

## Information about the General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz AGG)

On August 18, 2006, the General Equal Treatment Act has taken effect. Its purpose is "to prevent or to stop discrimination on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual orientation" (§ 1 AGG).

With reference to this act, the University of Freiburg formulated in its principles under § 2 Objectives and personal responsibility: "(4) <sup>1</sup>The university encourages the diversity of its members and dependants and counters discrimination because of ethnic affiliation, language, home country and origin, religion or belief, gender, age, sexual identity or disability."

According to the AGG, all forms of discrimination are unacceptable; the scope is defined under § 2. § 3, Section 4 particularly defines **sexual harassment** as a form of discrimination in which "an unwanted, sexually motivated behaviour, 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."

Our university has set itself the goals of **promoting the integrity of a person** and of **protecting it from discrimination at the place of work. Disadvantages, molestations, and discriminations will not be tolerated.** We appeal to all university members to contribute to a positive working atmosphere. Please do your bit to help that discriminating acts do not happen. A violation of the law can result in consequences as to labour or public sector employment law.

If you yourself are a victim of discrimination or (sexual) harassment or if you observe such an incident, please do not hesitate to contact the following **responsible persons at the University**:

### **Gleichstellungsbeauftragte für Studierende und Beschäftigte im wissenschaftlichen Dienst**

(Equal opportunity representative for students and employees in research service)

Werthmannstraße 8 (Rückgebäude, EG), 79098 Freiburg

Tel.: 0761 / 203-4222

E-Mail: [gleichstellungsbeauftragte@uni-freiburg.de](mailto:gleichstellungsbeauftragte@uni-freiburg.de)

### **Beauftragte für Chancengleichheit für Beschäftigte aus Verwaltung und Technik**

(Representative for equality of opportunities for employees in administration and engineering)

Werthmannstraße 8 (Rückgebäude, EG), 79098 Freiburg

Tel.: 0761 / 203-4411

E-Mail: [chancengleichheit@verwaltung.uni-freiburg.de](mailto:chancengleichheit@verwaltung.uni-freiburg.de)

### **Leiter des Personaldezernats**

(Head of the staff department)

Fahnenbergplatz, 79085 Freiburg

Telefon: 0761/203-4324

Internet: [www.zuv.uni-freiburg.de/organisation/d3](http://www.zuv.uni-freiburg.de/organisation/d3)

### **Personalrat**

(Staff council)

Rheinstraße 10 (Eingang Merianstraße), 79104 Freiburg

Tel.: 0761 / 203-6900

E-Mail: [info@personalrat.uni-freiburg.de](mailto:info@personalrat.uni-freiburg.de)

For further information as well as the link to the overall university action guidelines "Against sexual harassment and stalking", see under [www.zuv.uni-freiburg.de/service/belaestigung](http://www.zuv.uni-freiburg.de/service/belaestigung). The complete wording of the **AGG, § 61 b of the Arbeitsgerichtsgesetz (ArbGG Labour Court Act)** as well as a tutorial for **E-Learning procedure** with a final certificate are also available on the university homepage.

**P 913[e] (01/2015)** Note on the English version: The official language is German, in case of doubt, the German version shall prevail.