

Her Spectives

2022



Central Gender Equality Office
of the University of Bonn

FOCUS ON

The Abuse of Power in Academia

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WHATS UB

**New Career Network
for Women (Early-Career)
Researchers**

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**“A Piece of Misfortune
Sticks to Every Lettuce”**

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Her Spectives

Dear Readers,

It is with great pleasure – and no little pride – that we present the new edition of our gender equality magazine: FrauenPerspektiven has become Her*Spectives.

Following its complete makeover, the magazine will be published annually in a reversible bilingual format, with German on one side, English on the other. Available both online and in print, readers can look forward to a range of informative articles and inspiring features.

The first issue kicks off by covering a topical – and potentially controversial – issue of fundamental importance in our day-to-day work: the abuse of power in academia in the context of sexualized discrimination and violence. The article examines the various facets of the topic, focusing on the experience of and the challenges endured by those subject to the abuse of power in relationships of dependency in the context of higher education.

Every report of such an incident contributes to the reform of university structures and takes us one step closer to making gender equality a reality. The Gender Equality Office works to take up specific issues that come up in consultations and adapts its portfolio of measures accordingly. For example, our new online discrimination notification form can be used to register incidents of inappropriate behavior and discrimination, anonymously if required.

The Gender Equality Office is not just the central contact point for those affected by sexualized discrimination, violence and the abuse of power, we also advise the faculties, departments, units and facilities at the University in their efforts to reform their internal structures in order to be able to provide the best possible support to those affected by discrimination and inappropriate behavior. We also organize awareness-raising workshops for persons with teaching, supervising or managing responsibilities and specifically for men who are rarely addressed in the context of sexualized discrimination and violence.

With the Her*Spectives we take the opportunity to inform you about our work both within the University and beyond. Reflecting the full range of the activities of the Gender Equality Office, the magazine gives an insight into the varied nature of our day-to-day work and it is a collaborative effort by all members of our team.

Articles on state-wide gender equality policy in North Rhine-Westphalia are supplemented, for example, by reports on our work in raising the profile of women researchers or supporting women entrepreneurs. This year also saw the Gender Equality Office award two prizes and launch a new campaign to establish unisex bathrooms at the University of Bonn.

We hope you enjoy this informative read!



Further information about the work of the Gender Equality Office:



www.gleichstellung.uni-bonn.de

[@gleichstellung.uni.bonn](https://www.instagram.com/gleichstellung.uni.bonn)

[@gleich_unibonn](https://www.twitter.com/gleich_unibonn)

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The Abuse of Power in Academia

Through the Lens of Gender Equality Policy

“A cane lay on his desk” – thus the title of an article in *DIE ZEIT* from June 2022, telling a story of the physical violence, coercion, unlawful restraint and sexual harassment perpetrated for years by a male professor at a German university against women students, doctoral students and employees. This article, an unprecedented and exhaustive insight into the situation of victims of sexualized discrimination and violence at German institutions of higher education, received remarkably little public notice. This is due perhaps to the tenor in which such incidents are usually reported. Focusing on a handful of prominent and extreme cases only, press coverage may lead to the impression that such behavior constitutes the exceptional behavior of ‘a few bad apples’ rather than the systemic product of problematic structures. The reality observed in day-to-day work at gender equality offices is very different. Incidents are regularly reported, some of which might even qualify as criminally relevant. With its in-built hierarchies, power imbalances and relationships of dependency, the higher education system offers gateways for abusive and violent behavior. Perpetrators deliberately exploit these structures. The publication *Zur „Sexismus-Debatte“: Ein Kommentar aus wissenschaftlicher Sicht* by Diehl, Rees and Bohner (2013) concludes that: “Especially in hierarchical contexts and fields which continue to be male-dominated this behavior is often accompanied by the unspoken message: ‘I can get away with treating you like this and there is nothing you can do about it.’” And that is precisely what makes it so difficult to redress grievances. Those affected are afraid that their courage in speaking out about what happened to them will have deleterious consequences for their grades or career prospects: being refused credit for a course, receiving a worse grade for a final paper or thesis, losing their job or being left with a reputation as a trouble-maker.

The abuse of power – no issue in academia?

The abuse of power and exploitation of relations of dependency are prominent issues in German institutions of higher education, at least where it is a question of ensuring good research practice. Regarding the responsibilities of the heads of research work-units, page 11 of the *DFG Guidelines for Safeguarding Good Research Practice* prescribes: "The leadership role includes ensuring adequate individual supervision of early-career researchers, integrated in the overall institutional policy, as well as career development for researchers and research support staff. Suitable organisational measures are in place at the level of the individual unit and of the leadership of the institution to prevent the abuse of power and exploitation of dependent relationships." Unfortunately, there is no suggestion of what these organizational measures might look like. As a result, none have been taken. To date, there are hardly any structures and expertise in place in German academia fit to deal with abuses of power in the context of sexualized discrimination and violence in an adequate way. 'An adequate way' means that individuals abusing their power can be sanctioned promptly, reliably, and appropriately.

Leaving your home institution does not mean leaving the law behind!

Sexualized discrimination and violence have been an issue in higher education for many years. However, most initiatives seeking to address this situation focus on sexual harassment and assaults suffered on campus. Unacceptable behavior at international conferences and on field work abroad – common in disciplines such as Archeology, Anthropology, Agricultural Sciences, the Geosciences or Development Research – has only recently moved into focus. Studies from the USA and Canada (such as Hanson and Richards 2019, Hodgetts et al. 2020) show that the majority of students and researchers in these subjects have already experienced or observed incidents of sexualized discrimination, assault and violence during excursions, field work or conferences. More and more researchers and students at German institutions of higher education are reporting similar experiences. The perpetrators can be members of their own working groups, those from cooperating institutions, contact persons in administrations, hosts, interview partners and volunteer assistants. As researchers are usually dependent on these people to perform their work, incidents in these fields are no less conditioned by unequal power dynamics than those in institutional contexts. Very few institutions maintain viable concepts for dealing with such incidents in the context of field work, excursions, conferences and stays abroad. In general, there is very little awareness of this issue. In many cases, those affected seek to help themselves and try to raise awareness through the dissemination of information material.

German Basic Law and academic freedom

When possible measures to prevent the exploitation of the power imbalance inherent in academic supervision relationships, regulations protecting individuals against abuses of power, or initiatives to counter sexism and racism in teaching are discussed, often the commitment to academic freedom enshrined in Article 5 (3) of the Basic Law is invoked as a defense against what is seen as 'interference'. Such a concept of academic freedom should not go as far as to possibly legitimize discrimination and violence, the abuse of power and unlawful actions. When incidents are reported, the concrete options for helping those affected appear rather limited: networks and relationships of dependency are too enmeshed in the very structures of the institution, and no one wants to *interfere in their colleagues' business*. It is particularly challenging for those affected to find a trustworthy person in whom they can confide and who – ideally – will be able to help them. Moreover, the intolerable conditions created by abuses of power and the exploitation of dependency not only affect their (future) academic careers, they also exert a massive impact on their health. Those subjected to prolonged periods of pressure, degradation and assault from superiors or supervisors often suffer anxiety and depression and even entertain suicidal thoughts.



