



Embracing Diversity and Safeguarding Boundaries

Diversity, Inclusion and Protection against Discrimination at the Film University

As a place of education, communication and encounter, the Film University stands for diversity and against discrimination with the ambition to offer its members the greatest possible freedom for the development of creativity, individuality and personality. Within the scope of its competence, the university actively assumes responsibility for an environment free of discrimination and, taking into account the freedom of art, science, research and teaching guaranteed in the Basic Law, advocates the preservation of individual personal boundaries and of personal rights as defined by the law. All members of the university are called upon to participate sensitively and actively in shaping a working and study environment that is characterised by mutual respect for personal boundaries and tolerance, and in which there is no room for discrimination and violations of the law.

What do we define as discrimination?

There are persistent uncertainties in dealing with the term discrimination. Discrimination is often mistakenly understood to mean only forms such as harassment or insults, but it goes far beyond that. Discrimination is the disadvantaging of people based on a characteristic worthy of protection. These characteristics are an essential part of the personality, difficult or impossible to change and a component of social relations of inequality. The decisive factor for a disadvantage is the result, but not the motive (intention, thoughtlessness, general administrative practice etc.).

Also based on the General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz, AGG), the following characteristics are mentioned as worthy of protection:

- Ethnic origin
- Gender (also includes trans* and inter* persons)
- Religion or world view (also includes non-affiliation to a religion or world view)
- Disability and chronic illness
- Age
- Sexual identity and orientation

In addition, Social status and Family status are also relevant for the Film University as a public university.

Equal treatment, fairness and respect are the basis for a functioning community. Discrimination violates the dignity of the person concerned. People are not labelled and treated as individuals, but only as members of groups or in connection with a certain personal characteristic. Discrimination starts in the mind; it can be conscious or unconscious. Even generally applicable, seemingly neutral behaviour, rules and regulations can in practice have the effect of disadvantaging certain groups. Sometimes, however, this can be objectively justified. Behaviour, including linguistic and pictorial representations, which intimidates, insults or humiliates a person because of a characteristic and creates or is intended to create a hostile environment, so-called harassment, is unacceptable to the Film University.

In particular, we refuse to tolerate any form of sexual harassment, characterised by the following examples of behaviour and actions:

- Deliberate remarks of sexual content, in particular: sexually degrading use of language.
- Degrading and depersonalising remarks about people and/or their bodies that are placed in a (also subtle) sexual context.

Another form of discrimination is the denial of reasonable adjustments if they do not impose a disproportionate burden. According to the UN Convention on the Rights of Persons with Disabilities, reasonable adjustments and necessary adaptations must be made to ensure that persons with disabilities can exercise all human rights and fundamental freedoms on an equal basis with others.

Contact Persons and Advisory Services

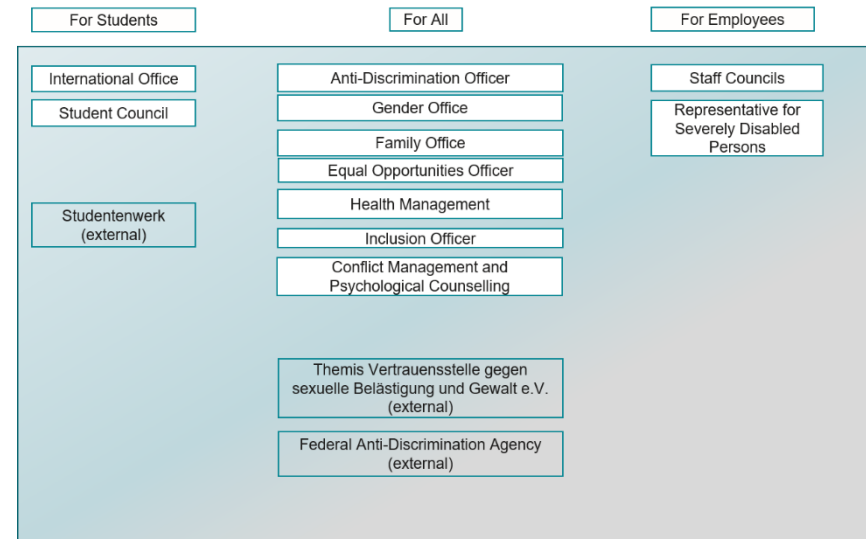
In the event of discrimination, the following contact persons and advisory services are available. All contacts and conversations are, of course, treated confidentially. During the meetings, information is given about rights, possible procedures and actions. Further support options are only contacted if the person concerned so desires.

