

**WE SAY
NO!**

**To discrimination,
abuse of power and
sexual harassment**

Information

for students and employees
of the HfMT Köln

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abuse of power and
sexual harassment

The relationships between students and instructors at art and music colleges are uniquely intimate and intense, especially in the context of individual teaching and small group work. And personal aspects such as emotional expression, charisma, and the body play a large role in performance and stage presence, whether you are an instrumentalist, a singer, or a dancer. Though developing these qualities is an essential part of artistic training, the close involvement it often requires is where personal boundaries can become blurry and behaviour can be ambiguous or intrusive.

This is true not only for interactions between students and faculty. Personal boundaries of individuals in our teaching, technology, and administration staff can also be violated.

What is more, people at the Hochschule für Musik und Tanz Köln come from many different cultures. Consequently, they do not always interpret situations in teaching and employment in the same way.

Where exactly personal boundaries lie and which words or actions might violate them are often hard to determine in advance. It always comes down to the subjective experience of individuals, and individuals must trust their own judgement.

- **Discrimination** begins when you feel demeaned by another's behaviour with regard to your person or outward appearance, leaving you feeling uncomfortable, inferior or uncertain.
 - **Abuse of power** begins when you feel forced by an employer or any other person in a superior position to accept inappropriate behaviour or to behave in a certain way.
 - **Sexual harassment** begins when you perceive another's statements, looks or gestures to be inappropriate, unpleasant or harassing in such a way that they violate your personal boundaries.
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Imprint

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EDITOR

Der Rektor der
Hochschule für Musik und Tanz Köln
Unter Krahenbäumen 87
50668 Köln

EDITORIAL AND END CORRECTION

Isabel Strauß

DESIGN

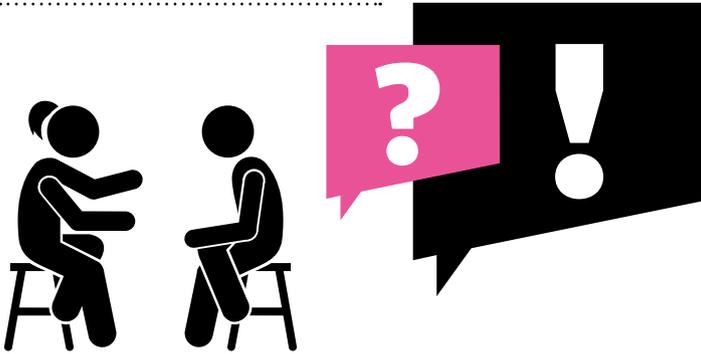
www.cream-design.de

www.hfmt-koeln.de

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What is sexual harassment?

- Lewd comments and sexually demeaning language
- Disparaging, sexist or sexually suggestive comments regarding a person's outward appearance, character, behaviour or intimate life
- Sharing comments, texts, or images with obscene, pornographic, or sexually demeaning content
- Unwanted touching or physical contact
- Stalking, sexual coercion, rape



What to do if you have experienced discrimination, abuse of power, or sexual harassment?

- State clearly that you find the behaviour or comments directed at you inappropriate.
- Seek help and talk with a person you trust. You have to right to receive counselling and file a complaint.
- Do not shy away from the possible negative consequences of filing a complaint. The university promises to stand behind you and provide protection.
- Note the time, place and circumstances of the incident or incidents. In this way, it will be easier to refer to specifics when discussing what happened to you.

Advisory services

The following advising and counselling services (German and English speaking) are available to all students and university staff. All conversations are strictly confidential, and no measures will be taken without your permission.

You alone shall decide how to proceed.

Independent External Legal Counselling

Petra Ladenburger, solicitor
Martina Lörsch, solicitor
Phone 0221 / 973 128-54
info@ladenburger-loersch.de
www.ladenburger-loersch.de

Equal Opportunities Officer, HfMT Köln
gleichstellungsbeauftragte@hfmt-koeln.de
www.hfmt-koeln.de/gleichstellung

Ombudspersons for Students (as of September 2022)

Cologne Campus

Anette von Eichel / vertrauensdozentin-koeln@hfmt-koeln.de
Benjamin Seipel / vertrauensdozent-koeln@hfmt-koeln.de

Aachen Campus

Marlies Buchmann-Bechthold /
vertrauensdozentin-aachen@hfmt-koeln.de
Raimund Laufen / vertrauensdozent-aachen@hfmt-koeln.de

Wuppertal Campus

Stefanie Siebers / vertrauensdozentin-wuppertal@hfmt-koeln.de
Jan Ehnes / vertrauensdozent-wuppertal@hfmt-koeln.de

General Student Body Government (ASTa)

info@asta-hfmt-koeln.de
studierendenvertretung.hfmt-koeln.de

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WE SAY NO!

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Art and Research Staff Committee

kw-personalrat@hfmt-koeln.de

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Administration and Technology Staff Committee

Personalrat@hfmt-koeln.de

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Advising for Students with Disabilities

studierendemithandicap@hfmt-koeln.de

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**Counselling Service and
Chat Portal of the Kölner Studierendenwerk**

Contact: Susanne Kremkau (kremkau@kstw.de)
kstw.de/beratung/psychologische-beratung

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Additional information in
German and English

WE SAY YES

- to a respectful and non-violent living together.
 - to our university being a place where people are supported, promoted and strengthened in their personality.
 - to an empathetic and loyal environment where people stand up for each other and assume responsibility.
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