

Complaints Desk § 13 AGG

The General Equal Treatment Act (AGG or GETA), that was established at federal level in 2006, aims to prevent or eliminate discrimination on the grounds of

- racial and ethnic origin,
- gender,
- religion and worldview,
- disability,
- age or
- sexual identity.

The legislator has specifically laid down the right of employees to complain.



A complaint on the basis of the AGG can subsequently be the basis for measures taken by the employer as well as for claims by employees. Employees within the meaning of the AGG are not only employees and civil servants, but also trainees, persons similar to employees, persons working from home, persons applying for employment or whose employment relationship has ended.

Of course, the Complaints Office also advises students on questions, examines indications and receives complaints from students about discrimination.

The core of the law is a prohibition of discrimination, which sanctions unlawful discrimination against people on the basis of one or more of the above criteria.

Discrimination can be direct (e.g. not being considered for recruitment), indirect (e.g. through criteria for promotion), through own actions or through instruction. Similarly, harassment such as intimidation, hostility, humiliation, degradation or insult and sexual harassment are considered unwanted sexually explicit behaviour. Remarks of a sexual nature are also considered to be a form of discrimination. Violation of the rules of conduct prescribed by law can result in high compensation claims in the event of an action before the labour court. If employees violate the AGG through discriminatory behaviour, the employer is obliged to examine the consequences under labour law or disciplinary regulations and, if necessary, to act accordingly.

The HHU welcomes the intention of the law to prevent direct and indirect discrimination in education and employment. This is also in line with previous practice at the HHU. In addition, there are already legal regulations in the public sector on the criteria "gender" and "disability" which have been proven to be effective.

Nevertheless, HHU believes that it is sensible to take a closer look at the above-mentioned criteria and to deepen the necessary sensitivity in dealing with personnel decisions. Therefore all employees of the HHU are encouraged to familiarise themselves with the legal text for their daily work.

In addition, HHU offers a range of training courses for members and associates on the application of the AGG, which are primarily aimed at leading persons in science and administration. For other employees, there are also customised offers within the framework of the extensive further training programme.

Where can I make a complaint?

You can reach the Complaints Office at

Heinrich-Heine-Universität Düsseldorf
Zentrale Universitätsverwaltung
Justitiariat
Gebäude 16.11

Universitätsstraße 1
40225 Düsseldorf

You are also welcome to present your matter personally.

Please make an appointment. You are welcome to bring a trusted person with you.

Irrespective of this, you still have the option of contacting the [Central Equal Opportunities Officer](#) or the [staff representation responsible](#) for you or, in the case of discrimination due to a disability, the [representative of the disabled](#).