National Initiative

Network Against Abuse of Power in Academia

www.netzwerk-mawi.de

Counseling and Support in Cases of Discrimination and Harassment at the University of Bonn

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Legal Counseling by the University Administration

[Homepage and Contact](#)

The Abuse of Power in Academia

Silence legitimizes structural violence

The incidents described so vividly in the *ZEIT* article mentioned above were facilitated by organizational structures that can be found at almost all institutions of higher education – including scientific institutions in Bonn, such as the University or the University Hospital. Although German academia has been subject to considerable structural reform in recent decades, especially in the area of governance and management, deeply-rooted structures of power and dependency have been preserved in certain areas. Accordingly, addressing sexualized discrimination and violence cannot only focus on individual abuses of power, but must also investigate the exercise of structural violence and oppression. A clear characteristic of the impact of structural violence is the silence in which individual incidents are usually shrouded. Those affected dare not speak about what has happened to them for fear of negative consequences. What is worse, however, is that the immediate environment also remains silent. There are countless cases of the abuse of power, assault and violence at institutions of higher education, which are known 'unofficially', but have never been 'officially' addressed and processed. One consequence of this silence is the perpetual repetition of the behavior in question, leading to a certain degree of normalization of these incidents – and thus, silence legitimizes abuse.

'Zivilcourage' as a driving force for structural change

The Duden – the standard German dictionary – defines 'Zivilcourage' as "the courage that someone demonstrates when standing up for humane and democratic values (e.g. human dignity, justice) in public and/or in the face of authorities, superiors etc., without regard to the possible consequences". This kind of courage will be essential in academia in order to make substantial and lasting changes to the structures that favor the abuse of power and the exploitation of relationships of dependency.

It can take a long time, sometimes years, for victims of sexualized discrimination and violence to come forward, as they usually try to repress incidents which initially appear to represent the exception rather than the rule. In addition, many assume either that they will not be believed or that no one will be able to help them. These assumptions are often reinforced by the superiors or supervisors themselves, who threaten to terminate or undermine their employment or future career if they speak up. In order to make institutions of higher education safe places of study and work for all, the most central tasks in coming years will be the establishment of reliable and transparent procedures for dealing with abuse cases, encouraging victims to trust in and make use of the existing options and calling on all employees and students to show *Zivilcourage* by helping and supporting them.

Sources:

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Hanson, Rebecca/Richards, Patricia (2019): *Harassed: Gender, bodies, and ethnographic research*. University of California Press.

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Hodgetts, Lisa/Supernant, Kisha/Lyons, Natasha/Welch, John R. (2020): *Broadening #MeToo: Tracking dynamics in Canadian archaeology through a survey within the discipline*. *Canadian Journal of Archaeology*, 44(1), 20–47.

Expertise for Gender Equality in Higher Education – LaKof NRW

The State Conference of Gender Equality Officers in Higher Education in North Rhine-Westphalia (LaKof) is one of the central players in the field of science policy. It is a meeting point of the gender equality officers of the institutions of higher education and university hospitals named in the NRW Higher Education Act.

Represented by a committee elected by its general assembly, its current speakers are Sandra Hanke, Dr. Anja Vervoorts (University of Düsseldorf), Dr. Bettina Kretschmar (South Westphalia University of Applied Sciences) and Stephanie Over (Aachen University of Applied Sciences). The speakers maintain close contact with the State Parliament, State Ministers and the Conferences of Rectors and Provosts of NRW universities and universities

of applied sciences. LaKof establishes a forum in which gender equality officers can discuss the full range of their responsibilities and duties. It allows them to work together to develop strategies, instruments and projects, all with the aim of reducing the structural barriers to women's participation in research and higher education in NRW and thereby promoting equal opportunities.

LaKof is currently focusing on supporting the position of gender equality officers and implementing measures to reduce the gender pay



gap. The year 2022 saw the establishment of a new committee to develop a safeguarding concept against sexualized discrimination and violence at institutions of higher education in NRW.

Working to Close the Professorial Gender Pay Gap in NRW

In April 2022 representatives from the Ministry of Culture and Science of the State of North Rhine-Westphalia (MKW NRW), the institutions of higher education in NRW and the State Conference of Gender Equality Officers in Higher Education in North Rhine-Westphalia (LaKof NRW) signed a joint declaration focusing on measures to close the professorial gender pay gap. The declaration represents the result of a process of dialog initiated by the ministry in response to the publication of the 2019 Gender Report.

Published by the Women's & Gender Research Network NRW every three years since 2010, the Gender Report provides a detailed overview of the progress made in the realization of gender equality at the institutions of higher education in NRW. The 2019 report focused on the gender pay gap, showing that women professors in NRW earn an average of €521 (gross) less than their male colleagues.

The most important factor in this pay gap proved to be the differences in incentives and bonuses, which each professor negotiates individually with the university management. The declaration includes measures for the institutions to implement to reduce the gender pay gap:

- › **Publication of the rules and processes for the allocation of incentives and bonuses, which should also be subject to annual evaluation by a panel including the Central Gender Equality Commissioner**
- › **Review of professorial retention negotiations as an important factor of remuneration inequality**
- › **Awareness-raising activities for persons in leadership positions and members of decision-making bodies**
- › **The introduction of a standardized reporting system encompassing a range of issues including the payment of incentives and bonuses at NRW institutions of higher education**

The institutions of higher education and the ministry agreed to evaluate the impact of the implemented measures three years after the issue of the joint declaration. The working group set up to draft the declaration will meet annually to accompany the implementation process. Stephanie Over and Sandra Hanke from LaKof were involved in the drafting of the declaration.

Workshops by the Gender Equality Office (German language only)

Successfully Negotiating and Optimizing Remuneration in "W"

Thursday, November 17, 2022
09.00 am to 01.15 pm

Appointment Negotiations at Universities

Tuesday, December 13, 2022
09.30 am to 14.30 pm

**Further Reading:
Gender Pay Gap**




Campus Safety Survey at the University of Bonn

Working in cooperation with the Rectorate and the Facilities Management Division, we have developed a survey to identify potentially dangerous and frightening areas on the University campus and consequently increase security. Narrow or poorly-illuminated paths or winding corridors are just a few examples of contexts which may constitute a danger and may cause anxiety. The feelings of insecurity which these areas engender can mean that certain places or routes are avoided or that precautions are individually taken, such as using the *KommGutHeim* App or talking on the phone.

As the University facilities are spread across the city of Bonn, we place great importance on maintaining a comprehensive overview of the locations at which University members and visitors feel uncomfortable or even threatened. We are therefore asking for your help in identifying these locations and inviting suggestions for making these areas safer. Often, even simple measures such as making repairs, ensuring that vegetation is pruned regularly or simply applying a different color scheme can effect significant improvement.

The survey is open to all and is not limited to certain groups or specific threats such as sexual assault. Reports of potentially dangerous or frightening areas of any kind are welcome.

The results of the first survey phase will be subject to analysis by the staff of the Gender Equality Office, who will then inspect the locations together with representatives from the University Administration. All involved will then discuss possible measures designed to make the locations safer; these are to be implemented as quickly as possible.



Further information on the Campus Safety Survey and the start of the first survey phase is provided on our [homepage](#)




**KLARE WORTE
FINDEN -
SEXUELLE
BELÄSTIGUNG
STOPPEN! ***

***Speak Up - Stop Sexual Harassment!** An ongoing university-wide campaign run by the Gender Equality Office seeks to spell out that sexual harassment and sexualized discrimination will not be tolerated at the University of Bonn. Raising awareness of this issue amongst University members, the campaign also disseminates information about counseling and support services available. The first poster campaign was launched in 2018. Subsequent years saw the campaign expanded to include a new medium every year, such as flyers and stickers. Our campaign has since been joined by the University of Cologne and the University Hospital Cologne. The video clip from last year's campaign was a collaboration of the Universities of Cologne and Bonn and underscores the joint commitment of the two institutions to ending sexualized discrimination and violence.

This year, the key visual of the campaign was also disseminated on a sticker.

The impact of our ongoing public relations work on sexualized discrimination and violence has been demonstrated by the increasing number of cases reported. This is an important development, because only if we learn about the incidents can we take joint action against sexualized discrimination and violence. For this reason, we regularly appeal to all faculties, institutes and departments at the University to ensure a wide distribution and display of the campaign material.

If you would like to get involved and spread the word using the campaign in your area of work, please contact the Gender Equality Office; we will supply you with a package with the relevant materials.



Contact: +49 228 73-6573
sekretariat@zgb.uni-bonn.de

[More information on the campaign](#)

Between Representation and Data Protection



Recording and Representing Gender Diversity in Statistics

The amendment of the Personal Status Act in September 2018, introducing the third option “diverse” for registering gender, generated new demands on the presentation of university reports. Whereas no option existed before for recording persons with a non-binary gender identity, it is now possible to represent them in statistics. Nevertheless, the new situation brings about its own challenges.

Until recently, reports of the gender composition of the student and staff body at the University of Bonn reflected binary gender norms, listing only the percentage of women in each group. Since the 2019/20 winter semester however, the third option “diverse” has enabled students to register a non-binary gender identity (this included persons who did not specify their gender).

In the winter semester of 2021/22, 16 of 37,165 students chose this category, whilst 18 people chose not to submit any information. Even though these numbers are very low in relation to the total number of students, the last three years show a clear increase.

Students at the University of Bonn (incl. doctoral students)

Semester	total	female	male	“diverse”		unknown/no information	
				absolute	%	absolute	%
WS 2021/22	37,165	56.2%	43.7%	16	0.04%	18	0.05%
WS 2020/21	38,352	56.3%	43.6%	12	0.03%	11	0.03%
WS 2019/20	38,965	56.1%	43.9%	5	0.01%		

The central argument for recording non-binary gender identities in official statistics rests on the need to increase visibility and raise the general awareness for lived realities beyond the perspectives of heteronormativity. Nevertheless, data protection requires us to protect non-binary persons from the impact of discrimination following involuntary exposure. When publishing gender statistics, it is therefore necessary

to consider whether the information can be used to identify individuals. This would preclude the presentation of small numbers of cases. In light of this situation, the coming edition of *Facts and Figures* of the University of Bonn will present only the number of students with a non-binary identity as a proportion of the whole student body and not within individual teaching units.

Assuming that some 2.1 percent¹ of the German population states a non-binary gender identity, this would apply to 743 students at the University of Bonn. The statistical recording and representation of this group by the University in its official statistics works to raise their visibility and can make a contribution to greater social acceptance and inclusion of non-binary gender identities.

¹ Information from ZEIT Vermächtnis-Studie: Wratil, Patricia; Allmendinger, Jutta; Haarbrücker, Julia (2016): *Sex and Gender. New insights from a representative study in Germany*, Arbeitspapier zur Vermächtnis-Studie von WZB, infas und DIE ZEIT, no. 11. Mimeo, cited according to BMFSEJ 2016, p 7.

Strategic Gender Equality Controlling at the University of Bonn

Analysis Tool and Steering Mechanism

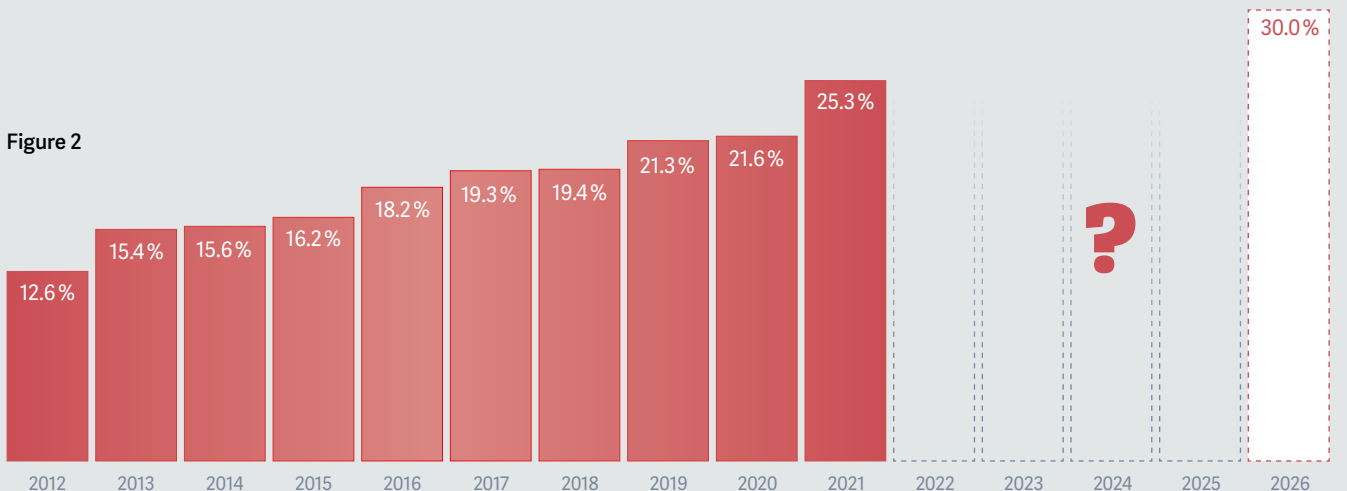
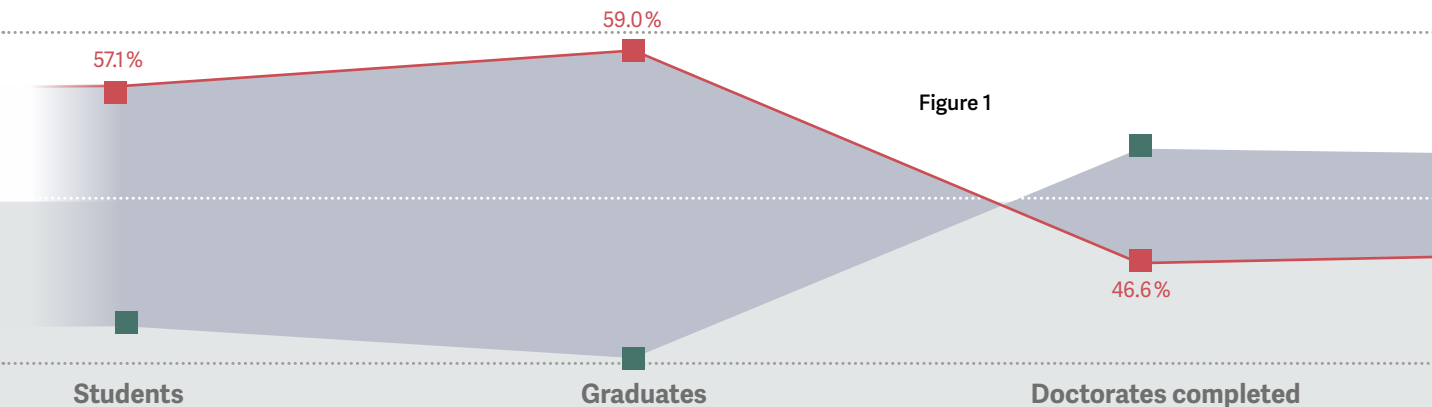
The instrument of strategic gender equality controlling is used as a steering element that serves the planning, organization and implementation of equality policies. This process serves as a quality assurance mechanism, fosters transparency regarding the gender composition of the student and staff bodies and enables the expression of individually-experienced inequality in structural terms. Statistical analysis permits the identification of structural barriers to gender equality, enables the evaluation of previous gender equality policies and provides the basis on which to design

new gender equality measures. Regular monitoring, a comprehensive reporting system and evaluations of selected topics of interest enable the University to add a gender equality perspective. These tools also act to raise university-wide awareness of the remaining obstacles in women's career paths and help to identify residual gender gaps in different areas.

