



The **use** of **non-discriminatory, gender-equitable** language is **important** to us.



For example, the characters *** asterisk** and **: colon** make different gender identities visible.



For more information, please visit our website.

WHERE ELSE CAN YOU GET HELP?

Within the university:

- Conflict Resolution Services – Regina Lammer
- ÖH – Austrian Students' Union
- Works Council of the University of Graz
- ZIS – Disability Resource Centre

Outside the university:

- TARA
- Gewaltschutzzentrum Graz – Violence Protection Centre
- Antidiscrimination Office Styria, Graz
- Psychological Counseling Centre for students
- Frauenservice Graz – Advice Centre for women
- Nightline Graz (Anonymous phone support service for students)

See our homepage for more points of contact:



CHAIRPERSON

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WE ARE HERE TO HELP YOU!



For more information, please visit our website:

akgl.uni-graz.at/en

We work for tomorrow

LEGAL NOTICE

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UNIVERSITY OF GRAZ

Working Group for
Equal Opportunities



AKGL

WORKING GROUP FOR EQUAL OPPORTUNITIES

University of Graz

All together for
fair conditions at the
University of Graz

akgl.uni-graz.at

WHAT CAN WE DO FOR YOU?

We advise and support all members of the university (students and staff) and university bodies in cases of

- discrimination (gender, ethnicity, religion/ideology, age, sexual orientation),
- other forms of discrimination such as sexual and gender-related harassment,
- findings of bullying and conflicts related to discrimination.

HOW DOES A CONSULTATION WORK?

Lawyers, mediators, life and social counsellors, coaches and members with years of counselling experience are at your service.

- You can contact us by e-mail or telephone to arrange an **appointment**.
- We will **take the time** to answer your questions, discuss your situation and find the most appropriate approach for you.
- As a principle, we do not carry out any intervention without **your consent**.
- If your situation does not fall within our area of responsibility, we will guide you to appropriate **counselling services**.
- **Confidentiality** is most important to us!



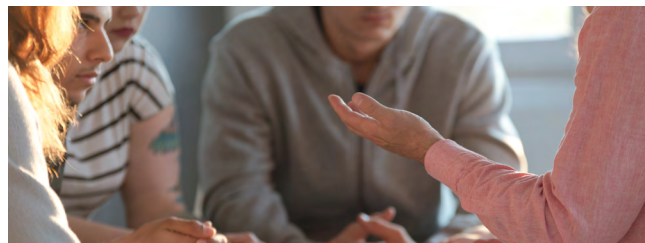
We take **ALL CONCERNS** seriously and always treat them **strictly confidential and discreet!**

WHAT ELSE ARE WE RESPONSIBLE FOR?

- Monitoring of all appointment procedures, habilitation procedures, qualification and development procedures and general personnel procedures with regard to equal treatment and the promotion of women.
- Participation in the allocation of teaching posts.
- Appeal to the Arbitration Commission/Federal Equal Treatment Commission in case of discrimination.
- Active involvement in committees and projects.
- Reviewing the composition of committees with regard to the representation of women.
- Monitoring of evaluations.
- Evaluation of new curricula with regard to the integration of gender studies.

WHAT CAN YOU DO IF YOU WITNESS AN ASSAULT?

- Don't look away, but actively support the victim.
- Help clarify what kind of support is needed in that situation.
- Don't give advice unless specifically asked for, but focus on listening and simply being there.
- Seek professional help if necessary.
- Always treat the incident confidentially!



HOW CAN YOU TAKE ACTION AGAINST SEXUAL HARASSMENT?



Sexual harassment is not just another hashtag on social media, it is reality at universities with existing dependencies forming the basis for it. In order to effectively combat sexual harassment or prevent it from happening in the first place, appropriate countermeasures are needed, such as:

- information and awareness-raising workshops,
- zero tolerance of sexual harassment and bullying,
- contact persons available in pressing situations (LUIS*A on Campus).



TOGETHER for a **HARASSMENT-FREE** campus

Together with the City of Graz and TARA, the AKGL has launched the **LUIS*A on Campus** project to provide quick and uncomplicated help to those affected by sexual harassment on campus. For more information, please visit:

