

## #ThatsWhatItsAbout

- Unwanted showing or public exhibition of pornographic images
- Sexist forms of address, e.g. terms of endearment
- Sexually suggestive remarks and jokes
- Unwanted verbal advances
- Unwanted, unnecessary body contact
- Requests for sexual favors
- Threat of violence, tracking, or assault
- Stalking
- Sexual assault and rape

## #ThatsWhatYouCanDo

- Make clear that a behavior is unacceptable to you!
- Talk to fellow students!
- Confide in a person you trust!
- Contact us!

#NotMe  
SAY „NO“!

## #WeAreHereForYou

- Birgit Fritzen  
HMTMH Equality Office  
Phone: +49 (0)511/3100-7620  
E-Mail: birgit.fritzen@hmtm-hannover.de
- You may also contact the HMTMH staff council at personal-rat@hmtm-hannover.de or the liaison officer for employees with impairment or severe disability: susanne.borchers@hmtm-hannover.de

All queries and consultations are treated as confidential.

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# [ #NOTME ]

TOGETHER AGAINST SEXUALIZED  
DISCRIMINATION AT HMTMH



 **hmtmh**  
Hochschule für musik  
theater und medien hannover

## #discrimination #harassment #violence

Ever since #MeToo started the public discussion of sexual relations and the abuse of power, sexualized discrimination has no longer been a taboo issue. Still, victims find it difficult to talk about their experiences. The most obvious reasons: Shame and the fear of jeopardizing a career. Moreover, those affected often refuse to admit that a behavior crosses a line.

But where this line is – and what is acceptable and what is not – very much depends on the individual person. There is no clear definition as to when a behavior constitutes an act of harassment – more so, as the boundaries are often fluid.

There are different forms of sexualized discrimination – and it can start off subtly: with flatteries, suggestive comments, lewd jokes, the sharing of sexual anecdotes, inappropriate body contact. It is primarily women who experience it. However, there are also male victims of discriminating, homophobic behavior. Sexual harassment is not a minor offense. It can have severe consequences for those who are affected by it: physically, psychologically and economically.

**THIS IS WHY WE HAVE AN OBLIGATION TO ACT.  
AT HMTMH NO-ONE MUST FEEL DISCRIMINATED.**

## #watch#address#listen

In April 2019 HMTMH passed a “Guideline for protection from discrimination, sexual harassment and violence“. In this paper, we reject all forms of unequal treatment or humiliation in campus life – be it based on gender, ethnic or social background, age, religion, ideology, disability, sexual orientation or identity.

In arts education teacher and student get close to each other. Emotionality and physicalness are means of expression – in performing music as well as drama. Curricular teaching is typically characterized by one-to-one tutoring and the privacy of small study groups.

What is more, people from all over the world learn and work at HMTMH. They come from diverse cultural backgrounds and have different needs in terms of intimacy and personal space. There are many ways of expressing emotions and physical attraction, and the nature of a relationship is not always perceived the same on both sides.

### **WE ENCOURAGE ALL STUDENTS, FACULTY AND EMPLOYEES AT HMTMH**

- to handle intimacy carefully
- to make clear what they want in terms of professional distance and personal space
- to address unacceptable conduct
- and to object to any form of discrimination or harassment – whether you are a victim or a witness

**DO NOT HOPE FOR THE PROBLEM TO JUST GO AWAY. FACE IT.**

## #sensitizing#counseling#supporting

An academic institution should be a safe, non-discriminatory and non-violent place to study, teach and work. It should also be a place where personal boundaries are observed: those clearly expressed and those unspoken.

We will take whatever measure is necessary to effectively prevent any kind of sexual discrimination at HMTMH. This includes, first of all, sensitizing people and making them aware of the problem. Whatever is a sexual harassment must be called so. This furthermore includes providing a professional counseling network and giving every assistance to those who need it.

On the reverse of this flyer you will find contacts you can turn to if you feel discriminated against, suffer sexual harassment or have been a victim of violence. We will advise you on your options in terms of taking action, inducing protective measures and filing a complaint. All queries and consultations are treated as confidential.

**THERE MUST BE NO SEQUEL OF #METOO AT HMTMH.  
STICK UP FOR #NOTME.**

**[#NOTME]**