

## Zero-Tolerance Sexual Harassment Policy at the University Hospital Bonn (UKB)

Protection against sexual harassment in the workplace is not a taboo subject at the University Hospital Bonn. These guidelines are intended to educate and raise the awareness of all those working at the UKB as well as the patients.

In many areas of society, especially in the workplace, there are women as well as men who are affected by sexual harassment. UKB is committed to maintaining a work environment of mutual respect and therefore has a zero-tolerance policy towards sexual harassment.

### What is sexual harassment?

The General Act on Equal Treatment (AGG) defines sexual harassment in Section 3(4) as follows:

"Sexual harassment shall be deemed to be discrimination in relation to Section 2(1) Nos 1 to 4, when an unwanted conduct of a sexual nature, including unwanted sexual acts and requests to carry out sexual acts, physical contact of a sexual nature, comments of a sexual nature, as well as the unwanted showing or public exhibition of pornographic images, takes place with the purpose or effect of violating the dignity of the person concerned, in particular where it creates an intimidating, hostile, degrading, humiliating or offensive environment."

**Sexual harassment can take many forms, ranging from verbal comments with sexual content, harassment by telephone or email, to unwanted touching or assault.**

Sexual harassment is considered to be particularly serious if the harassed person must fear disadvantages in training and/or work due to a relationship of dependency or if advantages are promised to him/her.

### What can you do?

Sexual harassment is any sexually suggestive behavior that is unwelcome and perceived as disrespectful and hurtful.

**SET BOUNDARIES** - create clear conditions with clear words:

- Make it clear to the harassing person that the actions or comments made are unwanted.
- Make a note of the incidents and possible witnesses.
- Contact the persons you trust at the UKB.
- Call the police in case of extensive harassment or violence.

All measures are taken in consultation with the complainant and in compliance with confidentiality rules. It is also ensured that no personal or professional disadvantages are incurred.

**Perpetrators of harassment must be prepared for these possible consequences:**

- Warning
- Transfer or termination
- Exclusion from training courses
- Initiation of disciplinary proceedings
- Exclusion from the premises
- Criminal complaint by the University Hospital Bonn

UKB's zero-tolerance sexual harassment policy was first adopted by the Executive Board in 2012 and reaffirmed in a strengthened form in September 2020.

By publicizing this policy, University Hospital Bonn seeks to educate all departments and divisions and ensure that instances of sexual harassment are not ignored, trivialized or tolerated.

**University Hospital Bonn encourages you to contact an office or person you trust in the event of sexual harassment:**

- Gender Equality Officer UKB  
Sabine Zander Tel. 287 – 15554
- Gender Equality Officer of the  
University for the Faculty of Medicine  
Prof. Dr. Dagmar Dilloo Tel. 287 - 33215
- Praise and Complaint Management  
Maren Pausch Tel. 287 – 13030
- Staff Physician  
Dr. Ursula Lobin Tel. 287 – 16176
- Patient Advocate  
Prof. Dr. Udo Bode Tel. 287 – 33110
- Staff Councils / Youth and Trainee Representatives
- Executive Board / Human Resources Management GB1



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Prof. Dr. Bernd Weber  
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Prof. Dr. med. Jörg C. Kalff  
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Alexander Pröbstl  
Director of Nursing and Patient Service