



IT STOPS WITH US!

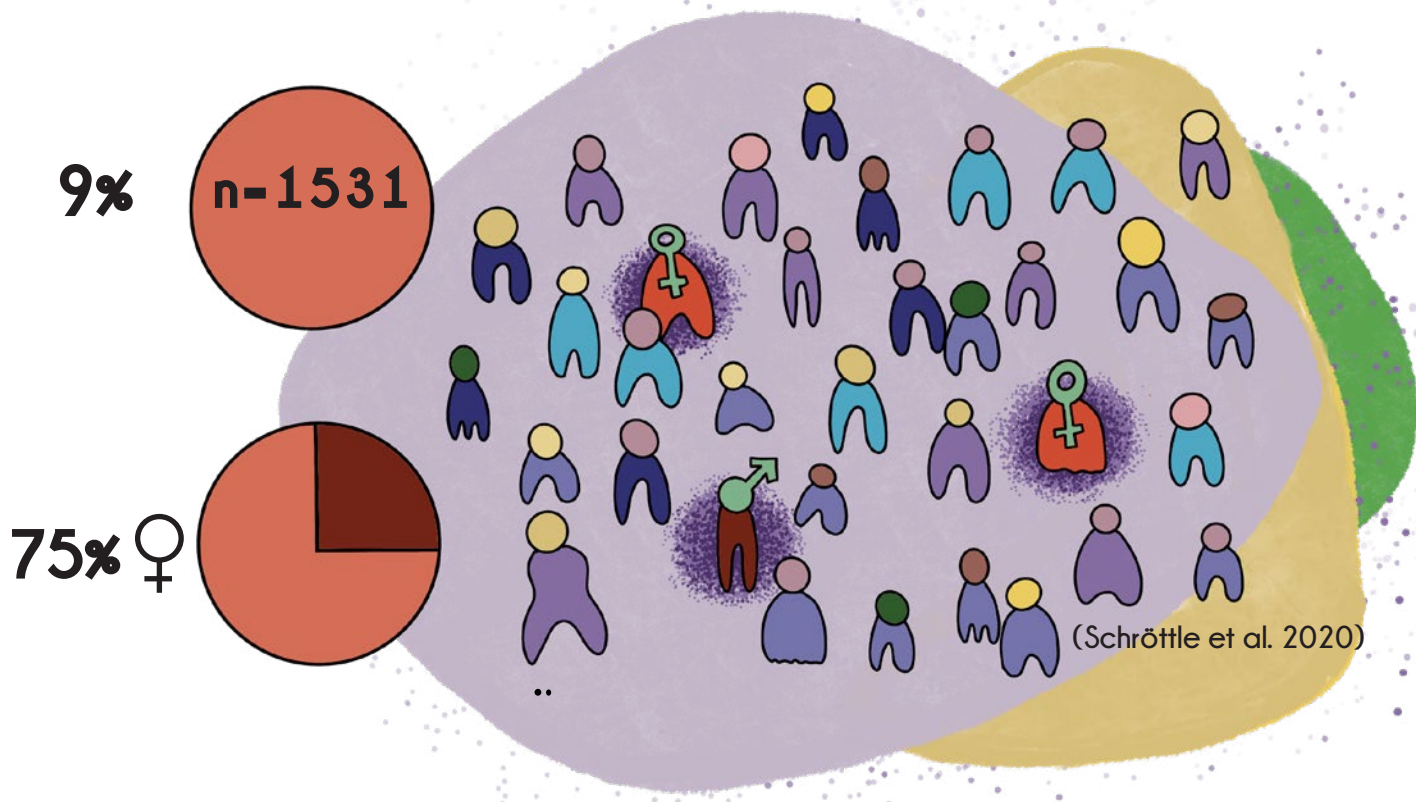
TOGETHER AGAINST
SEXUALIZED
DISCRIMINATION
AND VIOLENCE
IN AGRICULTURE.

Information for those affected.



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● EVERY 11TH PERSON IN EMPLOYMENT IS AFFECTED

According to a survey by the Anti-Discrimination Agency of Germany 9% of all respondents have experienced sexualized violence in the workplace in the last three years. Women are mainly affected, with a share of 75%.

Sexualized violence in workplace

Sexualized boundary violations in workplace are not uncommon. No concrete figures are available on the incidence in agriculture. However, due to specific risk factors, a higher proportion can be assumed, which has also been confirmed by initial research.

Sexualized boundary violations and violence refer to unwanted, sexualized behaviour that is often intended to violate the dignity of the person concerned.

This includes, among other things

- Unwanted looks, sayings or gestures,
- remarks of a sexual nature,
- unwanted sexual acts or requests for them,
- sexually explicit physical touching,
- unwanted display and visible attachment of pornographic images.

Flattering compliments and inappropriate remarks can also constitute transgressions if they are unwanted by the person concerned or inappropriate in the context.



Approach and use of the brochure

This brochure is intended to provide initial assistance and guidance. It lists possible points of contact for employees who are or have been affected by sexualized boundary violations or who have witnessed them. This brochure cannot replace personal advice and is not exhaustive.