The presentation of the development of the gender ratios of post holders at the individual qualification stages from student to professor (figure 1) provides a good

overview of the gender balance at the various academic levels. The initial analysis presents a scissors distribution: a high proportion of female students at 57% is followed by a decline to 49% at the doctoral level and a low number of women – 18.4% – in W3/C4 professorial posts (as of 2021).

Even though recent years have seen progress at individual career stages, the scissors distribution is still to be observed in 2022, especially at the level of W2/C3 and W3/C4 professorships.



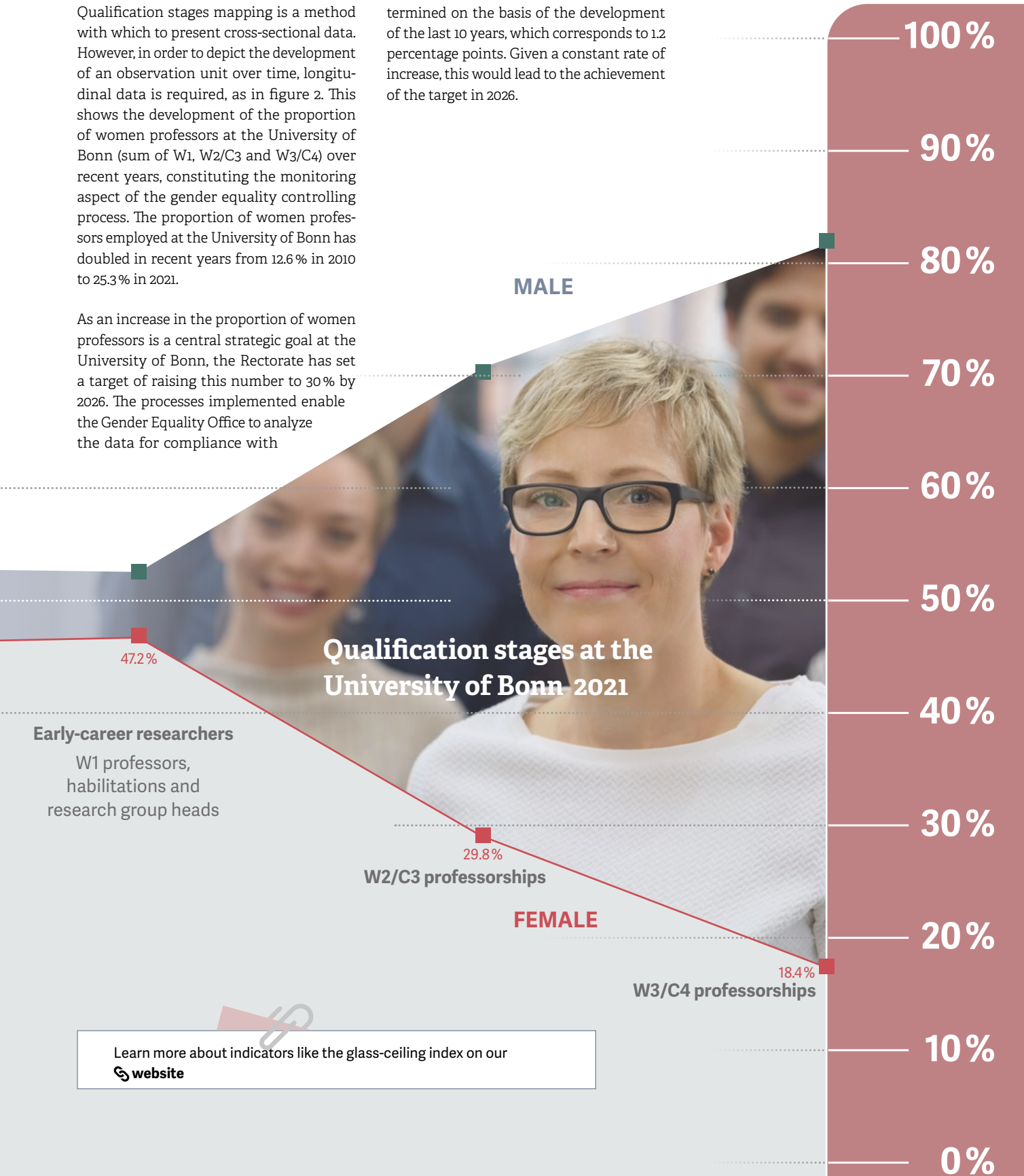
Development of the percentage of female professors at the University of Bonn

Please consult the website of the Gender Equality Office for further details on the comparative data relating to the gender compositions of each career level in the faculties.

Qualification stages mapping is a method with which to present cross-sectional data. However, in order to depict the development of an observation unit over time, longitudinal data is required, as in figure 2. This shows the development of the proportion of women professors at the University of Bonn (sum of W1, W2/C3 and W3/C4) over recent years, constituting the monitoring aspect of the gender equality controlling process. The proportion of women professors employed at the University of Bonn has doubled in recent years from 12.6% in 2010 to 25.3% in 2021.

As an increase in the proportion of women professors is a central strategic goal at the University of Bonn, the Rectorate has set a target of raising this number to 30% by 2026. The processes implemented enable the Gender Equality Office to analyze the data for compliance with

the target even before a final evaluation has been performed. The future development process can be extrapolated using time series data, thereby permitting an evaluation of the attainability of the target. To this end, an average annual growth rate is determined on the basis of the development of the last 10 years, which corresponds to 1.2 percentage points. Given a constant rate of increase, this would lead to the achievement of the target in 2026.



Learn more about indicators like the glass-ceiling index on our [website](#)

Maria von Linden Training Program

Recognizing and Developing Skills and Potential

This year saw the launch of the new Maria von Linden training program. It enables women academics at all stages in their career at the University of Bonn to participate in a range of workshops dedicated to helping them refine their skills profile and plan the progress of their academic career.

In contrast to programs with a modular structure such as the MeTra mentoring and training program or the #UnsichtbarWarGestern (#InvisibleNoMore) media program, the Maria von Linden program is an open program consisting predominantly of one- to two-day workshops which can be chosen in accordance with individual needs and interests. In 2022/23, it focuses on:

- Maternity protection and parental leave the legal basis
- Remuneration and appointment negotiations
- Assistant and tenure-track professorships: rights, obligations, perspectives
- “How to Become a Professor in Germany”: training for international women researchers (in English)
- First-Generation Women Academics

Debating, lecturing and resilience coaching are popular aspects of the program and are provided regularly. Unless otherwise noted, all workshops take place in German.

The program targets young women researchers at various stages in their career, from doctoral students to professors. Whilst some workshops focus primarily on developing personal skills, others provide training in legal principles or impart insider knowledge about the German higher education system. All the courses seek to support their participants in developing sustainable strategies and long-term perspectives for their academic careers.

Due to the ongoing COVID-19 pandemic, all events will continue to take place online until 2023, when we plan to resume in-person events. The range of workshops on offer is constantly being expanded.



