

Discrimination, Mobbing, Abuse of Power

Discrimination, mobbing and sexualised violence also occur at the University of Cologne and the University Hospital. Relationships of dependency, in particular, encourage various forms of abuse of power. In order to prevent discrimination and violence in the university environment, the UoC has set up various contact and counselling points and has established a complaints and sanctions procedure.

Anti-discrimination policy of the UoC

With its anti-discrimination guideline, the UoC has defined a **binding, transparent procedure** for dealing with cases of discrimination of various kinds, behaviour that violates boundaries, as well as mobbing and the exploitation of relationships of dependency. The guideline emphasises the duties and responsibilities of all management levels of the university with regard to the prevention of discrimination and violence, names counselling and contact points, explains the rights and options of those affected by such behaviour, and clarifies which sanctions employees face in the event of misconduct.

Contact and advice centres, initial contact, complaints procedure

Help is available from various contact and advice centres, including the equal opportunities officers of the faculties and the UoC, the representative body for severely disabled persons and the AGG complaints office of the Law Office. Last but not least, the staff councils responsible for you are also contact points and also offer their help. All offices work **confidentially**. They offer you the opportunity for initial contact, accompany you during a complaint procedure and advise you on support options.

Actively report grievances

If you are affected, firmly reject the person who is harassing you, complain to your manager if necessary and immediately contact one of the counselling and contact points. This is the only way to initiate sanctions. If you observe discrimination or behaviour that violates boundaries, offer the person concerned help and seek support from the relevant contact points.

For further reading:

Anti-discrimination policy

<https://vielfalt.uni-koeln.de/antidiskriminierung/richtlinie-antidiskriminierung>

Overview page Anti-discrimination

<https://vielfalt.uni-koeln.de/antidiskriminierung>

Sexualised discrimination

https://gb.uni-koeln.de/sex_diskriminierung/index_ger.html

Counselling and contact points in case of discrimination

<https://vielfalt.uni-koeln.de/antidiskriminierung/richtlinie-antidiskriminierung/beratungs-und-anlaufstellen>

Counselling and complaint options

<https://vielfalt.uni-koeln.de/antidiskriminierung/richtlinie-antidiskriminierung/was-tun-bei-diskriminierung>

Do you have any questions? Please do not hesitate to contact us!

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