The points of contact listed are not available in every company and are examples. They can often be contacted independently of each other. You decide whether and which contact information you use. There is no prioritization. We would like to encourage you to confide in at least one contact point, colleague or person in your environment and talk to them.

This applies equally to uncertainty about particular situation that make you feel uncomfortable and to specific incidents or suspected cases in your environment.

Important to know:

Sexual boundary violations or harassment have nothing to do with initiating contact, sex or the attractiveness of a person.

The motivation behind sexualized boundary violations is therefore not sexuality. Boundary violations serve to demonstrate power, are intended to exert competitive pressure, are used to put people “in their place” or express disrespect. This also includes creating an environment characterized by intimidation, hostility, humiliation or insults.geschaffen wird.

**AS THE PERSON AFFECTED,
YOU ARE NEVER TO BLAME
FOR THE BEHAVIOR OF OTHERS.**

Examples:

Exploitation of position of power

Instructor grabs trainee’s gluteal region when she gets off the tractor.

Foreman comments on the posture of a seasonal worker at work.

Humiliation

Colleague tells a sexist joke that trivializes rape. Colleague asks female colleague to wear skimpier clothes.

Expulsion

Employee asks inappropriate questions about the female manager’s sexuality.

We use the terms

sexualized transgression

of boundaries and **sexualized violence** to make the underlying motivation clear and to counteract a linguistic trivialization and trivialization by the term “sexual harassment”.

“Harassment is a term that sounds (in German) very, very cute and in many places has really very bad consequences. And it is such a serious violation of integrity and self-determination that this harmless-sounding “harassment” cannot describe it at all.”

(Anette Diehl, Women’s Emergency Hotline Mainz 2021)



Chambers of Agriculture



Internal contact persons



**Help hotlines
and advice centers
open to all sectors**



Legal and judicial level



**ONE PROBLEM,
VARIOUS POSSIBILITIES ?**



**Agricultural
advice center**



**Contact persons
in training centers**



**Trade union points
of contact**



First aid!

POINTS OF CONTACT



There is no
“right” or “wrong”!
Go where you feel you will be
taken seriously and where you
will be addressed in your
best interests.



Legal / judicial level

Sexualized violence is a criminal offence. Employees in Germany are also protected by the law against sexual assault in the workplace. Corresponding legal sources can be found not only in the Criminal Code or the Basic Law, but also in the General Equal Treatment Act (AGG) §13 and in the Collective Labor Law §75 of the Works Constitution Act.

**IN THE EVENT OF AN ACUTE
THREAT, DIAL 110!**

Sexual acts against your consent can be reported to the police.
A criminal complaint can be made at any police station. Also online.

ENG/AR/

www.polizei-beratung.de/fileadmin/Medien/273-FB-So-hilft-die-Polizei-Kriminalitaetsopfern.pdf

UKR/RUS

www.polizei-beratung.de/fileadmin/Medien/314-FB-So-hilft-die-Polizei-Kriminalitaetsopfern-DEU-UKR-RUS.pdf

Uncertainty about making a report and bad experiences with official and/or state institutions can prevent victims from contacting the police directly. Counselling centres that specialize in sexualized violence can help those affected to find the right option for themselves and can support them in filing a complaint or taking legal action if desired.

Hotlines and advice centers open to all sectors



Hotlines and advice centres specialize in working with those affected.

The ones listed here are just a selection.

The Violence against women support Hotline

– Support and counselling for women
Advice by phone, email and chat
Anonymous, free of charge and around the clock

Tel: 08000 116 016

www.hilfetelefon.de/en.html

Bundesverband Frauenberatungsstellen und Frauennotrufe (PFF)
Women against Violence

Tel: 030 322 99500

www.frauen-gegen-gewalt.de/en/

Search for advice centers nationwide supported in various languages

www.frauen-gegen-gewalt.de/en/local-support-services.html

Support for women and children from Ukraine

www.frauen-gegen-gewalt.de/en/support-for-women-and-children-from-ukraine.html

Support for persons affected by human trafficking:

www.kok-gegen-menschenhandel.de/en/human-trafficking/support

Federal Anti-Discrimination Agency Germany
Service office of the Federal Anti-Discrimination Agency Germany

Counselling in case of discrimination
Monday to Thursday 9 am - 3 pm

Tel.: 0800 546 546 5

E-Mail: beratung@ads.bund.de

www.antidiskriminierungsstelle.de/EN/homepage/homepage-node.html





In-house contact persons

Few agricultural businesses have internal contact persons or co-determination structures. Best practice would be the introduction of compliance agreements, company agreements or codes of conduct to protect against sexualized violence and discrimination and training for HR managers at the individual farms. If there is a corresponding agreement, it can be specifically referred to.

What can you do?

Contact a person you trust and describe what you have experienced or observed. You can also report incidents anonymously.

By the way:

The Workers council is obliged to respond to incidents of sexualized discrimination or violence in accordance with Section 85 of the Works Constitution Act.

