

## PROTECTION AGAINST VIOLENCE

You work or live in our establishment or are supported by our facility. It is important to us that all people in contact with us know what measures we have taken here to protect against violence, and what measures you can take. That is why we are making this flyer available in nine languages.

We mean protection against any kind of violence. That also includes physical violence and mental abuse. In this brochure, we focus specifically on sexualised violence.



## IMPORTANT CONTACTS

We can support and assist you if you are experiencing sexualised violence at the hands of people working in our facility.

Please make sure to report any transgressions you witness or that have affected you personally. Together, we will find ways to help you feel safe again.

Anything you discuss with us is, of course, confidential.

**You can find independent contact persons and advice centres here:**

<https://www.caritas-ac.de/ansprechpersonen>



<https://www.caritas-ac.de/beratungsstellen>

**Your contact(s) at our facility:**

# MINDFULNESS and RESPECT



Information for all people who work in, live in, or visit charitable institutions

**Protection against sexual violence  
in our facility**

Available in nine languages:  
Arabic, German, English, French, Polish,  
Romanian, Russian, Spanish  
and Turkish

## WHAT IS SEXUALISED VIOLENCE?

Sexualised assaults and violence happen consciously, not accidentally. They may include or exclude physical contact.

Here some examples:

- › Inappropriate touching
- › Unwanted kissing
- › Unwanted embraces
- › Forced intercourse/intimate actions
- › Someone sends you pictures and/or videos with sexualised content without your consent
- › Someone speaks to you or writes to you with unsolicited sexual inferences
- › Someone stares at you inappropriately
- › Posting of and/or distribution of pornographic materials
- › Indecent exposure
- › Lewd comments in disrespect of others, even if those others are unaware of these comments

All these are transgressions and occur without the consent of the other person.

## NO MEANS NO!

Everyone is protected against such transgressions by law.

## WHAT WE DO

With this flyer, we want to help ensure that employees, residents, participants, customers and guests protect themselves.

Our other objective is to prevent potential perpetrators working at our facility. That is why we take measures to protect all employees, residents, participants, customers and guests from such acts.

Key to our efforts are **respectful and mindful interactions with each other**. We can all contribute to that.

The measures offered by our facility include **courses on protection against sexualised violence**, which are open to all employees.

Our facility furthermore enforces **behavioural rules - our code of conduct**. Mindfulness and respect form the basis for appropriate behaviour. The Code of Conduct can be obtained from the Administration Department.

## EXPERTS IN PREVENTION AND OTHER IN-HOUSE CONTACT PERSONS

We have nominated at least one prevention expert, whom you can talk to. Please do not hesitate to report any act of violence against yourself or others at our facility to the prevention expert or any other contact person. That is how you can do your part in uncovering acts of violence and transgressions, instead of keeping quiet or possibly suffering in silence.

Additional measures are described in our protection concept. Ask the prevention expert for a copy.

**Let us work together to make our facility a safe place for everyone.**

