Guide to the procedure in cases of sexual harassment, (cyber) bullying, stalking and any form of discrimination

**Sexual harassment, (cyber) bullying, stalking, discrimination?**

- **Direct resistance**
- **Documentation (date, place, facts, witnesses, …) provided by person affected**
- **Person in a position of trust or advice centre**
  - **Conversation or letter**
  - **At the request of the person affected, the person in a position of trust or the advice centre lodges a complaint with the mediation commission**
  - **Mediation commission listens to both sides**
    - **Protocol**
    - **Mediation commission asks the President or Chancellor to initiate a formal procedure**
    - **Observation, review**

**Criminal, industrial law, or civil service incident e.g. violence**

- **Success: Behaviour remedied**
- **Success: Behaviour remedied**
- **Success: Behaviour remedied**
- **Success: Direct resistance**
- **Success: Conversation or letter**
- **Success: Settlement of procedure**
- **Immediate initiation of a formal procedure by responsible bodies**

**Industrial law, civil service, criminal consequences**

---

* Students council, staff council, women’s representatives, representatives for gender equality, disabilities’ representatives, international officers, ombudsman, representatives of doctoral students, deans of studies, psychologist (contact via course guidance service)

** The mediation commission is occasionally set up with 2 permanent members (legal department, psychologist) and 1 – 2 members depending on the subject matter