

OFFICE HOURS

You can find the current office hours on our web pages.

We offer counseling in person, by telephone, by email and by video conference - please feel free to make an appointment. Of course, we provide counseling anonymously upon request.

LOCATION PLAN



CONTACT

Friedrich-Schiller-Universität Jena
Diversitätsbüro
Zwätzengasse 3
Room 104
07743 Jena

Phone: +49 3641 9 400970

E-Mail: diversitaet@uni-jena.de

Website: https://www.uni-jena.de/en/diversity_office

Note on barriers:

Our office is located on the first floor without an elevator. Please let us know about your accessibility needs, so that we can arrange an alternative location. Thank you.



<https://www.uni-jena.de/en/>

Issuing institution: Diversity Office
City map: DominoPlus Jena | Layout: based on a template by the University Communications Department



WHAT TO DO ABOUT DISCRIMINATION

*Information and counseling services of the
Diversity Office of the University of Jena*

WHAT IS DISCRIMINATION?

Discrimination is the disadvantaging, belittling, disregarding, excluding, bullying, abuse (psychological and/or physical) or sexual harassment of persons on the basis of actual or ascribed group-specific characteristics or social categories.

Categories that are particularly protected by the Thuringian Higher Education Act include: ethnic origin, gender, religion/worldview, disability, age, gender identity, and sexual orientation. Often, discrimination is not just based on one category. This is called multiple discrimination.

Discrimination is prohibited by law.

To establish that someone has been discriminated against, it is only necessary to show that they have been disadvantaged. This means that it is not the motive, an intention, thoughtlessness or administrative practice that determines whether discrimination exists.

WHAT TO DO IN CASE OF DISCRIMINATION?

(1.) You experience discrimination:

Discrimination can take an emotional toll on you, so self-care comes first. Try to stay calm and assess the situation. Don't expect yourself to be particularly quick-witted or to "do the right thing". Think about what is good for you and, if necessary, leave the situation or clearly say "Stop!". Asking for superiors or a complaints office can be helpful. Supporters and evidence to support the situation are helpful.

(2.) You have experienced discrimination:

Go to a safe place and seek companionship. Contact a trusted person and describe the situation. In case of physical assault, take photos of injuries and/or damage. In addition, doctors can provide you with a medical certificate. Furthermore, it is helpful to make a memory log. Counseling institutions will support you in the further process.

(3.) You have observed discrimination or have been asked to be a supportive person:

Do not look away! Make clear that you have noticed something. Talk to the person concerned and offer your support. Act with the consent of the person concerned. You also have the right to counselling.

WHAT CAN THE DIVERSITY OFFICE DO FOR YOU?

We offer counseling and support you in specific cases of discrimination. Your contact person is the diversity officer or their deputy.

We represent the interests of those affected by unfairness and discrimination.

We listen to you, offer a "safe space", develop options for action together with you and - if necessary and only with your explicit permission - advocate for you with the responsible authorities.

We consult in person, by phone, by email, and by video service. An appointment is useful, but not a requirement. Of course, you can use our offer anonymously.

Furthermore, we provide you with information on strategies to claim your rights and to change discriminatory structures.

Our counseling practice is guided by fixed standards of anti-discrimination counseling

- Confidentiality, we take your side and seek to empower you.
- Taking into account social power relations and multiple discrimination
- Transparency and openness of the counseling process
- Low-threshold counseling
- Aiming for barrier-free counseling

