

Discrimination at the department of chemistry

page 1

The department desires to create a good climate for all its members. Since there have been recent cases of discrimination, we want to renew efforts to make sure such things won't happen again. To gain knowledge about our current situation, we want to learn more about past cases. With this information it might be possible to sensitise all members of the department for actions that hurt or disadvantage other people. If you have made negative experiences, please help to spare others those by

- describing your experiences anonymously in this online survey
- putting a(n anonymous) note into the mailbox in front of the students' unions' office
- talking to the student equal opportunity commissioner (Miriam Seebach, gleichstellungsbeauftragte@fschemie.tu-darmstadt.de).

The findings of this survey will not be directly published, but used as the basis for a discussion about the development of guidelines for respectful social intercourse.

If you have criticism and/or suggestions, please send these to fschemie@fschemie.tu-darmstadt.de.

Thank you very much for your participation!

page 2

Have you ever experienced discrimination at the department of chemistry?

If so, based on which characteristics? *

Think about any situation in which you was debased by someone or got inept advantages.

- no
- degree programme
- sex and/or gender
- sexual orientation
- family planning
- skin colour
- language
- family background
- country of origin
- religion
- disability
- appearance
-

page 3

If you have been in a situation in which a person of this department has treated you inappropriately, please describe your experience briefly.

Many "offenders" don't realise that their behaviour is harmful. Anonymised examples may help to raise consciousness and prevent similar cases from happening in the future.

page 4

Have you ever had the feeling that one of the former stated characteristics made professors, coworkers, students, ... treat you differently than other people of your status group? If so, please describe your experience briefly.

Had only tall people to help with putting away heavy objects?
Were technical utilities required, to which you had no or restricted access?

Have you ever experienced discrimination by a person of this department with whom you were in a state of dependence?

If so, please describe your experiences briefly.

for example professors, the deanery or similar

**Have you experiences disrespectful behaviour in the everyday university life?
If so, please describe your experiences briefly.**

Have you repeatedly been asked overly personal questions or were intimate conversations forced on you?
Does a person give you nicknames or imitate your accent, even if you asked them to stop?
Have you recieved hurtful messages or suffered because of contributions in group chats or similar?

page 5

**Thank you very much for taking part in this survey about discrimination at the department of chemistry.
Do you have questions, suggestions, criticism or requests? We are happy to recieve those here or via e-mail to
fschemie@fschemie.tu-darmstadt.de.**

If you have questions about respectful behaviour or current cases of abuse and discrimination get in touch with

- the students' union (in person or anonymously via a note in our mailbox)
- the student equal opportunity commissioner (Miriam Seebach, gleichstellungsbeauftragte@fschemie.tu-darmstadt.de)
- the decentral equal opportunity commissioners (Dorothee Nikolaus, nikolaus@ac.chemie.tu-darmstadt.de and Dr. Kathrin Hofmann, hofmann@ac.chemie.tu-darmstadt.de)
- the central equal opportunity commissioner (Dr. Uta Zybell, gleichstellungsbeauftragte@pww.tu-darmstadt.de)
- the team of the "achtung" campaign (achtung@tu-darmstadt.de)
- the complaints and improvement management (Wolf Hertlein, hertlein@pww.tu-darmstadt.de)

or gather information at <https://www.intern.tu-darmstadt.de/achtung/index.en.jsp>.

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