

The regulations on protection against discrimination for Magdeburg-Stendal University of Applied Sciences and the structures for its implementation

presented by Prof. Dr. Josefine
Heusinger

Ordnung zum DISKRIMINIERUNGSSCHUTZ an der Hochschule Magdeburg-Stendal vom 25.10.2022

Auf der Grundlage der §§ 3 Absatz 4, 54 und 67a Absatz 2 Nr. 3a des Hochschulgesetzes des Landes Sachsen-Anhalt (HSG LSA) in der Fassung der Bekanntmachung vom 01. Juli 2021 (GVBl. LSA 2021, 368, 369), hat die Hochschule Magdeburg-Stendal folgende Ordnung erlassen:

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What is discrimination?

Discrimination is the **unjustified disadvantage of individuals or groups based on certain characteristics** that (*supposedly*) apply to them.

These characteristics can include, for example, age, ethnicity, disability, social conditions, religion or sexual orientation.

Discrimination can be based on certain values or unreflective, sometimes even unconscious **attitudes and prejudices**, or **structures and rules**.

Discrimination and disadvantage cannot function without power.

Discrimination is therefore not solely a consequence of individual attitudes or collective mentalities. Rather, it is a complex system of social relationships and structures in which discriminatory distinctions arise and take effect.

(Scherr 2016)

Legal requirements

The German Constitution (Grundgesetz) and human rights demand respect for human dignity.

The General Equal Treatment Act and the Higher Education Act of Saxony-Anhalt stipulate the establishment of protection against discrimination for employees (Section 13 AGG) and students (HSG LSA Section 3 (4)).

The Erasmus Charter 2020 requires the implementation of measures to protect Erasmus students from discrimination.

Advice and complaints

Competent, partial **counselling** is needed to support people who have experienced or witnessed discrimination.

A neutral **complaints office** is necessary to sanction discrimination, but also to reject unjustified accusations.

➔ The **separation of counselling and complaints** is a prerequisite for effective protection against discrimination.

Order Protection against discrimination

With these regulations...

- ✓ ...the university commits itself to protection against discrimination (preamble and objectives).
- ✓ ...the term 'discrimination' is defined in accordance with the General Equal Treatment Act (Section 3, Section 4).
- ✓ ... impartial counselling and prevention are established (§ 5, § 6).
- ✓ ...the complaints procedure and sanctions are regulated in a transparent manner (§ § 7-10).
- ✓ ...regular reporting to the Academic Senate is ensured (§ 11).

It was hotly debated and developed over many years with committed colleagues and students from both Magdeburg and Stendal, students parliament, and the staff council. The students parliament, the staff council sends one member to the complaints commission, which proposes sanctions.

You can find the complete regulations in the document archive under Official Announcements, unfortunately only in German.

Protection against discrimination in accordance with the regulations dated 25 October 2022

Discrimination protection at the Magdeburg-Stendal University

? Have you experienced discrimination? Quick guide for students

1 And now?

→ Talk to someone you trust!

First points of contact:

- Staff Council
- Equalities Officer
- Students of Trust
- Disability Representative
- Threat Management
- Student Council (STURA)
- Psychosocial Counseling
- Student Advisory Service
- Conflict Mediators
- International Office
- Faculty Deans

Their goal:

To listen, advise & refer you to the Anti-Discrimination Officer or other responsible persons

3 What happens next?

- The case is reviewed and documented
- Possible measures are considered
- Potentials for improvement are identified

2

You need support or counseling?



→ Contact the Anti-Discrimination Officer!

They offer help with:

- Understanding and assessing discrimination
- Conversations and conflict resolution
- Documenting incidents
- Guidance through formal complaints (Commission)

Counseling can be anonymous!

Still have questions?

All info, contacts & help are available on the university website.

Find our Anti-Discrimination Officers here!



Confidential. Supportive.

Studying in the countryside



Anti-Discrimination Officer

In September 2023, the University Senate appointed Prof. Dr Josefine Heusinger (SGM Department, Magdeburg campus) and Prof. Dr Claudia Wendel (FB AHW, Stendal campus, deputy) as the university's anti-discrimination officers.

Their tasks include:

- coordinating preventive measures
 - coordinating and ensuring counselling services
 - informing members, relatives and the university senate about issues relating to protection against discrimination
 - organising training courses and other formats on discrimination protection
- (see § 5 of the regulations)

<https://www.h2.de/hochschule/leitung-und-gremien/gremien-und-beauftragte/antidiskriminierungsbeauftragte.html>

Complaints Commission

In October 2023, the university senate established the Appeals Committee for Protection against Discrimination in accordance with § 8 of the regulations. Its members are:

Prof. Dr. Beate v. Velsen-Zerweck (Department of Economics, Stendal campus)

Olaf Salchow (ITM), Magdeburg campus

Patrizia Rausch (BA Social Work student, Magdeburg campus)

Advisory: Dr Katharina Kühne from the University of Applied Sciences' legal department²

Its tasks are (cf. Sections 8-11 of the regulations):

- Receiving complaints about incidents of discrimination in accordance with 1-4 of the regulations
- Neutral investigation of the circumstances of complaints in accordance with the procedural requirements of the directive
- Consulting suitable internal and external experts where necessary
- Drafting a report for the Vice-Chancellor/Chancellor with a recommendation for a decision

<https://www.h2.de/hochschule/leitung-und-gremien/gremien-und-beauftragte/kommissionen/beschwerdekommision.html>

Mosaik h network²

Mosaik h² sees itself as a solidarity network for protection against discrimination and brings together volunteers from all areas of higher education with the aim of

- promote non-discriminatory learning, teaching, research and work at the university,
- to discuss and provide information about discrimination,
- to raise awareness of discrimination at the university,
- to be approachable and show solidarity with people who have experienced or witnessed discrimination.
- Stickers for doors are available at the Stendal location from Doreen Falke-Schröder and at the Magdeburg location from Josefine Heusinger.

EVERYONE CAN PARTICIPATE AND IS WELCOME TO JOIN IN!

Contact: diskriminierungsschutz@h2.de

<https://www.h2.de/hochschule/beratung-und-services/mosaik-h2-netzwerk-fuer-diskriminierungsschutz.html>



www.instagram.com/mosaik_h2

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