Find out more about individual workshops on our website.

Career Planning, Leadership, Networking and Empowerment

All measures, programs and events offered by the Gender Equality Office can be found on our

[website](#)

Colleagues Help Colleagues

Whatever the demands of our professional and private lives, we are often confronted with challenges and called on to perform a range of roles, which need to be negotiated and re-negotiated. Often, conflicts or difficult situations can develop that we do not feel equipped to deal with, or which we would like to reflect on afterwards. Collegial counseling can provide an important form of support in this area.

Collegial counseling is a variety of peer counseling performed in a regular group and can also be used within mentoring groups. Every collegial counseling process

follows fixed rules and a structured procedure; this approach helps the group stay on topic and facilitates the identification of alternative solutions to the problems under discussion. Thus, the regular meeting structure facilitates discussing new questions in each meeting.

Unlike in coaching or individual counseling sessions, there is no professional counselor. Instead, everyone meets on eye level. The roles assumed within the group change from meeting to meeting, so that everyone can profit from the advice and support of their peers.

We are happy to organize an introductory workshop explaining the process of collegial counseling and the various methods which can be adopted.

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Become an Entrepreneur and Set Up Your Own Business!

Developing and Implementing Good Ideas

Women are heavily underrepresented in the start-up sector: fewer than one in five start-ups established in 2020 were masterminded by a woman. The figures are rising gradually, but all too slowly. Seeking to redress this imbalance, the Gender Equality Office is currently making preparations for a new workshop.

"My first steps towards becoming an entrepreneur", a three-week training program open to women early-career researchers at the University of Bonn, will be held in March 2023. The host of a series of six consecutive workshops, Marietta Gädeke, herself the founder of the company *Lilit – Rhetorik, Auftritt, Kommunikation* (Lilit – Rhetoric, Presentation, Communication), will lead participants through the individual steps required to set up a business.

The aim of the workshop series is to define a set of personal entrepreneurial goals. To this end, participants will work independently between sessions on the development of their project; the trainer will support them in their endeavor by providing information about resources for continual professional development and sources of support and advice. The workshop also includes exercises, discussions and feedback to help participants identify challenges. Group discussion at the start of each meeting will also help participants to identify their own position and reflect on the process in general, including doubts, fears and the need for change.

Focusing on the practical aspects of this process, the program covers the following issues:

- Developing a business idea and objectives
- Drafting a business plan
- Pitching your idea to investors
- Creating business processes and checking their scalability
- Developing strategies for acquisition and sales
- Developing a realistic six-month plan

The program is organized online, and will run from March 7–23, 2023 (six sessions).

The aim is to conclude the workshop with tangible results and clear ideas of the personal goals as a founder.

A series of workshops in cooperation with the University of Bonn's Transfer Center enaCom.

For female students and early-career researchers interested in founding a business

Women Entrepreneurship: Discover your entrepreneurial spirit!

You have an idea for a business, but still need the courage or the momentum to start putting it into practice? Develop your own entrepreneurial mindset in a relaxed atmosphere and let yourself be inspired by the experience of others.

MODULE 1

November 24, 2022, 09.00 am to 01.00 pm
Live Workshop at Transfer Center
enaCom

[Further information](#)

SAVE THE DATE

Raising Your Expert Profile Through Effective Science Communication!

A Training Program for Women Early-Career Researchers

In the media, male voices still dominate the expert discourse on the complex challenges and crises currently facing society, such as climate change, recession, the ongoing COVID-19 pandemic or the war in Ukraine. A number of recent studies have demonstrated that women specialists are underrepresented in the media coverage of global developments, political events and scientific findings.

Initiatives such as Speakerinnen.org, ProQuote Medien e.V., Digital Media Women e.V. or Global Digital Women have long drawn attention to this situation and are working to redress the balance. Speaking at the spring 2020 launch of her campaign for the increased representation of women experts in the public sphere – #Coronaexpertin (#CovidExpert) – Edith Heitkämper, the NDR editor and chairperson of the ProQuote Medien association, made her demand clear:

“For weeks, the pandemic has been explained to us predominantly by men. We have had enough! We want to see more women virologists, specialists in infectious diseases, epidemiologists and intensive care specialists explaining the pandemic to society. We want to hear from more women social scientists, philosophers, educationalists, economists and to benefit from their analysis of the impact of COVID on society.”

#UNSICHTBARWARGESTERN (#INVISIBLENOMORE) provides training in:

- The principles of German-language academic communication and PR work
- The advantages of target-group analysis for the definition of target groups
- Confident communication with media representatives and on camera
- The structure and content design of an academic social media profile

Ten participants – doctoral students, postdocs and adjunct professors from Medicine, Biology, Genetics, Pharmacy, Mathematics, Astrophysics, Geography and Romance Studies – completed the pilot phase of the project from September 2021 to May 2022. After familiarizing themselves with the rules of good science communication, they covered the principles of concise and accessible writing, speaking on camera and an effective social media communications strategy. The participants formed a lasting network and continue to enjoy meeting up.

She is supported by Speakerinnen.org, an organization that works to provide women experts to speak at events. Their spokesperson argues that:

“Many people are bothered by the fact that men are much more likely to be invited to address conferences as experts or to be interviewed by the media. There is no biological reason for this state of affairs: men are not more intelligent than women. When we highlight this discrepancy, those responsible often respond that they were unable to find a suitable woman. We are convinced that there are many more competent women who are not given the opportunity to speak. Girls need female role models, whilst women need the reassurance that a different view on current affairs – theirs – is just as relevant.”

Against this background, in the spring of 2021 we at the Gender Equality Office developed a new training program for women early-career researchers, which offers science communication training through workshops and events, and equips its participants to grow into the role of an expert speaker.

The Gender Equality Office plans to repeat an extended version of the program in coming years and connect participants with representatives from women's expert networks and media-experienced researchers.

The next series of workshops starts on November 21, 2022.

Further information is available here:

[#UnsichtbarWarGestern](#)

WHATS UB – Women in Higher Education and Top Science University of Bonn

The career network for women (early-career) researchers



WHATSUB

Women in Higher Education
and Top Science
University of Bonn

A new interactive network has been launched for women (early-career) researchers in all faculties, departments and research units at the University of Bonn: WHATS UB. It is the brainchild of Diana Imhof (Professor of Pharmaceutical Biochemistry and Bioanalytics at the Pharmaceutical Institute and Vice-Chair of the Gender Equality Commission), who had long hoped to establish a platform through which women could present and discuss their research with women colleagues. Two initiatives – the publication *Perspektive Professorin – ProfessorinnenPerspektive* edited by the Gender Equality Office (published in 2000 and 2005) and a website expanding on the print publication – have raised the profile of women professors in Bonn but were not aimed at establishing networks between them.

When asked what motivated her to found the network for women researchers at the University of Bonn, Professor Imhof told us: “We all understand the importance of networking to the development of an academic career. The contacts generated not only promote professional exchange and collaboration but facilitate the positioning and visibility of researchers within the academic community. Women early-career researchers profit in particular from this sort of network.”

The opportunity to realize her idea arose in 2020 when the Gender Equality Office announced the second round of funding for projects promoting the structural integration of gender equality in the faculties, and Professor Imhof applied for funding for her concept. The proposal was approved and the work began. The network is based on a searchable electronic database containing information about the academic career, expertise, research interests and experience of the women academics using it. Those registering in the database are able to filter potential contacts on the basis of various criteria and thereby locate researchers who fit certain requirements such as field of expertise or area of interest. The database is also meant to facilitate connections with other national and international (women's) networks and professional associations in which women university members are involved. In addition, it is designed to enable the integration of training offers – coaching, workshops and other services – provided by the Gender Equality Office and other units.



