

First points of contact

- MHH governing board (Presidium)
- Personnel Management
- Legal Department
- Supervisor / managers
- Equality Officer
- Staff Council
- Offices of the Dean of Studies
- Welfare Advisory Service of the General Students' Committee
- Dental Medicine Students' Group
- Young People's and Trainees' Representative Body
- Representative Body for People with Disabilities
- In-house Welfare Advisory Service
- Coordination Office of Hannover Biomedical Research School (HBRS)
- International Office

Coordination Unit for sexualized discrimination and violence

- takes on cases (within MHH)
- coordinates and documents proceedings
- involves other sources with appropriate responsibility

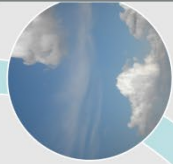
MHH

Other contact points within MHH

- General Psychiatric Outpatients' Clinic
- Psychosomatic Outpatient Clinic
- 'Probeweis' network (which provides medical examinations for victims of violence)
- Clinical point of contact (for patients)

Contact points outside MHH

- Welfare Advisory Service of Student Administration Hannover
- 'Notruf für vergewaltigte Frauen und Mädchen e.V. Hannover' (an association for female victims of rape)
- 'Hilfetelefon Gewalt gegen Frauen' ('Violence Against Women' support helpline)



MHH Coordination Unit on Sexualized Discrimination and Violence

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NICHT BESCHREIBEN, HIER STEHT DAS MHH-LOGO! Bitte achten Sie auch auf die Farbrunterlegungen Ihrer Vorlage.

Coordination Unit on Sexualized Discrimination and Violence

Achtung! Farbwechsel des Vordrucks beachten! An diese Stelle keinen Text stellen!

Contact points outside MHH

Frauen-Notruf Hannover
(an association for female victims of rape)
+49 0511 332112
www.frauennotruf-hannover.de

Hilfetelefon Gewalt gegen Frauen
(‘Violence Against Women’ support hotline)
+49 116 016 or www.hilfetelefon.de

Antidiskriminierungsstelle Hannover
(Federal Anti-Discrimination Agency)
+49 0511 168 45051

Männerbüro Hannover e.V.
(for men seeking help)
+49 0511 1235890



Information Advice Prevention in English

MHH Gender Equality Office

Information – Advice – Prevention

Since 1 January 2018, Hannover Medical School (MHH) has had a Coordination Unit for Sexualized Discrimination and Violence.

Information and advice

The Coordination Unit's role is to help those affected when incidents occur, to offer assistance and to advise on what else can be done. All interviews will be treated confidentially. You can contact us by phone, via e-mail or of course in person.

Workshops offered

The Coordination Unit also offers workshops for different target groups.

Workshops specially designed for employees and students are held on 'Preventing and responding to sexualized discrimination and violence in the workplace'.

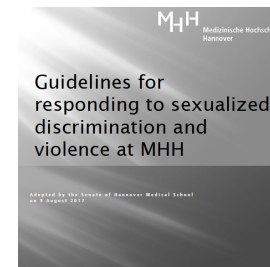
In small, homogeneous groups, patterns of action and reaction will be analysed, individual cases discussed, and preventive/defensive behaviour learned through practice. Sexual discrimination and violence is encouraged by certain structures, especially hierarchical ones, which often makes it harder to defend oneself. Recognizing and disabling these mechanisms is one of the event's main aims.

For female and male executives, the Coordination Unit also offers a workshop on responding to sexualized discrimination and violence and on preventive measures. It is intended for both male and female employees.

To sign up for any of these workshops, please send an e-mail to sdg@mh-hannover.de or register via the [qualification](#). You can find our events there under the heading "Topics" and then under the category "Equality and family friendliness". .

Guidelines for responding to sexualized discrimination and violence at MHH

- Developed by the Coordination Unit in cooperation with many individuals and bodies
- Adopted by the Senate on 9 August 2017
- Available as a brochure in German and English
- Viewable at the Gender Equality Office web presence
- Available on the Intranet site under various keywords in the organizational guide ('Organisationshandbuch')



Sexualized discrimination and violence may affect anyone of any gender ...

however, women are usually the victims. This is shown, among other things, by the results of a study conducted by the Federal Anti-Discrimination Agency in 2019, which found that one in 11 employees was affected by sexual harassment in the workplace in the last three years (13% women; 5% men). 82% of women and men experience sexualized discrimination and violence at the hands of men (98% women; 39% men). In principle, sexualized discrimination and violence can take place between colleagues or students. According to the study "Gender-based Violence, Stalking and Fear of Crime", female students are particularly frequently affected in contrast to other age groups or other status groups. A woman in the role of a superior can also be affected by sexualized discrimination and violence. Patients are also repeatedly involved in everyday clinical practice.

Sexualized discrimination and violence is deemed particularly serious where it involves abuse of authority in a training, work or study setting, possibly with the threat of disadvantages relating to studies or career or the promise of advantages if the victim acquiesces. Particular relationships of dependency include the following: professor → student; senior physician → junior physician; physician (in a training capacity) → trainee (paediatric) nurse; (paediatric) nurse → trainee (paediatric) nurse; doctoral supervisor → doctoral student; patient → nurse.

MHH will also, in accordance with its Guidelines, follow up on discrimination against students, trainees and employees by patients.