

## WHO CAN YOU CONTACT?

### INTERNAL - BTU Cottbus-Senftenberg

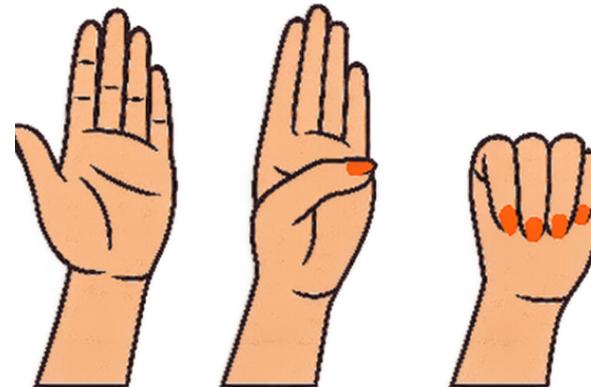
- Security Guard (24/7)  
Central Campus +49 355 69 4444  
Senftenberg +49 3573 85 444  
Sachsendorf +49 355 5818 444
- Central Equal Opportunities Officer  
Main Building (Room 4.26)  
+49 355 69 2324  
gleichstellung@b-tu.de
- Decentralised Equal Opportunities Officers  
[www.b-tu.de/en/gleichstellung/contact-persons/decentralized-equal-opportunity-officers](http://www.b-tu.de/en/gleichstellung/contact-persons/decentralized-equal-opportunity-officers)
- Anti-Discrimination Officers  
[antidiskriminierung@b-tu.de](mailto:antidiskriminierung@b-tu.de)
- Confidential Advisors
- Commission for Conflict Prevention
- Direct Supervisors
- Student Counseling  
[www.b-tu.de/en/study/before-studying/advice-and-support](http://www.b-tu.de/en/study/before-studying/advice-and-support)

### EXTERNAL - Germany-wide

- Police 110
- Fire Department / Emergency service 112
- Violence against women helpline 116 016
- Anonymous victim helpline 116 006
- Victim Counseling Cottbus +49 355 729 6052  
[cottbus@opferhilfe-brandenburg.de](mailto:cottbus@opferhilfe-brandenburg.de)

## EMERGENCY GESTURE

If you see this hand signal, you should immediately contact the police (emergency number 110) or another emergency services. Provide as much information as possible, such as: for example, a description of the person who gave the signal, the location and time and any other relevant information.



## IMPRINT

Publisher: BTU Cottbus - Senftenberg  
Typesetting: Equal Opportunities Office  
Photo: IKMZ/Multimedia Center

Status: November 2025

[www.b-tu.de](http://www.b-tu.de)



[unwomen.de/orange-the-world](http://unwomen.de/orange-the-world)



ACTIVE AGAINST  
Sexualised Harassment,  
Discrimination  
and Violence

# RECOGNIZING SBDG

Sexualised harassment and violence is a form of discrimination that specifically targets the gender of the person affected. It refers to all unilateral behaviours and actions that are offensive, humiliating, unwanted by those affected, and experienced as derogatory and demeaning. Crossing boundaries can also manifest itself in promises of benefits in exchange of sexual favours (e.g., good grades or career advancement) or threats of disadvantages if these are refused.

## SEXUALISED HARASSMENT AND VIOLENCE CAN BE EXPRESSED IN

- Inappropriate remarks, jokes or ambiguous comments
- Staring, lewd looks, unwanted questions about clothing, appearance or private life
- The distribution of pornographic content or messages with sexual reference
- unwanted touching (e.g. caressing, hugging, kissing) – even if seemingly accidental – up to and including sexual violence and assaults



# WHAT CAN WE (ACTIVELY) DO?

## AS AN AFFECTED PERSON

- Don't just accept what happened and take your feelings seriously!
- You decide whether you feel sexually harassed or discriminated against! Your subjective perception of the situation is the only thing that matters!
- Talk about the situation, your feelings and reactions with people you trust. Get help and support from the relevant counseling centers!
- Actively defend yourself against the abusive/harassing person! For example, shout loudly or say and show clearly that you do not want their behaviour!
- Document the assaults in writing! Record all relevant details (date, location, time, situation, perpetrators, witnesses [preferably with signatures]) in a timely manner in your memory protocol and keep important documents such as e-mails.
- Find out about the next steps from the counseling centres. There are many legal options and individual solutions that can be tailored to your needs!

### Get active!

Don't let silence prevail and break it! By doing so you will take away a lot of power from the perpetrator! Because it is not your fault that you were sexually harassed or discriminated against!

## AS A WITNESS OR SUPERVISOR

- Look and offer help (if necessary, seek support yourself)
- Respect the wishes of the person affected
- Do not judge or question credibility
- Clearly address behaviour that crosses boundaries

There must be no disadvantages for the person seeking help and advice!

# BTU FOR RESPECT, DIVERSITY AND EQUALITY



The BTU Cottbus-Senftenberg is committed to the principle of non-discrimination. Sexual harassment and violence will not be tolerated, including sexist remarks, prejudice, assaults, threats or insults. With its agreement »For respectful and collegial coexistence, for conflict resolution in the workplace and study environment« and its »Statutes for Protection against Discrimination«, the BTU Cottbus-Senftenberg is committed to an organisational culture of respect, equal opportunity and appreciation. It explicitly opposes xenophobia, sexism and radical anti-democratic opinions.

## ADVISORY NETWORK

The anti-discrimination officers, the equal opportunities officers and the confidential advisors work closely with the university management to take preventive action against discrimination of any kind and to provide those affected with the necessary support and backing.