

A background image showing a diverse group of people, including a young Black woman with glasses and a young white woman in a denim jacket, looking forward with serious expressions.

EQUAL OPPORTUNITIES OFFICE

No to sexual harassment!

WHAT YOU CAN DO AND
WHERE YOU CAN GET HELP

An assault is more than just physical violence.

Comments, physical touch or gestures that are unwanted, one-sided, transgressive or derogatory are not flirting – they are sexual harassment and discrimination.

Trust your gut.

If something feels inappropriate, it is inappropriate. Even if you are lost for words in the immediate situation, you can seek support anytime.

Don't look away – intervene!

If you observe abusive behaviour, intervene. Make sure you stay calm and don't speak for the person impacted.

What you can do if you are being harassed.

SAY 'STOP'.

Make clear that your boundaries are being violated.

'I won't put up with this! Stop! This is unacceptable!'

RAISE YOUR VOICE.

Verbalise what just happened. This will make other people realise what is going on. Then they can help you.

'My private life is none of your business!'

'You are way too close to me! Please move further away!'

ASK FOR HELP.

If you don't want to deal with the situation alone, ask people who are nearby for help.

'This person is harassing me.

Can you help me?'

The HAW Hamburg Anti-Discrimination Policy prohibits sexual harassment and discrimination.

You can make a complaint if you experience either!

Get advice and support any time from the confidential advisors for cases of sexual harassment and violence.

What you can do if you observe harassment.

ASK QUESTIONS.

Ask the person being harassed if they need help.

'I saw that the person in front of me grabbed your bum without your permission. Can I support you somehow?'

ASK FOR HELP.

Ask a nearby person for help if you don't feel safe intervening.

TAKE A STAND.

Call out the harassment as inappropriate.

Be sure to speak from your perspective only.

'I find this saying abusive. Stop it!'

USE DISTRACTION.

Direct attention in another direction. This gives the person a chance to get out of the situation and keep talking with you.

'Hi. Do you know where I can find a cash machine around here?'

STAY AND DEBRIEF.

Stay with the person targeted for as long as they need. Offer to go with them to a support service, and give them your contact information in case they need a witness.

Have you been harassed? Have you observed harassment?

The confidential advisors for cases of sexual harassment can support you (confidentially, impartially and anonymously if desired) with any concerns, including complaints. They can organise protection and intervention and can also provide information on obtaining legal advice and psychological counselling.

More information about getting help in cases of sexual harassment, discrimination and violence – as well as contact information for the confidential advisors – is available here:



[HAW-HAMBURG.DE/EN/
SEXUAL-HARASSMENT-SUPPORT](https://haw-hamburg.de/en/sexual-harassment-support)

All the equal opportunities commissioners are also there to support you!

You can also reach us via MS Teams. Feel free to contact us!

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HAW-HAMBURG.DE/EN/ EQUAL-OPPORTUNITIES

**In an emergency, call
the nationwide hotline,
which operates 24/7:
08000 116 016
You can find contact
information for
additional support
services on our
website.**

**You are not alone!
If you experience
harassment or
discrimination,
get help!**