

Protection Concept against sexualized discrimination, harassment and violence at the Protestant University of Applied Sciences Ludwigsburg

dated 08.07.2022, updated on 31.01.2024 (Senate resolution)

Preamble

The mission statement of the Protestant University of Applied Sciences Ludwigsburg emphasises that social, pedagogical, diaconal and religious pedagogical professions as well as curative education and nursing professions - and thus also the university as an educational institution for these professions - perform tasks delegated by society and church democratic societies in order to promote, support and represent human dignity and the human rights based on it. Accordingly, self-understanding and interaction with each other are characterised by appreciation, interest and charity on the basis of a willingness to understand and communicate. The mission statement emphasises that the university rejects any form of abuse of power and violence. This is also reflected in the Declaration for Diversity, in which the university agrees to the obligation to raise awareness of discrimination and abuse of power among students and lecturers in order to prevent discriminatory incidents (Senate resolution of 13.07.2017). The guidelines for gender-equitable use of language and images at the Protestant University of Applied Sciences Ludwigsburg also support this concern (departmental resolution of 29.06.2022).

In accordance with § 2.1 of its Equal Opportunities Plan, the Protestant University of Applied Sciences Ludwigsburg is guided by the principle of mutual and equal respect for men, women and other genders in teaching, research, further education and self-administration. The Protestant University of Applied Sciences Ludwigsburg sees it as its task to guarantee equal and respectful cooperation between its members and staff and promotes measures that create and maintain a working atmosphere and solidarity conducive to this. Within its range of authority, it assumes responsibility for safeguarding the personal rights of its members and staff.

This protection concept was developed in a participatory process over a longer period of time with the participation of representatives of all university groups. The participatory design of a protection concept against sexualised violence pursues the goal of establishing a culture of attentiveness and initiating protection processes; this also applies to the digital space. The attention of all university members should be sharpened for possible indications in order to recognise and eliminate assault structures. The rights of all those involved must be respected and people affected by sexualised violence must be encouraged to exercise their right to self-determination. We understand sexualised violence as defined in §1 of the Church Protection against Violence Act: "A behaviour is sexualised violence if an unwanted sexually determined behaviour has the purpose or effect of violating the dignity of the person concerned. Sexualised violence can occur verbally, non-verbally, through solicitation or through assault. It can also take the form of omission if the perpetrator is responsible for averting it." Furthermore, the university aims to respect the uniqueness and self-determination of all university members in their diversity and to sensitise them to the abuse of power.

§ 1 General self-commitment

- (1) The EH Ludwigsburg commits itself to preventing and detecting cases of sexualised discrimination, harassment and violence and to taking countermeasures.
- (2) Every person belonging to the university is presented with the following self-commitment for signature upon entry:
 - I respect and appreciate the uniqueness and self-determination of all people in their diversity and take this into account in my actions.
 - I use appreciative and inclusive language.
 - I align my actions with the goals of the university and the well-being of my fellow human beings by promoting their strengths and resources and respecting their limits.
 - I ensure respectful and responsible closeness and distance and enable people to say no without fear in face-to-face, online or telephone meetings. Usually, the term "Sie" is used between lecturers/university staff and students.
 - My actions are transparent and comprehensible and are carried out in an appreciative manner.
 - I am prepared to work together in a spirit of trust and to resolve any differences of opinion with the aim of finding constructive solutions.
 - I pay attention to possible dangers at the university and to asymmetrical relationships with regard to power, knowledge, ability and physical superiority, I use the protection concept developed by the university and actively counter threats to people.
 - I am aware of my special position of trust and authority and act comprehensibly and honestly.
 - I detect cases of abuse of power, violence and sexualised violence and address them in a protected space. In cases of conflict, the protection of people and the self-determination of those affected come first.
 - I am informed about the procedures for intervening in cases of sexualised violence and the relevant (initial) contact persons.
 - I take part in appropriate further training programmes offered by the university or the Protestant Church in Württemberg.

I can turn to the following **contact persons** if a conflict arises:

Within the university:

The Equal Opportunities Officer, the Disability Officer, the trained student contact persons and the AStA, the staff representation (MAV), the course directors and the Rectorate.

Outside the university:

The contact point against sexualised violence of the Protestant Regional Church, the regional office of the psychological counselling centres as well as the help hotline "Gewalt gegen Frauen" (violence against women) at www.hilfetelefon.de and the help hotline "Gewalt an Männern" (violence against men) at www.staerker-als-gewalt.de.