The Anti-Discrimination Officers are a point of contact to be appointed by the employer to receive reports of incidents of discrimination. Their mandate covers all aspects of diversity and discrimination.

♿ Prof. Meike Hauck and Prof. Dennis Todorovic (he/him); antidiskriminierung@filmuniversitaet.de

The [Gender Office](#) coordinates central measures and offers in the sense of a gender-sensitive organisational culture, and the [Family Office](#) is the central point of contact for reconciling study, work and family responsibilities.

♿ Frauke Katharina Eckl (she/her); f.eckl@filmuniversitaet.de & familie@filmuniversitaet.de



The central [Equal Opportunities Officer](#) and her deputies support the university in its equal opportunities work. They participate in committees and appointments, advise members of the university on equality-related issues and work towards eliminating existing disadvantages.

♿ Susanne Foidl (Kein Pronomen/sie) as well as Dr. Ada Fehr (sie/ihr) and Prof. Ursula von Keitz; gleichstellung@filmuniversitaet.de

With its active [Health Management](#), the Film University promotes a health-conscious daily work and study environment. In addition to a health-friendly workplace design, this also includes courses and guidance for staff and students.

♿ Nadine Drews n.drews@filmuniversitaet.de

The Film University has appointed an [Inclusion Officer](#) for the interests of disabled persons in accordance with Section 181 SGB IX. The Inclusion Officer

represents both students and employees and is responsible for ensuring that the Film University complies with its obligations to protect and promote disabled persons.

📧 Vreni Zucker v.zucker@filmuniversitaet.de

The [International Office](#) advises and supports students who come to the Film University from abroad. In cases of discrimination, it is a first contact point for these students.

📧 Dr. Anne Stresing a.stresing@filmuniversitaet.de

The [Conflict Management Office](#) offers counselling and mediation in conflict situations, as well as support in the prevention of conflicts and in cases of psychological stress.

📧 Katrin Dorner k.dorner@filmuniversitaet.de

The [Staff Councils](#) work for the benefit of the employees in compliance with the law and collective agreements and work closely with the university management to fulfil the official work-related duties.

📧 Staff Council Technology and Administration: pr-technik-verwaltung@filmuniversitaet.de ; Non-professorial Teaching Staff Council: g_pr_personalrat@filmuniversitaet.de

The [Representative for Severely Disabled Persons](#) promotes the integration of people with severe disabilities into the workplace, represents the interests of the employees vis-à-vis the workplace and provides advice and assistance to the employees.

📧 Caterina Otto: c.otto@filmuniversitaet.de
Anne Czambor (she/her) a.czambor@filmuniversitaet.de

The officers of the [Student Council's](#) 'Antidiscrimination' department are contact persons for students who feel discriminated against at the Film University, regardless of who or what the circumstances are.

📧 antidiskriminierung@studirat.de



Since 2021, the above mentioned contact persons and officers have joined forces in the 'Respect' committee, which meets regularly and jointly designs projects and measures for organisational development in the field of anti-discrimination and respectful interaction.

External Points of Contact

The [Studentenwerk Potsdam](#) offers social counselling and psychosocial counselling for students free of charge and anonymously for all life situations (also via video chat).

📧 soziales@studentenwerk-potsdam.de

The [Themis Vertrauensstelle gegen sexuelle Belästigung und Gewalt e.V.](#) is an independent and inter-company confidential body against sexual harassment and violence in the cultural and media sector.

The [Federal Anti-Discrimination Agency](#) is a professionally independent contact point for people who are affected by discrimination.

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