



UNIVERSITÄT
BAYREUTH

Final decision on the complaint proceedings of 18 January 2021 pursuant to § 11 para 2 and 3 of the Anti-Discrimination Guidelines and a statement by University President Prof. Dr. Stefan Leible

On 18 January 2021, a complaint of discrimination and harassment against PD (Privatdozent) Dr. Hans-Thomas Tillschneider was filed with the University of Bayreuth's Complaints Office, and corresponding complaint proceedings were initiated in accordance with the *Guidelines on Protection Against Discrimination and Harassment in Consideration of the General Equal Treatment Act (AGG) at the University of Bayreuth dated 15 October 2020 (Anti-Discrimination Guidelines, AD-RL)*.

The reason for this were statements made by PD Dr. Tillschneider via the social media platforms Twitter, Facebook, and YouTube about Prof. Dr. Maisha-Maureen Auma, Professor for Childhood and Difference (Diversity Studies) at the University of Applied Sciences Magdeburg-Stendal, who has been a guest of the University of Bayreuth on various occasions.

In the findings of the duly conducted complaint proceedings involving the Complaints Office, the Complaints Committee, as well as the office responsible for legal scrutiny (Unit I), it is stated that the conduct of PD Dr. Tillschneider constitutes direct discrimination against Prof. Dr. Auma on racial grounds (§ 2 para 3 in conjunction with § 2 para 1 lit. a) AD-RL), which is intersectionally reinforced by a reference to her gender (§ 2 para 1 lit. b) AD-RL). In addition, this is to be seen as containing an order to discriminate against Prof. Dr. Auma (§ 2 para 2 in conjunction with § 2 para 1 lit. a) AD-RL). This is unjustified, and thus PD Dr. Tillschneider has violated the general prohibition under § 3 AD-RL.

University President Prof. Dr. Stefan Leible is responsible for making the final decision regarding the complaint and deciding on appropriate, necessary, and reasonable measures in accordance with § 11 para 2 and 3 of the Anti-Discrimination Guidelines. He explains:

"I unreservedly concur with the outcome of the complaint proceedings and, in particular, endorse the submissions made by Unit I in accordance with 11 para 1 of the Anti-Discrimination Guidelines dated 13.10.2021. The conduct identified does not correspond to the values for which the University of Bayreuth stands, cf. the Preamble of the Anti-Discrimination Guidelines, which states, 'The University of Bayreuth sees itself as a fair and safe, non-discriminatory, and non-violent place to study, teach, and work. As a basis for this, the members of the university maintain a culture of appreciative cooperation as well as honest and respectful interaction with each other and with third parties. The University of Bayreuth does not tolerate discrimination or harassment by university members.' The conduct of which PD Dr. Tillschneider is accused contradicts these values to a considerable degree, and I wish to make it explicit that I disapprove of it. I have also decided to make the findings of the complaint proceedings public at this point and to express the University of Bayreuth's clear distancing from this conduct."