

# **Revised Anti-Discrimination Statute ASH Berlin**

## **Status as of: 19 April 2021**

### Anti-Discrimination Statute

for protection against discrimination, sexualised discrimination and violence, bullying and stalking at the Alice Salomon Hochschule Berlin [Alice Salomon University of Applied Sciences Berlin]

The Academic Senate of Alice Salomon Hochschule Berlin passed the following statute on 7 January 2020.

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### **Preamble**

The Alice Salomon Hochschule (ASH) Berlin is committed to interaction that is respectful, fair, sensitive to differences and appreciative among all members of the university. This aspiration is constantly being challenged by the phenomena of power inequality and marginalisation in society as a whole. Discrimination, sexualised discrimination and violence, bullying and stalking represent violations of the dignity and rights of the persons affected. These

violations impair personality development and self-esteem, as well as the ability to learn and freedom of action and decision-making. Incidents of this kind will not be tolerated at ASH Berlin.

This statute serves to prevent discrimination, sexualised discrimination and violence, bullying and stalking within university life and to effectively counteract them. It is intended to enforce and expand the current legal prohibitions against discrimination and protective rules at ASH Berlin.

This statute regulates the proceedings according to Section 13 of the General Equal Treatment Act [Allgemeines Gleichbehandlungsgesetz (AGG)] and at the same time, it shall apply beyond the group of employees to all persons named in Section 2. It also contributes to fulfilment of the university's tasks and obligations pursuant to the Berlin Higher Education Act [Berliner Hochschulgesetz (BerlHG)], including protection of members of the university from sexual harassment (Section 5a (6)) and reducing the disadvantages faced by students with disabilities and ensuring that the university's services are fully accessible to them. The validity of other already regulated prohibitions against discrimination and rules for equal treatment will not be affected by this statute. In addition to the services regulated by this statute, affected persons have access in particular to counselling services and opportunities to lodge a complaint under the Berlin State Anti-Discrimination Act [Landesantidiskriminierungsgesetz Berlin (LADG)].

## **Chapter One: General matters**

### **Section 1 Goals and guiding principles**

(1) All members of the university are obligated to contribute to ASH Berlin being a place for work and for study that is characterised by equal rights, equal opportunities, openness and mutual respect, and which takes a position against discrimination.

(2) The aim of this statute is to prevent and to eradicate discrimination, in particular on the basis of actual and/or attributed criteria such as ethnic origin, racist or anti-Semitic attributions, appearance, gender identity and gender attributions, sexual orientation, disability, chronic illness, social origin or status, age, language, marital status, pregnancy, and/or religious and/or ideological orientation, or political convictions as a part of university life and to eliminate these (provided that the religious and/or ideological orientation or political conviction is not based on discrimination against others).

(3) The prohibition of disciplinary measures applies. Affected persons and witnesses should be encouraged to exercise their rights and to report cases of discrimination, sexualised discrimination and violence, bullying and stalking, to seek advice and to lodge a complaint. If they do not want to do this, this should be respected.

### **Section 2 Scope of application**

(1) The statute applies for all members of ASH Berlin pursuant to Section 43 Berlin Higher Education Act (BerlHG), as well as to people working at the university, scholarship holders, honorary staff, guests and course auditors,

further education participants and applicants.

(2) In case of discrimination, sexualised discrimination and violence, bullying and stalking by or against third parties in the university area (in particular on the ASH campus including all branch locations and on university social media), it also applies if at least one person involved belongs to the group of persons according to Section 2 (1).

(3) ASH Berlin undertakes, wherever possible, to draw attention to efforts to ensure fair treatment, and protection against and elimination of discrimination in drafting its contracts or in its agreements involving internships, cooperation partners and external service providers.

(4) Insofar as students experience cases of discrimination at the internship location during the practice placement study semester and practice placement phases (pursuant to Section 7 Framework Study and Examination Regulations [Rahmenstudien- und -Prüfungsordnung (RSPO)] or during a stay abroad as part of the study programme or in an employment relationship, members of the university can take advantage of counselling services according to Section 11 and, if necessary, lodge a complaint directly at the internship or to the cooperation partner. Provided that the complaint cannot be immediately clarified by the internship or cooperation partner, the affected member of the university can contact the ASH Complaints Office (pursuant to Section 13), which will try to clarify the matter within the scope of its possible actions.

