



3. Prevention

This section provides an overview of existing prevention measures at the university and faculty level, as well as further ideas for future prevention measures, which are to be continuously expanded and brought to the attention of the university and faculty. This overview may be of interest to all status groups who wish to make use of the existing prevention measures but also to develop them further.

Furthermore, this section lists existing prevention measures at the Faculty of Sociology, some of which also concern university measures. However, the focus here is on their integration into the Faculty of Sociology. Secondly, it contains a list of possible prevention measures that were put forward during the workshops conducted by the Equal Opportunities Commission (see Situational Analysis) and are to be passed on to the faculty dean's office, but also to central university structures, as possible improvements.

Existing preventive measures:

There are a number of measures relating to the **university environment**. These include:

- The establishment of **women's parking spaces**, which are located on the entire upper level of car park 3 and on the 1st and 2nd basement levels of the car park of building X in the entrance area.
- The security service safety [escort service](#) (telephone: +49521-1063277, email: sicherheitsdienst@uni-bielefeld.de, room: X E0-206) can be used if you feel unsafe or afraid and offers an escort to the car park, bus stop, or student residencies within the campus. The security service can also be contacted to increase its presence in certain areas of the faculty. This may be interesting, for example, when events take place at the weekend, during the semester break, or later in the evening, when there are fewer people on campus. Faculty

members can also inform each other in the evening when they are leaving the building. This way, people know when they are alone in the faculty building and have the opportunity to contact the safety escort service, for example, at an early stage.

- [The Facility Management](#) (telephone: +49521-106 7777, email: Leitwarte@uni-bielefeld.de) encourages you to contact them if your sense of security is compromised by certain circumstances in the area (e.g. defective lighting, lack of lighting, overgrown bushes, paths that are difficult to see, or defective automatic door handles for entrance doors).

In addition, there are the following measures relating to **information and further education**:

- The University Sports Service offers regular **self-defence courses** specifically for women, which are free of charge for enrolled students of the university. (This means that they can also be used by enrolled doctoral students.) They are offered in the form of workshops.
- The [Staff Development Programme](#) (PEP) regularly offers courses for researchers and teaching staff on the topic of SHDV. However, this offer is only available to employees (including student employees) of the university and **not**, for example, to students or doctoral candidates who are **not** employed by the university. In addition, there is often only one offer per semester, which is not a permanent fixture.
- Once a semester, the Equal Opportunities Commission invites all status groups of the faculty to a Jour Fixe, where there is regular space for the topic of SHDV.
- At the beginning of the semester, the faculty's Equal Opportunities Commission sends out an **awareness email** drawing attention to its work, the consultation hours it offers, and the topic of SHDV. This information is also recorded on a [PowerPoint slide](#), which is sent out with and should ideally be shown in courses at the beginning of the semester. This slide can be resent at any time upon request.

Suggestions and demands for future preventive measures:

In previous workshops, greater visibility and transparency for the topic of SHDV was called for. The following specific suggestions were made:

- The provision of professional **information material** in German and English (including the guidelines against SHDV of Bielefeld University).
- A **broad**er range of **continuing education and training opportunities**, especially for students and doctoral candidates who do not have an employment contract with the university and are therefore unable to participate in PEP events.
- PEP offerings for the prevention of abusive or discriminatory behaviour.
- The introduction of voluntary or mandatory **workshops** on the topic, especially for managers, i.e. at the level of professors, (permanent) employees, and teaching staff (including non-professorial academic staff), but also tutors, as well as measures in onboarding procedures to raise awareness.
- More **events in English**. One idea would be to offer a regular Jour Fixe in English.
- With regard to the risk of assault by teaching staff or persons in positions of authority, the possibility of applying the "**multiple eyes** principle" could be considered. According to this principle, students would have the right to bring a colleague or fellow student to an examination. Involving an additional person would also be a suitable option for consultation hours. The same would also apply to teaching staff or in supervisory relationships. This also means that members of the institute can insist on an open space for conversations at any time, e.g. by keeping the office door open. For confidential conversations where this is not desired, a more visible room design can also be used, e.g. an office door with a window.
- **Reading workstations** in the library in the immediate vicinity of the entrance and exit explicitly **for women***.
- A possible option would be to lend out **body alarms** that emit a loud sound when someone gets too close to another person. These could be borrowed from the library, for example. [Paderborn University](#) already offers this service.

- In **application processes (especially for permanent positions, e.g. professorships)**, a question on the topic of SHDV could be included and asked of every applicant.
- The policy against SHDV at Bielefeld University should become an integral part of the faculty's **onboarding process**. It might also be conceivable for the policy to become part of **the employment documents** that must be signed.