

People who are affected by or experience discrimination or harassment/sexual harassment can turn to the Working group for equal opportunities (AkG):

- Personal counselling
- Referral
- Competent support
- Information
- All concerns are treated confidentially.
- We do not intervene without your consent!

### Counselling procedure at the Working Group for Equal Opportunities

#### CONTACT

- |                                                                                                                                                                          |                                                                                                                                                                |
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| <ul style="list-style-type: none"> <li>■ <b>Phone</b><br/>0316 873 6093</li> <li>■ <b>E-mail</b><br/>akg@tugraz.at</li> <li>■ <b>Online</b><br/>akg.tugraz.at</li> </ul> | <ul style="list-style-type: none"> <li>■ <b>Adress</b><br/>Office of the Working Group for Equal Opportunities<br/>Mandellstrasse 5/I<br/>8010 Graz</li> </ul> |
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#### INITIAL MEETING

- **Confidential**
- **Anonymous upon request**
- The initial meeting offers a safe space where you can share what has happened, sort out your thoughts, and we can consider possible courses of action together.

**This can lead to various further steps, but does not have to!**

#### INTERVENTIONS BY THE AKG

- **Counselling and advice**  
e.g. with second party, with the supervisors of either party, with other relevant persons, ...
- **Jointly consider further possibilities for action and support.**
- **If necessary, file a complaint with the Arbitration Board, file an application requesting an expert opinion with the Federal Equal Treatment Commission, file a disciplinary complaint, etc.**

#### NO INTERVENTIONS BY THE AKG AT THIS POINT IN TIME

- **Further discussions and support are still possible.**
- **If necessary, referrals are made to other institutions on and off of the university campus.**

### PRINCIPLES OF THE AKG

We do not take any steps without the consent of the person concerned!  
The AkG has a professional obligation to maintain confidentiality and makes decisions independently of other authorities.