

More than 50% of women  
and men have  
already witnessed or  
experienced  
sexual harassment  
at work.

The  
unreported  
figure is  
high.

Anyone who comes too near is going too far!

### What can I do about assaults and violations?

#### **If your boundaries are crossed:**

- Pay attention to your feelings and needs.
- If possible, leave the situation/room.
- Talk to a person you trust or contact counseling services.
- Share your experiences with people who have had similar experiences and support each other.

#### **If you witness violations**

- Take the victim and their feelings seriously.
- Ask the person if they would like support.
- Do not do anything without their consent.
- Respond to discriminating behavior even if no victim is present.
- Take responsibility. Do not look away.

#### **If you violate other peoples' boundaries:**

- Take verbal and non-verbal behavior seriously:  
"No means no," "Silence also means no!"
- Accept criticism.
- Be brave and reflect on your behavior with the support of people you trust and counseling services.

#### **If you want to avoid violations:**

- Hold awareness trainings regularly.
- Create a climate of trust.
- Advertise support structures.

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**Sexual harassment includes all sexual acts that one person involved in does not want.**

**Verbal:**

- Sexist language, statements and jokes
- Unwanted sexual proposals and invitations with unequivocal intentions
- Requests for sexual acts
- Suggestive or embarrassing remarks or innuendo about appearance, sex life or sexual orientation

**Non-verbal:**

- Intrusive, degrading looks and gestures (catcalling, ogling, etc.)
- Showing, hanging up and sending sexist or pornographic material

**Physical:**

- "Accidental" unwanted physical contact
- Sexual assaults such as groping, kissing, etc.
- Sexual assault by use of force or threats and rape

**Counseling services/contacts:**

**Dr. Cora Wagner, coordinator Personal Integrity**

(cora.wagner@unibas.ch, +41 61 207 09 89)

-> Confidential and low-threshold contact point in case of sexual harassment, discrimination, violation of personal rights

**studienberatung@unibas.ch** (+41 61 207 29 29)

-> Counseling with psychological problems, stress and failure to cope

**skuba** (soziales-skuba@unibas.ch)

-> Contact for students

**avuba** (avuba@unibas.ch)

-> Contact for assistants

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