Prof. Dr. Diana Imhof


A flyer publicizing the project was sent to a large number of women researchers; further interested parties can request a copy. So far, almost 200 women scientists contacted have indicated that they would like to be included in the database and to participate in the network and its activities. We hope to increase this number soon, and build a women's network which will be visible in the University and beyond and will turn the vision of a platform for networking women researchers into reality.

Those interested in joining the network should contact

Dr. Martina Pottek

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 Network homepage

#AllGenderUniBonn

An Initiative for Gender Diversity and Discrimination-Free Gender-Neutral Bathrooms

Gender diversity is a social reality. Universities have a responsibility to create conditions which enable their members and staff to work, research and study without suffering discrimination. Against this background, the Gender Equality Office and the AStA Queer Department launched a campaign for gender-neutral bathrooms at the University of Bonn during this year's international Pride Month (June 2022).

The initially temporary "liberation" of selected restrooms from the gender binary was intended to draw attention to the need for a gender equality and diversity policy that reflects the existence of more than two genders. The function of a toilet is in itself gender-neutral: all people need to use one. Nevertheless, the majority of public restrooms are designated exclusively for either men or women. This situation can cause great problems for trans, intersex and non-binary people,

as well as cisgender (non-transgender) people whose appearance does not conform to conventional binary gender norms. It also often results in situations of discrimination and exclusion, as transgender and non-binary people in particular are often victims of verbal and physical abuse in public bathrooms. The initiative made a range of signs and information material available online to encourage University members to repurpose suitable toilets in their buildings. Article 3 (3) of the Basic Law states that no one may be disadvantaged or favored on the grounds of sex/gender. The installation of unisex bathrooms, accessible to all persons regardless of their gender identity, is a positive measure in accordance with § 5 of the German Anti-Discrimination Act (AGG), and seeks to reduce gender-based discrimination.

In the context of renovations and construction work at our University the installation of unisex bathrooms is currently under consideration. During our explorations on campus, we discovered that permanent gender-neutral restrooms have already been established at individual locations, such as the Old Catholic Seminary and the Institute of Geodesy. The positive and supportive response to our campaign from members of the University reveals the existence not only of widespread interest in this issue but an actual demand for gender-neutral bathrooms.

This washroom has been
liberated from the
gender binary!



It is now open to people
of any gender.

#AllGenderUniBonn

Find more information
about this action here →



Image: freecorps.org

Would you like to re-classify a restroom in your department? Our website provides a checklist with important information and aspects to consider when advocating such a change, together with a range of image material and further suggestions.

[#AllGenderUniBonn](#)

Raising the Profile of Gender Studies:

Gender Studies Prize 2021

In April 2022, the 16th Gender Studies Prize was awarded at the University of Bonn. Established in 2003 – at a time when almost no prizes for excellence in gender studies were awarded either in Germany or abroad – the prize was designed to reward excellent final theses and dissertations written in any discipline focusing on issues drawn from the area of gender studies or queer studies. With few exceptions, it is now awarded on an annual basis. Organizers hope to raise the profile of the gender research conducted at the University of Bonn, which, although not performed under the aegis of a single degree program or certificate, is of central interest and importance for Bonn students and academics alike.

The Gender Studies Prize 2021 was awarded to the authors of three bachelor's theses written in the Department of German Language and Literature and the Department of Philosophy selected for the high level of quality, innovative approach and methodological and theoretical skill which they exhibited.

The award ceremony was held at Fritz' Café 2go in the university main building in the presence of the jury (Bonn academics and representatives from the Gender Equality Office) and other guests. The laudations were given by Professor Dr. Sabine Sielke, a co-founder of the prize and long-term jury member. Further members of the jury included Professor Dr. Nadine Marquardt, Adjunct Professor Dr. Silke Meyer and Professor Dr. Andreas Krebs.

All three prize winners are planning to complete a master's degree at the University of Bonn.

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Gender Studies Prize 2022

Winners are awarded €500 for the best bachelor's thesis, €700 for other final theses and €1,000 for the best doctoral thesis. The deadline for applications for the Gender Studies Prize 2022 – to be awarded in early 2023 – ends on January 1, 2023. Information about the application procedure is available on our homepage.

From left to right: Prof. Dr. Andreas Krebs, Marina Lynn Krambrich, Benedikt Johannes Gnosa, Joline Sophie Kretschmer and Prof. Dr. Sabine Sielke



The prize winners for 2021 were:

Marina Krambrich for her philosophy thesis „**Das Spiel der Philosophie. Eine empirische Untersuchung geschlechtsspezifischer Narrative von der akademischen Philosophie unter Studierenden in Bonn**“ (“The Game of Philosophy: an Empirical Investigation of Gender-Specific Narratives of Academic Philosophy amongst the Bonn Student Body”)

Benedikt Johannes Gnosa for his German Language and Literature thesis entitled “**Vestimentärer Geschlechterwechsel – Die verkleidete Herzogin Alheyt und die Grenzen der Männlichkeit im Herzog Herpin**” (“Sartorial Gender Switch – Duchess Alheyt in Disguise and the Limits of Masculinity in *Herzog Herpin*”) and

Joline Kretschmer for her philosophy thesis “**Gender as deeply diverse. How to dissolve the gender category dilemma**” (written in English).



Left to right: Winner Paula Heidemeyer, her fellow student Johanna Teepe and Dr. Martina Pottek (Central Gender Equality Office).

Recognizing Extraordinary Commitment

Maria von Linden Prize Rewards those Working towards Gender Equality



Who was Maria von Linden?

Find out more about the first woman professor at the University of Bonn

2022 saw the award of the first Maria von Linden Prize, established to reward the commitment of individuals, groups or initiatives working voluntarily towards the cause of gender equality at the University of Bonn. The prize seeks to recognize and reward the work of individuals or groups engaged in a spectrum of activities ranging from the production of a brochure, the organization of a conference, the introduction of innovative measures to raise awareness for issues of gender equality or from the field of gender studies, or measures to improve the compatibility of family and career. It will be awarded on a biennial basis, alternating with the funded *Projects for the Structural Integration of Gender Equality in the Faculties*, instituted by the Gender Equality Office in 2019. Candidates for the Maria von Linden Prize must be nominated by another member of the University. Individual prize winners will be awarded €1,000; groups and initiatives can be awarded up to €2,000, which should ideally be used to continue the work for which the prize was awarded.

The first winner of this new prize was the University of Bonn alumna Paula Heidemeyer, who took the time to organize a workshop series, held in the Department of Psychology over two semesters, focusing on “Gender Equality, Protection against Discrimination, and the Promotion of Diversity”, all while pursuing her studies and working on her final thesis. Originating as part of the funded project of the same name, the workshop series’ success was due in no small part to the commitment exhibited by Paula Heidemeyer. She was nominated for the prize by her fellow student Johanna Teepe, who worked with Paula Heidemeyer to establish KRIPSY – Critical Psychology Students – a group dedicated to the extracurricular discussion of a range of topics from psychology.

Paula Heidemeyer studied psychology at the University of Bonn from October 2017 to October 2021. A DAAD Promos scholarship enabled her to spend a semester at Haigazian University in Beirut. Her bachelor’s thesis, written in the field of political psychology, dealt with the topic of authoritarianism. Since October 2021, she has been studying on the master’s degree programs in Psychology (specializing in Work, Education and Society) and Social Theory at Friedrich Schiller University Jena.

