



What is discrimination?



Discrimination refers to treating people unfairly because of factors such as their skin color, origin, religion, sexuality, gender identity, disability, age, or social status. This unfair treatment does not always need to be systematic, such as through worse grading. Even harmful or hurtful words can be a form of discrimination.

Checklist: What to do in case of discrimination?

1

Discrimination can occur at the HdM on any level, even when people try to prevent it. It is never acceptable and should be reported **as soon as possible**. Even if you are not affected yourself, standing by those who are and reporting the situation can help. **Write down** what happened. If you do not remember the exact words, describe the situation in your own words.

2

Contact the equal opportunity representatives. They are elected to support you in cases of discrimination. You can choose whether you want to talk to the HdM equality representative, **Prof. Dr. Vera Spillner** (spillner@hdm-stuttgart.de) or the **student union representatives** (vs-gleichstellung@hdm-stuttgart.de). All conversations are confidential.

3

If other students are affected, **joining forces and/or speaking with your semester representatives** can be helpful—especially if the issue comes up more often.

4

Stay persistent: discrimination is not acceptable. Even if things move slowly because of administrative or hierarchical hurdles, staying engaged is important. The equal opportunity representatives are available to support you, even if the process takes longer.

Support and Contacts

Equality Representative at HdM

Prof. Dr. Vera Spillner

spillner@hdm-stuttgart.de

<https://hdm->

[stuttgart.de/en/university/profile/equal-](https://hdm-stuttgart.de/en/university/profile/equal-)

[opportunities-and-equality/](https://hdm-stuttgart.de/en/university/profile/equal-opportunities-and-equality/)

Equality Representatives of the Student Union

Lena Dillmann

Felix Hauser

vs-gleichstellung@hdm-stuttgart.de

<https://vs-hdm.de/en/for-you/equal->

[opportunities](https://vs-hdm.de/en/for-you/equal-opportunities)