

Dear Members of the University Community,

Hannover Medical School is a place of study, teaching, research, and patient care. Diversity, respect, and appreciation form the foundation of our shared actions. People of different backgrounds, identities, lifestyles, and perspectives enrich the MHH and are one of our greatest strengths.

As the Executive Board, we take a firm stand against any form of discrimination – whether based on gender, origin, religion, disability, gender identity, sexual orientation, or age.

Discrimination, exclusion, abuse of power, bullying, and sexual violence have no place at the MHH. We are actively committed to prevention, transparent procedures, and counseling services.

A respectful and safe environment is essential for all members of our university to be able to develop freely, work successfully, and learn. We share responsibility for this. We encourage you to address incidents and seek support. Please contact the designated complaint offices.

Let's work together to shape an MHH where dignity, respect, and equal opportunity are a given.

Your Executive Board



Prof. Dr.
Denise Hilfiker-Kleiner
President,
Hannover Medical School
(MHH)



Prof. Dr.
Frank Lammert
Vice President for
Clinical Affairs



Dipl. Kffr.
Martina Saurin
Vice President for
Finance and Administration

AWARENESS & PREVENTION

WORKSHOP OFFERINGS

The Equal Opportunities Office at Hannover Medical School (MHH) offers workshops for various target groups:

- ▶ Anti-discrimination training for trainees
- ▶ Discrimination-Sensitive Leadership
- ▶ Assertiveness and Self-Defense for Women
- ▶ Unconscious Bias

Would you like us to present this topic at your morning briefing or team meeting? Please feel free to contact us.

We'll develop a format tailored to you and your needs.

Email:

gleichstellung@mh-hannover.de

Phone:

0511 532 6501

TOGETHER
AGAINST
DISCRIMINATION
AT MHH

ANTI-DISCRIMINATION OFFICE

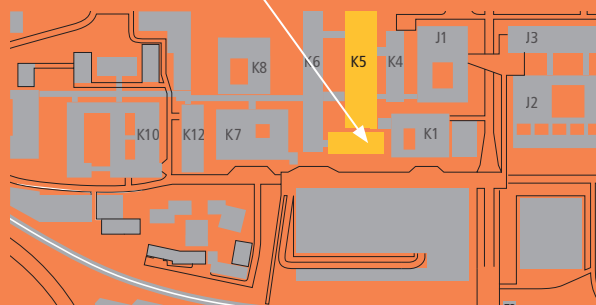


Hannover Medical School (MHH)
Office for equal opportunity, OE 0013

agg-beschwerdestelle@mh-hannover.de
0511 532 6501

1st Edition | As of July 2026

Find us in **BUILDING K5**, below the emergency department



COUNSELING & SUPPORT

ANTI-DISCRIMINATION OFFICE

At MHH, all employees and students should feel safe, respected, and treated fairly, regardless of their background, gender, age, religion, sexual identity, or disability.

If this is ever not the case, we are here for you:

The **Anti-Discrimination Office** (AGG Complaints Office) within the Equal Opportunity Office is your central point of contact if you experience discrimination within the university.

Do you feel you've been treated unfairly? Or have you witnessed an incident that was inappropriate?

Please contact us!

We'll advise you confidentially, guide you through the situation, and support you in whatever way you need.

PROCEDURE

1

SCHEDULING AN APPOINTMENT

The Anti-Discrimination Office will receive your inquiry. You'll be scheduled for a counseling appointment – within 24 hours.

2

CONFIDENTIAL INITIAL CONSULTATION

You will not face any disadvantages if you contact the complaints office. The consultation remains confidential.

3

DOCUMENTATION

The incident will be documented, and an assessment will be made to determine whether discrimination has occurred. You will then decide whether to file a complaint.

The MHH Anti-Discrimination Office provides advice, information, and support to employees, students, and applicants.

OTHER RESOURCES

FOR EMPLOYEES

- ▶ Manager
- ▶ Staff Council
- ▶ Youth and Apprentice Representative
- ▶ Ombudsman Office for Good Scientific Practice
- ▶ Representative for People with Severe Disabilities
- ▶ Compliance Management

FOR STUDENTS

- ▶ AStA
- ▶ Dean's Offices
- ▶ Social Counseling Center of the Hannover Student Services

RECOGNIZING DISCRIMINATION

SEXUAL HARASSMENT AND VIOLENCE...

covers a broad spectrum of discriminatory acts: e.g., suggestive remarks, unwanted touching, physical assaults, etc.

People in the healthcare professions are frequently affected. They interact not only with their teams but also with "third parties" such as patients or their relatives, emergency medical services, external transport services, etc.

The General Equal Treatment Act (AGG, Section 3(4)) defines sexual harassment as discrimination. It requires employers to protect staff from sexual harassment (including by "third parties") and to implement preventive measures.

Please contact the Anti-Discrimination Office if you are affected.

HOW THIS COULD PROCEED:

In cases of discrimination by employees, Human Resources handles the matter in accordance with labor law. In cases of discrimination by "third parties", management is notified so that protective measures can be taken. For incidents that cannot be sanctioned under labor law, we work together to develop individualized solutions.

THIS HAPPENS DURING THE CONSULTATION

- ▶ Together, we develop alternative or complementary solutions
- ▶ We inform you about the legal situation and give you feedback once the complaint procedure has concluded
- ▶ Upon request, we support you in developing self-empowering approaches

FOR PATIENTS & VISITORS

If you are a patient, family member, or visitor at MHH, please contact the **Complaints Management Office** or the **MHH patient advocates**:



Complaints Management



Patient Advocates