

their employees in order to promote individual competence for the successful acquisition of third-party funding.

9. Maßnahmen gegen geschlechtsspezifische Gewalt einschließlich sexueller Belästigung (Measures against gender-based violence including sexual harassment)

The GFZ does not tolerate sexual misconduct and investigates every report of incidents. The GFZ protects all employees through appropriate preventive measures, both in GFZ premises and on the GFZ site (science campus and other locations) as well as in GFZ-specific work situations in the field, during expeditions and other trips.

A complaints office has been set up on the basis of Section 13 (1) AGG for complaints, for example due to misconduct. Information on this can be found on the GFZ intranet. The complaints office is supplemented by a low-threshold conflict counseling service, as the person concerned often finds it difficult to classify the conflict and its dimensions. Another point of contact is the Compliance Office set up at the GFZ last year: Here it is possible to contact either the GFZ compliance officer or the external ombudsperson. The Compliance Reporting Office service agreement provides more information on this.

Research expeditions are extreme situations as well as some fieldwork situations in which a group of people travel for a longer period of time, e.g. in cramped and often simple conditions, and work under high pressure and often under strenuous conditions to achieve their goals. In addition, many expeditions and fieldwork situations are characterized by small group sizes, limited privacy due to spatial restrictions, stronger dependencies among colleagues and fewer opportunities to keep physical distance from each other. These circumstances can increase the possibility of conscious or unconscious sexual harassment on expeditions. There are currently no specific guidelines for leaders and participants of expeditions and fieldwork. The GFZ considers this to be necessary and plans to develop such guidelines, which will be made available on the intranet. Furthermore, the GFZ plans to integrate appropriate training content in the field work and expeditions module of the work safety portal (ASiP or its successor system) in order to raise awareness of (sexual) harassment and explain the necessary preventive measures. This will be implemented over the next two years.

Potsdam, December 15, 2023