Speaking on April 28, 2022 at a small ceremony held in Fritz’ Café 2go at the Schlosskirche, during which both the Maria von Linden Prize and the Gender Studies Prize were awarded, Paula Heidemeyer and Johanna Teepe explained the background of and their decision to start up the workshop series. Her*Specives caught up with the two students to ask them a few questions to help our readers get an idea of their work.



Paula, why did you decide to get involved in these projects and what did you hope to achieve?

When we started studying Psychology here in Bonn, some four-and-a-half years ago, Johanna and I, being young and politically engaged, quickly realized that neither the university nor the classes showed the level of awareness of issues of discrimination and gender equality we had hoped for in a subject like Psychology. At the end of our first semester, we decided to found a group called Critical Psychology Students Bonn (KRIPSY), dedicated to addressing topics that did not feature in our degree program (with its necessarily limited curriculum), but which nevertheless were of interest to us. From the beginning, for us it was also about looking critically at what we were presented with in the course of our studies and above all, the WAY in which these issues were presented.

What did the University group focus on and how many members did you attract?

Our group was received quite well and we soon had about ten regulars who decided to organize further events. For instance, we were permitted to address an introductory seminar held at the Department of Psychology. Despite this level of openness for our ideas, we still had the feeling that our criticism of the nature of the teaching on our course was not really being taken seriously or even being heard at all. Determined to do something about this, we turned to the Gender Equality Office in the summer of 2020, where we were made to feel welcome and received advice by Martina Pottek and Sandra Hanke. They drew our attention to the call for proposals for the Project Funding for the Structural Integration of Gender Equality in the Faculties, which we saw as a brilliant opportunity to double down on our efforts to raise awareness of discrimination and promote gender equality in our department. The application itself involved a considerable amount of work, as we could not apply as a student group without the support of departmental staff. Nevertheless, with the support of the Student Council and Professor Ettinger, the head of the department at the time, we succeeded.

What was the project about?

The project involved a multi-part workshop series which I organized. We ran seven three- to four-hour workshops over the course of 2021, open to all members of the department (students, lecturers, academic and support staff), with the aim of raising awareness of and providing education in the issues of discrimination, implementing diversity and providing protection against discrimination. We also set up a diversity working group, open to students, academic staff and support staff, to accompany the project.

The subjects of the workshops were:

- Intersectional perspectives in mental healthcare – gender and racism (with Dr. med. Amma Yeboah)
- Discrimination-sensitive teaching (with Dr. Eva Georg)
- LGBTQ*-sensitive psychological practice and teaching (with Lian Eisenhuth)
- Intersectional discrimination: an issue for psychologists? – Intersections of gender and disability (with Prof. Dr. Julia Zinsmeister)
- De-colonial perspectives on psychological theory and practice (with Julia Manek)
- Who is admitted? Who stays? Gender and class in the university context (with the 'Network for Decent Labour in Academia')
- Critical neuroscience for psychologists – gaining a critical edge on the social dimensions of experiments (with Dr. Flora Lysen and Mareike Smolka)

How was the workshop series received? Do you have the impression that you were able to make an impact?

Overall, we always received very good feedback. During the first workshop it was especially rewarding to see the exchanges between students and teachers, but also between the different chairs. Nevertheless, participation was not as high as we had hoped, and we primarily attracted those with prior experience of or interest in the issues concerned. The project funding certainly helped us to articulate our concerns surrounding gender equality, anti-discrimination and the promotion of diversity. We do, however, have the impression that, although the teaching staff consider these issues to be important, they do not prioritize them – over all the work they undoubtedly have – in the manner required to establish sustainable anti-discrimination structures. I doubt that the diversity working group that we established will be able to continue, as the most recent meetings only attracted students; over the long-term, it might be redundant to have two student organizations on the topic.

This notwithstanding, I have the impression (and I am proud of this) that we have been able to make a difference during our time in the department, and I left with the feeling that students now in their first semester are no longer forced to deal with unreflected presentations and comments that made us uncomfortable during our first semester – which does not mean that there is not still quite a lot to be done ...

Maria von Linden Prize

Nominations for the next round of the Maria von Linden Prize will be accepted in early 2023. If you have any questions about the nomination process, please do not hesitate to contact us.

The prize will be awarded together with the Gender Studies Prize at a ceremony in early 2024.

Further information about the nominations process is provided on our [home](#)page.



Gender and Diversity Course Catalog

The Gender Equality Office is publishing its Gender and Diversity Course Catalog for the third time in the winter semester of 2022/23.

The catalog gives an overview of all courses taught at the University of Bonn touching on issues of gender and/or diversity. It covers a span of topics, ranging from courses on feminist philosophy and medieval women rulers to those applying concepts from postcolonial, decolonial, dis/ability and queer studies.

This term, the disciplines featured include North American Studies, Geography, Protestant and Catholic Theology, Sociology and Art History. Also listed are courses provided by the Bonn Center for Teacher Education or the Bonn Center for Dependency and Slavery Studies.

Although the University of Bonn does not offer a degree program or certificate in Gender or Diversity Studies, its teaching staff covers a broad spectrum of relevant courses every term. Their work helps to make the latest developments and debates in these fields accessible to university members. If the standard of excellence is to be maintained in teaching across all disciplines, incorporating aspects of gender and diversity is indispensable. Expertise in these issues is increasingly sought after in many social and professional contexts nationally and internationally.

The Gender Equality Office's Gender and Diversity Course Catalog seeks to encourage students to incorporate these courses into their curricula. It also facilitates networking and interdisciplinary exchange between teachers and researchers working in these important areas of research.

The Gender and Diversity Course Catalog is published at the start of every new semester and can be downloaded from our homepage.

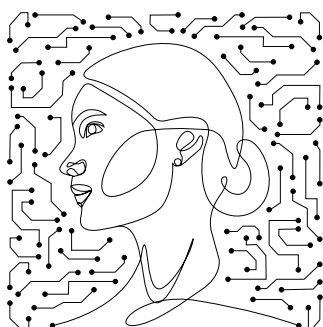
Are you running or attending a course touching on these issues that is not included in our catalog? Get in touch and tell us about it!

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 **Gender and Diversity Course Catalog**

Women in STEM at the University of Bonn

Network at the Faculty of Mathematics and Natural Sciences



The Women in STEM at the University of Bonn network was set up in 2020 to raise the profile of women students and researchers at the Faculty of Mathematics and Natural Sciences and to provide them with support in advancing their careers.

The network was designed to consolidate the work of a number of different joint gender equality initiatives run by the Departments of Mathematics and Computer Science and to organize additional workshop series and group meetings focusing on the scientific career development of women in STEM subjects. As its name suggests, the network does not want to limit itself to women in computer science or mathematics, but seeks to incorporate all the gender equality initiatives organized by the various departments in the faculty. As such, the project mobilizes existing synergies and hopes to provide resources to promote the discussion of the fundamental challenges and hurdles that women researchers in the STEM fields still face. The lectures and regular network meetings organized by the network serve not only to impart knowledge, but to support dialog and exchange. Special events are organized every semester to provide opportunities for members of the *Women in STEM* community to meet, network and establish relationships, such as the Alumnae Picnic, where alumnae and scientists share insights from their fields of work, serve as role models and answer questions from students and PhD candidates.