### Section 3 Term definitions

#### (1) Discrimination

a.) Direct discrimination occurs when a person is treated less favourably than another person is being, has been or would be treated in a comparable situation because of one or more actual or attributed group-specific criteria pursuant to Section 1 (2). This includes any form of discrimination, contempt, disparagement, harassment, exclusion, harassing behaviour, whether verbal or non-verbal, that violates a person's dignity and/or creates an intimidating or offensive environment, as well as any other unjustified unequal treatment. The specific meshing and interaction of different forms of discrimination and a person's group affiliations can respectively lead to specific experiences of discrimination.

b.) Indirect discrimination occurs when apparently neutral provisions, criteria, practices or courses of action are likely to put persons at a particular disadvantage compared to other persons because of one or more of the criteria mentioned under Section 1 (2), unless that provision, criterion, proceeding or course of action is objectively justified by a legitimate aim and the means to achieve that aim are appropriate and necessary.

c.) Any instruction to discriminate is discrimination. The failure to take measures and actions to end discrimination is equivalent to an act, provided that there is an obligation to take action. An action can be discriminatory, regardless of its intention.

d.) Sexualised discrimination and violence include any unwanted behaviour of a sexual nature, verbal or non-verbal, that has the purpose or effect of violating the dignity of the affected person. This also includes all forms of discriminatory (sexualised) violence.

e.) Bullying is repeated hostility, hazing and/or exclusion over a long period of time that is associated with one of the criteria mentioned in Section 1 (2) and has the aim or the consequence that the dignity of the affected person would be violated and/or that they are/would be excluded from their study or work environment.

f.) Stalking is the wilful, intentional, and repeated stalking, following, and/or harassing of a specific individual against his or her express will.

(2) Justified unequal treatment

Unequal treatment is justified if it results from a legitimate aim and for sufficient objective reason. Unequal treatment is also justified if it is intended to contribute to equality and the empowerment of structurally disadvantaged groups of people (positive measures).

## Section 4 PROHIBITION OF DISCRIMINATION

The forms of discrimination listed in Section 3 (1) are prohibited. This also applies if the person acting is only assuming the presence of one or more of the criteria mentioned in Section 1 (2) in the case of unequal treatment.

(2) University regulations that violate the prohibitions in Section 4 (1) are to be repealed.

(3) Discrimination can represent a violation of contractual, service, civil service or university law obligations.

## Chapter two: Stakeholders

### Section 5 Obligations and responsibilities of persons with leadership and supervisory functions

(1) In particular, members of the university with responsibility for personnel and/or with leadership, training and qualification functions in teaching, research, administration and self-government have the obligation:

a) to contribute, through their behaviour and by taking suitable preventive measures, to the promotion of respectful and non-discriminatory interaction with one another, and to the situation that the integrity of all members of the university will be respected;

b) to take care that dependency relationships in the study programme, as well as at the training location and workplace, are designed responsibly and not exploited;

c) to take measures to counter any misconduct brought to their attention within the meaning of this statute. They are to follow up indications, support

persons affected and witnesses or provide them with appropriate help and look for possible solutions, if necessary utilising the competent university bodies.

(2) The University Board has the obligation to report violations of this statute to the relevant bodies and persons, in compliance with data protection, after complaint proceedings have been conducted (pursuant to Section 14) or in case of imminent danger, especially in the event that this is necessary to protect members of the university. If the University Board is not obligated to make an incident report, it may only make the report with the written consent of the affected person.

## Section 6 Working group for anti-discrimination and diversity

(1) Subject to funding, the university will set up a working group for anti-discrimination and diversity. This offers an umbrella and interface structure for university stakeholders in the working field of equality, anti-discrimination and diversity with the aim of bundling and thus promoting specialist expertise, activities, infrastructure and skills. In this way, it contributes to the creation of equal opportunities and the elimination of existing disadvantages for groups of people at the university pursuant to Section 1.

(2) The working group will be supported by the Anti-Discrimination Commission and the Diversity Commission. The chairpersons of the Anti-Discrimination Commission and the Diversity Commission will be supported in carrying out their tasks by the working group – to the extent possible.

(3) Tasks are to be worked out in a concept. In particular, these include:

- a) coordination, support, quality assurance and implementation of anti-discrimination counselling pursuant to Section 11 (e.g., supervision, coaching of anti-discrimination counsellors);
- b) coordinating the network for equality, anti-discrimination and diversity pursuant to Section 8;
- c) developing, coordinating and/or supporting the implementation of preventive measures pursuant to Section 10 (e.g., organising training courses), including preparing applications for financing measures;
- d) documentation, evaluation and reporting pursuant to Section 16;
- e) advising university stakeholders in the working field of diversity and anti-discrimination;
- f) database of relevant specialist bodies for counselling referral;
- g) networking and committee work.

