Internal Options
in cases of disadvantage, discrimination, sexualized violence and bullying

PADERBORN UNIVERSITY

Incident: disadvantage, discrimination, (sexualized) violence, bullying

direct response/ resistance

- contact trusted person
- write memory log

informal & confidential counselling at UPB

- possible contact persons
- Counselling guide for consultants

Anonymity can be guaranteed.

Joint development of possible options for action

e.g. conflict counseling, initiation of mediation proceedings, formal complaint, criminal charges if applicable, etc.

formal complaint to the UPB

The Complaint Office is open to all members of the university.

Anonymity cannot be guaranteed.

Procedure of a complaint:

1. Recording of the complaint by an employee of the complaints office
2. Examination of the complaint
3. Communication of the results

Measures for prevention and/or sanctions, if applicable

within the meaning of § 12 AGG and/or § 10 of the Guideline for Respectful Cooperation

- - - - - → informal way, without legal consequences
——→ formal way, legal consequences possible