Organized and run on an entirely voluntary basis, the *Women in STEM* network is constantly on the lookout for committed new supporters. It welcomes anyone interested in finding out more about its work or joining its activities.



WOMEN ^{IN}
STEM
AT UNI BONN

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 Homepage Women in STEM at Uni Bonn

335,400

**women*
employed in
agriculture
in Germany,
thereof are ...**

118,500

seasonal workers



85,600

farmers' wives

28,400

farm managers

72,800

employees

“A Piece of Misfortune Sticks to Every Lettuce”

The experiences of the Critical Agricultural Sciences University Group at the “Women in Agriculture” conference in Bern

The continued dominance in the German agricultural sector of family farms with a gender-specific division of labor means that the issues of agriculture and gender are closely intertwined. As students of agricultural science, many of us have observed the widespread acceptance of traditional gender roles in agriculture at first hand in our training and during farming internships. The continued neglect of gender issues in the teaching of agricultural science explains the popularity of our workshop “Keep the machos away from the field (Macker weg vom Acker)”, focusing on gender equality in agriculture, which has attracted 60 participants and generated lively debate. This interest encouraged us to consider some ideas regarding a gender-equal future for agriculture and led us to Bern, where we visited the “Women in Agriculture” conference. The schedule looked promising, and we hoped to learn out about the latest research in this area, discuss with experts and develop a vision for gender equality in agriculture.

The lectures presented a range of perspectives on and solutions to the gender gap in agriculture. Birgit Bratengeyer-Marlovits reported about a pilot project to advance the representation of women in agricultural administrative bodies in order to achieve gender democracy. After articulating criticism of the agricultural education system in Switzerland, which runs separate training courses for “women farmers” and “men farmers”, Sandra Contzen and Barbara Thörnblad made a number of proposals to reform women’s agricultural training and make it fit for the future. For his part, Peter Moser examined the history of gender role allocations in family farming. Laura Innocenti examined advertising visuals for tractors, highlighting their reproduction and reinforcement of traditional gender roles. Michèle Amacher explained the opportunities presented by, and the challenges associated with, the practice of care farming in Switzerland before criticizing the current reform of the legal framework. Care farming is a concept which seeks to integrate people

with care needs into family farms and is a common model in Switzerland, deployed both to relieve farms and to provide alternatives to nursing homes for people in need of care. In her contribution, Alicia Läßle encouraged the daughters of family farms to consider taking over their parents’ farm.

The intense discussions after the presentations revealed controversies between women from different generations and representing different types of feminism. Despite these differences, the audience was united in their condemnation of the important injustice that although women have always been essential to agriculture, their achievements remain undervalued, almost invisible.

Responding to this situation, Mathilde Schmitt encouraged her listeners to work to reflect on and raise awareness of the achievement of women as pioneers of (organic) farming and to support each other. In her study of the division of labor on family farms, Isabel Häberli found that while

women today perform many tasks traditionally defined as masculine, men make hardly any contribution to care work (childcare, cooking and cleaning). This assessment was widely shared in the audience; a discussion developed about how men could take on responsibility and perform more care work. There were also calls to bring men into the laundry room and women into leadership positions. Taking an intersectional approach, Dina Bolokan made clear that gender equality in agriculture was not just a matter of increasing levels of women's participation in family-run farms, but needed to consider all women in agriculture, including seasonal workers. Making it clear that gender relations in Germany create care chains from which migrant women laborers suffer, she showed the devastating effects of migrant seasonal working practices on both those involved and their home countries. As such, it became clear that "a piece of misfortune sticks to every lettuce". Prisca Pfammatter gave participants an insight into the experience and realities of the lives of queer farmers, and made clear that these are obscured by the hegemonic image of the family farm.

Many of the presentations explored the relationship between men and women farm managers and husband and wife in the context of a family-run farm. Without wishing to downplay the importance of these women's struggles within their workplace, we asked ourselves whether the debates that we heard should not be established on a broader and more intersectional footing. In this context, we were especially appreciative of the contributions from Dina Bolokan and Prisca Pfammatter, as they provided a necessary corrective to the predominantly white, academic and heteronormative perspectives on offer. For us, the conference focused too closely on the classical family farm: What about alternative forms of farming? Is it not possible to organize agriculture beyond the confines of romantic love?

In summary, we have learned that of the 335,400 women*¹ employed in agriculture in Germany, the 85,600 wives and 28,400 farm managers receive more attention than the 118,500 seasonal workers and 72,800 employees. Even though many women* are active in agriculture, agricultural property and decision-making power is largely concentrated in the hands of men. Moreover, although the agricultural sector certainly encompasses a number of different forms of wage-earning and queer experiences, they rarely feature in the relevant public discourse. Instead, the public perceptions of agriculture are dominated by the concept of a male-run family business.

What could a gender-equal agricultural sector look like from an intersectional and queer feminist perspective?

- A) Women* should not only work in agriculture, but also have an equal share in decision-making, ownership and profit.
- B) Our image of agriculture should be expanded to include queer and female experiences and realities. The traditional image of the patriarchal family farm does NOT represent all of agriculture.
- C) The division of labor on farms should be assigned in accordance with personal interest—no need to fall back on normative gender roles.
- D) Seasonal help with peak workloads, caring for the elderly and children, and domestic management should not be outsourced to the precarious employment sector, but accorded greater value.

Attending the conference enabled us to refine our position and set it in the context of a wider range of opinion. Despite a number of controversial debates, the event was characterized by an appreciative atmosphere of solidarity which, as Ute Seeling (one of the four organizers) remarked, served to "put wind in our sails".

After the conference, our group discussed how we could best raise awareness for gender equality issues in agriculture amongst our fellow students. As a first step in this direction, we decided to invite Carla Wember to speak at the University of Bonn. In her address, held on July 13, she spoke about gender relations in alternative forms of agricultural organization. We are also looking forward to the results of a study from the Thünen Institute on the situation of women on farms in Germany, which we are sure to address within our institute.

Our University group kritLand remains active; we are currently looking forward to the next conference on women in agriculture, which will probably take place in South Tyrol in 2025.

We are on Instagram!

Follow us here

 @krit_land

or write to

kritland@mail.de



¹ At this point in the text, the authors deliberately change the spelling from 'women' to 'women*'. They noticed that the lectures and literature presented at the conference deal with women and men as the twin elements of a binary gender system. The authors criticize this choice and would like to incorporate and reflect queer realities in their own analysis and demands.

REPORT DISCRIMI- NATION



The Gender Equality Office's New Online Discrimination Notification Form

Sexualized discrimination and violence, sexism, hostility based on sexual orientation or gender identity or other forms of discrimination based on sex or gender will not be tolerated at the University of Bonn! But despite this commitment, such incidents occur all the time. If you have been affected by or have witnessed such an incident, you can always contact us confidentially.

In addition, we provide confidential initial advice and support; together we can evaluate the incident and help you clarify a response.

If you are reluctant to report an incident directly, you can make use of our online discrimination notification form to get in touch anonymously. Please note however, that an anonymous report does not constitute an official complaint and does not usually lead to remedial or protective measures, investigations or sanctions against the accused person or persons. In other words, an anonymous complaint will be recorded and used to refine our preventive measures in this area, but will not result in action being taken in an individual case.

If you want, you may provide your contact details and we can contact you by e-mail to discuss the situation and potential steps. We deal with all personal data on an entirely confidential basis.



[🔗 The Gender Equality Office's Online
Discrimination Notification Form](#)

Her Spectives



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