



# Protection against sexual harassment

This set of regulations was adopted by the Executive Board of the University on 1 March 2007.

The University of Zurich has a set of regulations to ensure protection against sexual harassment. These regulations are based on the fundamental assumption that all staff and students should treat each other with respect. This does not mean that interpersonal relations should be purely impersonal, distant and formal. On the contrary, friendly and relaxed personal interaction, also between women and men, is and should be a normal part of everyday life at the University. Nevertheless, the regulations stipulate unequivocally that sexual harassment is prohibited and will not be tolerated.

## To whom do the regulations apply?

All staff and students at the University of Zurich.

## What is sexual harassment?

Any behaviour that injures or demeans a person on account of their gender, and that the targeted person finds uncomfortable.

## What is permitted and what not?

Friendly compliments, shared coffee breaks and University fitness events, humorous conversations and banter are certainly not a problem. Behaviour that is inappropriate and not permitted includes unwelcome physical contact, intrusive behaviour, salacious remarks and jokes about appearance or physical characteristics. Showing potentially offensive images or behaving in other ways conveying or creating an oppressive work or study climate also contravenes the regulations. The same naturally applies to all unlawful sexual acts.



Relaxed interaction is the goal. (Illustration: Stephan Liechti)

## Where can I find the precise wording of the regulations?

The document is available on the University's website: [www.rd.uzh.ch/rechtssammlung/richtlinien.html](http://www.rd.uzh.ch/rechtssammlung/richtlinien.html). The regulations also stipulate what measures are to be taken in the event of sexual harassment, and what rights the affected parties have.

## What can affected parties do?

Affected parties might, as a first step, try to rebuff the harassment. If this fails or is not possible, the University has designated two people who may be contacted for initial confidential advice and support: Dr. Elisabeth Maurer (Office for Gender Equality) and Dr. Kurt Reimann (General Secretary, UZH). Furthermore, the University has designated Prof. Dr. iur. utr. Brigitte Tag (Faculty of Law) to handle any legal issues in cooperation with the University's Legal Services.

**For information about the regulations on protection against sexual harassment, see:** [www.uzh.ch/about/basics/sexualharassment\\_en.html](http://www.uzh.ch/about/basics/sexualharassment_en.html)

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