

WHO CAN YOU CONTACT?

If you have experienced or witnessed discrimination at Leibniz University Hannover, you can contact us via e-mail or phone to schedule an (online) appointment.

CONTACT

Equal Opportunities Office

Consulting Service

Phone: +49 511 762 5750

E-mail: beratung@chancenvielfalt.uni-hannover.de

OUR SERVICES

- ▶ Confidential counselling on how to deal with experienced or witnessed discrimination in a safe environment (anonymous upon request).
- ▶ Information and advice about your rights and possible options for action.
- ▶ Referral to specific, suitable counselling centers, if required.
- ▶ Awareness-raising and further training on the subject of diversity and protection against discrimination.

FURTHER INFORMATION

Detailed information and an overview of other counselling centers for students and employees of Leibniz University Hannover can be found here:

www.chancenvielfalt.uni-hannover.de/en/consulting-service-protection-against-discrimination/discrimination



Information on protection against discrimination at Leibniz University Hannover

WHAT IS DISCRIMINATION?

According to the General Act on Equal Treatment (AGG), discrimination means disadvantage, exclusion, devaluation, (sexual) harassment or violence in connection with the following actual or suspected characteristics:

- ▶ **Ethnic origin or race**
- ▶ **Gender and gender identity**
- ▶ **Religion / belief**
- ▶ **Disability / chronic illness**
- ▶ **Age**
- ▶ **Sexual identity**

Discrimination of any kind is a violation of people's personal rights and will not be tolerated at Leibniz University Hannover. Leibniz University Hannover actively promotes an environment that opposes discriminatory structures and actions.



WHAT YOU CAN DO

AS AFFECTED PERSON

- ▶ Take your own feelings and experiences seriously.
- ▶ Do not keep quiet about the incident, but discuss it with a trusted person.
- ▶ Make a note of the incident with the date, name, location and possible witnesses.
- ▶ Seek advice and make use of support and complaint options.

AS A COLLEAGUE OR FELLOW STUDENT

- ▶ Take a stand against discrimination.
- ▶ Offer your support to those affected.
- ▶ Refer to the consulting service in case of conflicts and discrimination at Leibniz University Hannover.

AS A SUPERVISOR

- ▶ Take every report or note seriously.
- ▶ Inform about the General Act on Equal Treatment (AGG) for the protection against discrimination as well as the [Diversity Principles](#) of LUH.
- ▶ Make it clear that you will not tolerate discriminatory behaviour.
- ▶ Refer to the consulting service in case of conflicts and discrimination at Leibniz University Hannover.
- ▶ Discuss with the affected person in a confidential setting what the next steps may be.