- (3) Prerequisite for employment is the presentation of an extended certificate of good conduct and the signing of the declaration of commitment.

§ 2 Preventive measures

- (1) The university shall inform its members and staff about the problems of sexualised discrimination, harassment and violence. The Equal Opportunities Officer shall introduce herself and her counselling services to the students during the first semester induction.
- (2) Competence in dealing with problems of sexualised discrimination, harassment and violence is an important element of leadership quality. Persons with leadership functions shall undergo further training accordingly. The institution of higher education shall provide information on further training courses in this area and offers its own events within the scope of its possibilities. The university initiates training courses for staff, lecturers and students.
- (3) If necessary, the university supports measures and initiatives financially and organisationally to combat sexualised discrimination, harassment and violence at the EH Ludwigsburg.
- (4) As a rule, the Equal Opportunities Officer invites representatives of all university groups to a risk analysis for the university every three years and presents the results in her report to the Senate. The rectorate undertakes to examine the resulting measures and to strive for their implementation.
- (5) The university shall cooperate with the management bodies of Karlshöhe Ludwigsburg with the aim of ensuring that the contents of these guidelines can also be applied in the student residences and possible practical placements.

§ 3 Procedural methods

- (1) The contact persons according to § 4a LHG are the Equal Opportunities Officer, the Deputy Equal Opportunities Officer and one representative each from the administration and the student body. The contact persons are appointed for Ludwigsburg and the Reutlingen campus. The names of the contact persons are published on the homepage of the university. These contact persons are not bound by instructions in their function.
- (2) Within the university, affected persons may contact the Equal Opportunities Officer or anonymously via the website of the Office of Diversity, the Disability Officers, the university management, the staff representatives, the student contact persons, the management of the halls of residence or the Human Resources Office. They will advise the persons concerned and forward the result of the internal investigation to the competent body of the university as far as necessary.

The following possible contact point can be used outside the Protestant University of Applied Sciences:

Dipl.-Psych. Susanne Bakaus
Regional Office of the Psychological Counselling Centres in the Protestant Church in
Württemberg Augustenstr. 39 B, 70178 Stuttgart (Germany)
Tel ++49 (0) 711 / 66 95 86
Mobil ++49 (0178) 80 90 165

- (3) Independent of the contact persons mentioned above, the university shall set up a complaints office. This office shall be responsible for handling all complaints. The Complaints Office shall be staffed by the Equal Opportunities Officer or his/her deputy and the university management, consisting of the Rector and the Chancellor.

§ 4 Complaint management in the event of assaultive behaviour

- (1) The person concerned can contact a counsellor or a designated body. The contact person shall record the contents of the initial interview and clarify the mandate. In the case of counselling by the person or body contacted, they are subject to the duty of confidentiality. All further steps are discussed with the person concerned. This may also include establishing contact with external counselling centres. A distinction is made between informal and formal measures. Affected persons have the option of taking further steps and initiating a formal complaint procedure.
- (2) Affected persons may report to a member of the rectorate and initiate a formal complaint procedure. The procedure shall be confidential, but shall be formally initiated with the lifting of anonymity. The greatest possible protection of the person concerned shall be ensured. After clarification of the order and a plausibility check, measures are taken to protect the person concerned if he or she so wishes. A member of the rectorate assesses the risk situation for other university members.

In the event of a justified suspicion, a report is made to the Reporting and Contact Point of the Protestant Church Council (see §3 GSG).

§ 5 Measures and sanctions

- (1) Measures with consequences under labour and employment law for lecturers and staff employed at the institution of higher education may in particular be:
 - a. Conducting a staff appraisal
 - b. verbal or written warning
 - c. written warning
 - d. Initiation of disciplinary proceedings or termination of employment.
- (2) Measures with consequences for teaching staff may include:
 - a. Conducting an interview
 - b. Termination of the teaching assignment
 - c. No further award of a teaching contract.
- (3) Measures with consequences for students of the university:
 - a. Conducting a borderline discussion
 - b. written admonition
 - c. Exclusion from university events
 - d. Exclusion from the use of university facilities
 - e. Ban from the premises
 - f. Exmatriculation in accordance with §14 Matriculation and Admission Regulations

§ 6 Final Provisions

- (1) The objectives of this protection concept are part of the self-image of the Protestant University of Applied Sciences Ludwigsburg.
- (2) This protection concept shall be made public at the university.
- (3) It shall come into force on 1 September 2022.
- (4) This protection concept shall be fully implemented within one year.

Ludwigsburg, 31 January 2024



Prof. Dr. Norbert Collmar, Rector