The internal contact persons include, among others

- spokesperson
- Workers council members
- Youth and trainee representatives
- equal opportunities representatives



Vocational Training centers



There are often several potential points of contact during training or studies. Not all of them are equally trained or sensitized to incidents of sexualized boundary violations. How much you feel “in good hands” plays a role here, especially in the case of educational institutions representatives. Trust your instincts and go to a place where you feel safe and taken seriously.

Contact persons in educational institutions include, among others

- Liaison teachers
- Training advisors
- School / university social workers
- School / university psychologists
- Equal opportunities representatives
- Student representatives
- Student councils
- Class/course representatives
- ...

What can you do?

Contact a person you trust and describe what you have experienced or observed. Also here you can report incidents anonymously.





Agricultural advice centers in Germany

There are structures and advice centers specifically related to agriculture. At present, there are no specific services for people affected by sexualized violence. However, the mostly regional services listed below will help you to find appropriate support services.

Agricultural helplines. Information and advice from agricultural advice centers and chambers is offered in German.

▶ www.sorgentelefon-landwirtschaft.de/sorgentelefone.html

Agricultural family counseling services

▶ www.landwirtschaftliche-familienberatung.de/



Agricultural offices & authorities

Chambers of agriculture also offer advice for employees and trainees. Advice on planned prevention measures at company level can be particularly useful here. However, not all federal states have chambers of agriculture.

▶ www.landwirtschaftskammern.de



Trade union points of contact



Trade unions represent the labor law interests of employees. Trade union members receive free advice and legal protection.

In addition, they offer their members further free training and workshops and you can become active together with other members, for example in working groups or specialist groups nationwide and regionally. The interests of women are specifically represented by women's secretaries or in special women's working groups.

Germany:

Industriegewerkschaft Bauen-Agrar-Umwelt
www.igbau.de/en.html

IG BAU advice and legal protection:
030 20606206 40

IG BAU Federal Women's Secretary
Renate Wapenhensch
Renate.Wapenhensch@igbau.de
or frauen@igbau.de

Austria:

PRO GE Federal Women's Secretary
Helga Oberleitner
Helga.Oberleitner@proge.at
or frauen@proge.at

Switzerland:

UNIA Gender Equality Secretary
Aude Spang
Aude.Spang@unia.ch

Employment law advice for mobile workers (seasonal workers) from Eastern Europe and Non-EU countries:

Advice is provided anonymously and free of charge in the language of origin.

www.eu-gleichbehandlungsstelle.de/eugs-en/eu-citizens/searching-for-an-advice-centre



Industriegewerkschaft
Bauen-Agrar-Umwelt

First aid!

This you can do immediately.

Incidents of sexualized discrimination and violence can be perceived very individually. The respective needs and what is helpful for you as a (potentially) affected person or witness reflect this. There is no “wrong” or “right” response. Even if you decide not to use any of the points of contact, that’s okay



“Networking”

Talk to other people who understand your situation and give you support.

“Make a note of incidents”

In the case of repeated incidents, sayings, circumstances: Write down the date, time and situation.

“First self-help”

www.survivorsnetwork.org.uk/wp-content/uploads/2022/05/SN-Self-Help-Guide_v3_9410.pdf

“Know your rights”

This brochure contains a selection of links and networks to help you.

“Talk to someone you trust”

It doesn’t always have to be a threatening situation that can be stressful.

“Get support”

In situations where you feel uncomfortable or potentially threatened, you can get liasons to help you so that you are not alone.

“Oh, he doesn’t mean it like that”

Trust your intuition and don’t let anyone tell you how to assess a situation.

▼ Guides & self-help:

Federal Anti-Discrimination Agency:

www.antidiskriminierungsstelle.de/EN/homepage/homepage-node.html

Dealing with sexual harassment at the workplace

www.antidiskriminierungsstelle.de/EN/we-offer-advice-to-you/we-offer-advice-to-you-node.html

Questions and answers about sexual abuse

www.hilfe-portal-missbrauch.de/en/questions-and-answers

Women against violence

www.frauen-gegen-gewalt.de/en/

THIS IS THE LINK
TO THIS BROCHURE

WWW.PECO-EV.DE/VEROEFFENTLICHUNGEN/

Agricultural co-determination & networking

Rural women: (information in German)

www.landfrauen.info

Emancipatory Agricultural Network (ELAN):

www.elannetzwirk.wordpress.com/

Women in la Via Campesina:

www.viacampesina.org/en/

Chambers of Agriculture (information in German)

www.landwirtschaftskammern.de/

Information on occupational health and safety

www.agriwork-germany.de/webapp-saisonarbeit/

Information on labor rights

www.fair-arbeiten.eu

Trade union co-determination & networking

Germany:

www.igbau.de/en.html

Austria:

www.proge.at/mitgliedschaft-leistungen/willkommen-en

Switzerland:

www.unia.swiss/

Equal treatment body for EU workers:

www.eu-gleichbehandlungsstelle.de/eugs-en/eu-citizens/searching-for-an-advice-centre







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