Complaints process
with respect to the Guidelines on preventing and dealing with cases of discrimination, harassment and sexual harassment at Friedrich-Alexander-Universität Erlangen-Nürnberg and Universitätsklinikum Erlangen

Persons affected (Section 2) by discrimination, harassment, sexual harassment (Section 3)

Confidential initial and referral advice by initial points of contact and counselling services (Section 6)

Dialogue with managers and people assuming managerial, training and qualification tasks (Section 4 (2))

Arbitration process (Section 6 (5))

Qualified external anti-discrimination / specialist counselling services (Section 6 (4))

Change in behaviour, no repeat, solution?

Yes → completed
No

Change in behaviour, no repeat, solution?

With the consent of the affected person

HR department, if necessary initiation of labour law measures

Discrimination, harassment, sexual harassment

Formal complaints procedure (Section 7)

No discrimination, harassment, sexual harassment

Consequences, sanctions, recourse (Section 8)

Possibly measures to resolve the conflict (Section 7 (10))