do about it?

Should you feel that your personal boundaries were crossed and that you experienced sexualised discrimination or violence, you have the right to react:

- ❖ Make it clear to the other person that you feel discriminated against or harassed by their actions.
- ❖ Inform someone you trust about what happened. This could be a friend, coworker or fellow student.
- ❖ You have the right to file a complaint even if you're unsure what you experienced was SDV. For help, contact our staff at the Faculty of Chemistry and Pharmacy (see contacts below) or the faculty-level equal opportunity representatives.
- ❖ All meetings and conversations are treated with absolute confidentiality. Only you, as the affected person, decides what steps should be taken.

What rules on SDV are in place at the University of Münster?

The University's '[Agreement on Respectful Behaviour](#)' and the Code of Conduct strongly prohibit all forms of SDV.



It goes without saying that nothing justifies sexual discrimination and violence. The University has pledged to protect all members from such behaviour and take appropriate action when necessary.

The University has implemented safeguards and protective measures, e.g. creating a support system and assisting those affected in taking further action if necessary.

You alone always get to decide which steps to take and when you want to take them.