## Section 7 Anti-Discrimination Commission

(1) To support and advise the University Board and the Academic Senate (AS) regarding anti-discrimination, the Academic Senate of the ASH Berlin is setting up an Anti-Discrimination Commission as a permanent commission in accordance with the Berlin Higher Education Act.

(2) The Anti-Discrimination Commission is made up of two representatives from each university member group, pursuant to the Berlin Higher Education Act (BerlHG) Section 45. The representatives from administration and technology, the academic staff and the university teachers will be elected by

the Academic Senate for a term of two years and the students for one year.

### (3) The Anti-Discrimination Commission

- a) supports the anti-discrimination and diversity working group pursuant to Section 6 (2);
- b) proposes anti-discrimination counsellors pursuant Section 11 (4) and provides support, as necessary, in determining conflicts of interest pursuant to Section 11 (12);
- c) can propose members for the Complaints Office to the Academic Senate pursuant to Section 13 (4);
- d) reviews proposals for improving anti-discrimination measures at ASH Berlin pursuant to Section 16 (1).

### Section 8 Equality, anti-discrimination and diversity network

(1) The Equality, Anti-Discrimination and Diversity Network is comprised of university stakeholders who have a mandate for action regarding prevention of and protection against discrimination and promotion of equal opportunity. These include in particular:

- a) the anti-discrimination counsellors pursuant to Section 11;
- b) the Complaints Office pursuant to Section 13;
- c) advocacy groups for structurally disadvantaged groups of people;
- d) representatives of relevant university self-government committees;
- e) relevant university functionaries.

Some members will carry out more than one of these functions at the same time.

(2) The network will meet regularly – at least once a year – to exchange ideas. This exchange is intended to contribute to quality assurance and provide reference points for the continuous further development of anti-discrimination measures and cooperation regarding advice, complaints and preventive measures. Any exchange about individual cases is done in anonymous form on principle.

### Section 9 Setting up an anti-racist interest group

(1) The university is committed to acquiring financial resources to establish a permanent body as an advocacy group for university members of colour and/or those who are exposed to structural and individual discrimination on the grounds of ethnic origin and/or racist or anti-Semitic attributions in accordance with Section 1 (2). This body advises those affected and supports the university in the development of anti-racist support, personnel and organisational structures. It will prepare for the function of a designated anti-racism representative and will be superseded by this representative, depending on the statutory basis.

(2) The university is committed to creating a legal foundation and material resources for the function of a designated anti-racism representative, analogous to the designated women's representatives, representation for severely disabled persons and the designated officer for the concerns of students with a disability, chronic illness and/or mental impairment.

## **Chapter three: Prevention**

### Section 10 Prevention

(1) The university is taking preventive measures to ban discrimination and to promote effective equality. These preventive and positive measures include, among others:

- the announcement of this statute as well as internal and external aid services for the information of all members of the university, among other things, through information events as well as permanently publishing them on the university's homepage;
- this statute is to be brought to the attention in an appropriate form when members take up office, are newly appointed, at the start of studies or when concluding contracts with external service providers;
- measures to raise awareness of discrimination and further training opportunities for all university member groups, in particular on the General Equal Treatment Act (AGG) and Berlin State Anti-Discrimination Act (LADG);
- needs assessment and empowerment services for structurally disadvantaged groups of people;
- taking account of the risks of discrimination in planning and development projects, concepts and infrastructural changes;
- health promotion services that take account of the minority stress model;
- creation of conditions that make fully accessible study and work possible;
- taking account of the risks of discrimination in the curriculum, in the development of degree courses and in the general conditions for courses;
- promoting a debate on discrimination, sexualised discrimination, bullying and stalking in research and teaching;
- anchoring diversity and anti-discrimination in personnel recruitment, e.g., in job advertisement and recruitment processes;
- further development of the mission statement goal of an equal opportunity university and development and implementation of a diversity concept to promote the equal and equitable participation of all members of the university.

(2) The Anti-Discrimination Commission of the University Board will recommend further possible measures by the university pursuant to Section 16 (1).

