Possibilities for counselling and intervention in case of conflicts, discriminiation, and sexual harassment (for employees)

Available 24/7 in case of acute emergency:
police 133 and 112
university security 01-4277-777

UNWANTED BEHAVIOR or conflict → **WISH for counselling / intervention / support / action**

ACCOMPANYING

COUNSELLING

ACTING

non-binding, confidential

- EQUAL OPPORTUNITIES WORKING PARTY
- WORKS COUNCIL
- ARBITRATION COMMISSION
- DIRECT SUPERVISOR → HEAD OF HUMAN RESOURCES

further steps, only with consent

obliged to take further steps due to employer's duty of care

SEXUAL HARASSMENT AND BULLYING COUNSELLING OFFICE

WORK PSYCHOLOGY

CONFLICT RESOLUTION COUNSELLING SERVICES

CONSULTATION

WISH for intervention

MEDIATION ATTEMPT / APPROACHES TO SOLUTIONS

- BEHAVIOUR ENDS
- BEHAVIOUR CONTINUES

CLARIFICATION OF FACTS questioning of all parties involved

IMMEDIATE ACTIONS by university management

DISCIPLINARY ACTIONS (e.g. warning, termination of contract, layoff)

● accompanying   ● counselling   ● acting