(3) The University Board is responsible for implementation. Implementation can be delegated, provided that appropriate resources will be made available. At the same time, objectives and responsibilities are to be documented. Preventive measures are to be financed according to the budgetary situation and the resolution of the University Board and the Academic Senate.

## **Chapter four: Counselling**

### Section 11 Counselling

(1) The university is making contact persons who are low-threshold, suitable and trained pursuant to Section 2 available in the function of anti-discrimination counsellors (pursuant to Section 11 (4-5)) for persons who feel

they have been affected by discrimination within the meaning of Section 3 (also for witnesses and support persons).

(2) Information about counselling services will be published and accessible to all members of the university. The affected person can take advantage of the counselling service to protect his or her anonymity also while involving a third party of trust or by using a pseudonym.

(3) In all counselling sessions, affected persons and witnesses have the right to be accompanied by a person they trust – including those from outside the university.

(4) The University Board appoints the following as anti-discrimination counsellors pursuant to Section 11 (1):

- representatives of the staff councils;
- mandated interest groups for structurally disadvantaged groups of people, for example:
  - o central and decentralised designated women's representatives;
  - o designated representation for the severely disabled;
  - o officer for the concerns of students with a disability, chronic illness and/or mental impairment;
- Relevant General Students' Council [Allgemeiner Studierendenausschuss (AStA)] departments, in particular the anti-discrimination department, the queer department and the BIPoC Department;
- Family Office coordinator;
- other relevant university functionaries.
- If necessary, other members of the university. The Anti-Discrimination Commission has the right to make proposals.

To support low-threshold access for groups of people facing discrimination, the aim is to achieve the most diverse representation possible among the anti-discrimination counsellors with regard to the criteria mentioned under Section 1 (2) (from an intersectional perspective).

(5) For those affected by discrimination, as well as witnesses and support persons, the anti-discrimination counsellor's task is:

- to provide them with an opportunity for discussion, to support them and to advise them on a partisan basis;
  - to inform them about other suitable internal and external counselling and support services;
- and
- an initial consultation on the complaint proceedings pursuant to Sections 12-15.

(6) If the affected person expressly wishes to take further steps beyond counselling discussions to solve these problems, such steps will be agreed on and coordinated with him or her. Thus, at the request of the affected person, the anti-discrimination counsellor can

- accompany the person to discussions and meetings, including meetings of the Human Resources Department, advise him or her and support him or her in representing his or her interests;
- help in formulating the oral complaint in writing;
- accompany the affected person during the complaint proceedings



according to Section 14.

(7) Every anti-discrimination counsellor is obligated to maintain confidentiality while performing these duties and is committed to data protection and confidentiality when handling personal data. This also applies beyond performing his or her duties.

They can only be released from the confidentiality obligation by the affected persons.

The obligation of confidentiality also applies between anti-discrimination counsellors. The person getting counselling must consent to any change of anti-discrimination counsellor.

Anti-discrimination counsellors must store any information or documents received or processed in connection with performing their duties separately from other case files. The documents must be protected against access by other persons. Electronic documents must be stored in encrypted form.

(8) The University Board is responsible for the training and quality assurance of the anti-discrimination counsellors, as well as for financing these tasks. Implementation can be delegated, provided that appropriate resources will be made available.

(9) Anti-discrimination counsellors pursuant to (1) usually fulfil their tasks pursuant to Section 11 (5-6) as part of performing their full-time duties or as part of their respective assignments. If necessary, they will be released from their duties to an appropriate extent to carry out their tasks, or they will receive an expense allowance upon application to the University Board.

(11) The university must ensure on its own part that the person(s) affected and, if applicable, witness(es) and support person(s) do not encounter any personal or professional disadvantages by making use of counselling.

(12) The anti-discrimination counsellor must withdraw from the case if there is a conflict of interest that is relevant to performing his or her duties or there appears to be a potential conflict of interest. In case of doubt, the Anti-Discrimination Commission determines if there is any conflict of interest. To ensure impartial counselling and to avoid a conflict of interest in case of duplicate mandates, the counselling will be separated from processing the complaints pursuant to Sections 13-14, and the anti-discrimination counsellor(s) involved are declared biased in handling the complaint.

(13) This statute does not prevent the affected person from seeking legal advice from third parties and taking legal action on his or her own responsibility.

## **Chapter five: Complaints**

### **Section 12 Right to lodge a complaint**

(1) Persons pursuant to Section 2 who feel affected by discrimination as pursuant to Section 3, by other persons, regulations, criteria, proceedings and actions, have the right to lodge a complaint. This applies regardless of making use of counselling services pursuant to Section 11.

(2) They may not suffer any disadvantages due to exercising this right to lodge a complaint. The same applies to supporters and witnesses for the affected person.

## Section 13 Complaints Office

(1) The university is setting up a Complaints Office. This office is responsible for complaints regarding violations of Section 4 of this statute. It is also the Complaints Office in terms of Section 13 (1) General Equal Treatment Act (AGG). An office will be set up to provide support for the Complaints Office. Pending its creation, this task should be carried out by the anti-discrimination and diversity working group; otherwise by another appropriate body.

(2) The Complaints Office comprises at least two members of the university with specialised knowledge in the field of discrimination and one person with legal expertise in the anti-discrimination field. Should one or both members of the university not be appointed, the Chancellor and/or the Rector automatically become members of the Complaints Office until other members of the university are elected.

(3) The Complaints Office is to be staffed in as diverse a manner as possible with regard to the criteria mentioned under Section 1.

(4) Two members of the Complaints Office will be appointed by the University Board for two years. They constitute the Complaints Office within the meaning of Section 13 General Equal Treatment Act (AGG). Two members of the Complaints Office will be elected by the Academic Senate for one to two years. The Anti-Discrimination Commission has the right to make proposals. If a member resigns before the end of his or her term of office, a new member will immediately be elected by the Academic Senate or appointed by the University Board.

Members of the university will be released from their duties to an appropriate extent to carry out their tasks, within the scope of their previous duties (or they will receive an expense allowance upon application to the University Board).

(5) It is ensured that, pursuant to Section 13 (2), the members of the Complaints Office will get training on the subject of anti-discrimination, including the General Equal Treatment Act (AGG), Berlin State Anti-Discrimination Act (LADG) and sexualised violence, before taking up their duties and will have the opportunity for further training during their terms.

(6) The members of the Complaints Office are to carry out their function independently of directives and act impartially. Section 11 (12) shall apply mutatis mutandis, provided that, in cases of doubt, the Complaints Office members decide on the existence of a conflict of interest without the member concerned.

(7) The Complaints Office draws up the rules of procedure.

(8) Contact details of the Complaints Office and information on the complaint

proceedings will be made known to all members of the university.

(9) To ensure that the Complaints Office carries out its tasks effectively, a suitable hearing room, technical equipment and materials are to be provided for in the university budget in the amount required, as well as a supervisor as necessary and/or participation in an intervention group.

## Section 14 Complaint proceedings

(1) Complaint proceedings will be initiated by a complaint made to the Complaints Office. The complaint is to be lodged in writing or to be recorded orally at the Complaints Office. The complaint must factually describe the events that were perceived as discrimination, sexualised discrimination, bullying or stalking. It must state which other bodies have already been informed about the incidents and whether these bodies have already taken any measures.

(2) The Complaints Office must have barrier-free access. A language mediator or interpreter will be made available as necessary.

(3) The Complaints Office informs the complainant promptly about his or her rights and the further proceedings. It points out that support services are available, pursuant to Section 11.

(4) As far as possible, confidentiality will be guaranteed for the proceedings and the parties' legitimate interests will be protected. A complaint can be lodged anonymously. The university's obligations to review necessary measures remain in place. If the complaint is lodged anonymously, the complainant waives the right to report the results pursuant to Section 14 (10) and the procedural steps provided for in Section 14 (3, 5, 6, 7, 9, 11 and 12) can only be implemented to a limited extent.

(5) The Complaints Office informs the party against whom the complaint is lodged about the essential content of the complaint and requests that this party respond to the complaint within a reasonable period of time it has specified, but no more than six weeks.

(6) The Complaints Office determines the facts of the case. It is authorised and obligated to use all suitable means at its disposal for this purpose. The legal principle of the presumption of innocence applies. The personal rights of all those involved (including witnesses) are to be respected. All parties involved have the right to consult with a person they trust for the discussions.

(7) The Complaints Office can also call upon other people for consultation as well as involve those responsible from the respective affected departments. This applies in particular if immediate measures are required to prevent discrimination, bullying and/or stalking. These persons are not members of the Complaints Office.

(8) The Complaints Office reviews the compiled facts, informs the University Board of the results of this review and proposes further proceedings pursuant to Section 15. At the request of the complainant, the complaint can be forwarded to the Berlin State Anti-Discrimination Act (LADG) Ombuds

Office. The wishes of the complainant must be taken into account, insofar as there are no legal requirements to the contrary.

(9) The University Board reviews the legal situation and decides on suitable, necessary and appropriate measures immediately, but no later than within three weeks of being notified. It notifies the Complaints Office of this. If the University Board does not agree to the recommendations of the Complaints Office, it shall provide the latter with a written statement of the grounds. The University Board ensures that the measures will be implemented promptly and that the resources necessary for this will be made available.

(10) During the proceedings, the complainant and the accused person/party have the right to request information about the status of the proceedings. At the end of the proceedings, the Complaints Office informs the complaining and accused person/party of the results of the proceedings and the grounds in writing, without being asked and without delay.

(11) The Complaints Office documents the entire course of the proceedings. It must store any information or documents received or processed in connection with its work separately from other case files. The documents must be protected against access by other persons. Electronic documents must be stored in encrypted form.

(12) The complainant can withdraw the complaint at any time or request a suspension of the proceedings, provided that the University Board is not obliged to act (e.g., due to civil service law requirements).

(13) The rights of employee representatives remain unaffected by the complaint proceedings.

## Section 15 Measures and sanctions

(1) In the event of discrimination, sexualised discrimination, bullying or stalking pursuant to Section 4, it is necessary to take suitable, necessary and appropriate measures to protect the person(s) and to eliminate the discrimination promptly in the individual case (obligation to intervene). The University Board shall take or reinforce measures to avoid comparable violations (obligation to prevent).

(2) If the complaint proceedings concludes that there was no violation of this statute, yet a conflict exists that continues to burden the study, employment or supervision relationship, the University Board can suggest and demand measures to resolve the conflict.

(3) Depending on the severity of the offence, the following sanctions may be imposed on employees:

- a) regulatory discussion;
- b) oral and/or written instruction/admonition; written warning;
- c) initiation of disciplinary proceedings;
- d) compulsory participation in continued anti-discrimination education;
- e) exclusion from the use of (certain) university-internal services and facilities;

- f) transfer or reassignment to another workplace or location within the university;
- g) ordinary/extraordinary (without notice) termination;
- h) criminal charges.

(4) Depending on the severity of the offence, the following sanctions may be imposed on lecturers:

- a) regulatory discussion;
- b) exclusion from the use of (certain) university-internal services and facilities;
- c) withdrawal of a lectureship;
- d) criminal charges.

(5) Depending on the severity of the offence, the following measures may be taken against students and all those named under Section 2 (1) who are not in an employment relationship with ASH Berlin:

- a) regulatory discussion;
- b) oral/written instruction/admonition;
- c) initiation of regulatory measures pursuant to Section 16 (2) Berlin Higher Education Act (BerlHG): threat of exmatriculation, exclusion from using university facilities, exclusion from taking individual courses for up to one semester, exmatriculation;
- d) criminal charges;
- e) termination of cooperation, of the service relationship or of recognition as an internship position.

(5) An offence is classified as particularly serious if it is committed by taking advantage of relationships of dependency and/or in the context of relationships in which there is duty of care.

## **Chapter six: Final provisions**

### **Section 16 Reporting and evaluation**

(1) Every member of the university can propose improvements with regard to the prevention of discrimination or structural, organisational or other improvement measures in writing to the Anti-Discrimination Commission or the University Board. The Anti-Discrimination Commission reviews every suggestion and submits it to the Rectorate together with an opinion. The Rectorate examines these and, if necessary, adopts appropriate measures. In any case, the person making the proposal must be informed whether any and, as appropriate, which measures will be taken.

(2) All ASH Berlin Anti-Discrimination Counselling and Complaints Offices within the meaning of this statute collect case numbers as well as data on categories and forms of discrimination according to uniform standards in an anonymous form and in compliance with all data protection regulations. The data will be requested from the Controller at the end of the year. This monitoring serves quality assurance for the services and measures as well as development of targeted prevention services.

(3) At least once a year, the Complaints Office and the anti-discrimination counsellors report to the Academic Senate on fulfilment of their tasks and specific incidents of discrimination (in anonymous form).

(4) Once a year, the University Board reports to the Academic Senate on the implementation of the preventive measures.

(5) There will be an evaluation of this statute every five years at the latest. The evaluation report is submitted to the Academic Senate. The statute will be amended as necessary.

#### Section 17 Effective date

This statute comes into effect on the day after its publication.