

Josephine C. Schmitt is offering a workshop:

**Workshop Title:**

**“Rape Culture in Organisations – and Within Ourselves:  
Addressing Sexual Harassment in the Workplace and Its Impact on Our Work”**

**Duration:** 180 minutes

**Offered twice:** No

**The goal of the workshop is to explore the following:**

- The roots and manifestations of sexualised boundary violations and rape culture in the workplace, including how these issues perpetuate discrimination and harm individuals’ health and well-being.
- Unpacking subconscious patriarchal structures that we all (unknowingly) carry, examining how these internalised norms influence behaviour, attitudes, and workplace dynamics, and providing tools to dismantle them.
- Pathways to fostering safer work environments, focusing on how organisations and individuals can collaboratively create cultures of respect, empathy, accountability and less tolerance for discrimination and violence.

Everyone is talking about ‘diversity’ and health prevention in the workplace – but what is the reality when it comes to sexism and the influence of patriarchy? How can I, as a supervisor, recognise signs of rape culture in organisations? How can I develop a clear stance in my role, identify actionable steps, and support organisations to create a safer and more inclusive work environment?

**The Concept: Creating a Safer and More Inclusive Workshop ;)**

The session is structured to balance theoretical knowledge, interactive discussions, and personal reflection, ensuring a transformative and engaging experience.

In this workshop, I am committed to fostering a safe and empathetic space for discussing this complex and sensitive topic. Addressing rape culture is inherently challenging, as it is often shrouded in taboo, accompanied by feelings of shame, anxiety, and at times, guilt.

My goal is to facilitate open and honest reflection about our own biases, while empowering each participant to respect and uphold their personal boundaries

throughout the process.  
(There will be funny memes, too.)

1. Introduction and Framing
2. Theoretical Insight: Understanding Rape Culture
3. Plenum Discussion: Questions and Shared Insights
4. Small Group Workshop: Collaborative Exploration
5. Self-Reflection: Personal Insights

My work is dedicated to empowering individuals and organisations to take a stand against discrimination and violence. If we're serious about creating transformative, sustainable, and future-oriented work environments, addressing sexual harassment and discrimination must be a priority. This issue is not just relevant – it's essential for building a better world of work.

### **Learning outcome:**

Ideally, the workshop enables participants to critically examine their internalised ideologies and develop self-awareness of subconscious patriarchal influences on their attitudes and behaviours.

Through a brief exploration of rape culture theory, they can gain a deeper understanding of its systemic roots and manifestations in workplace dynamics.

Equipped with this knowledge, participants can develop greater confidence and courage to identify, address, and challenge sexist behaviour in their role as supervisors or consultants.

### **Profile**

I graduated with an interdisciplinary background in educational science, psychology, and sociology at Goethe University, which laid the foundation for my work in exploring human behaviour and social systems.

Over the years, I've worked in various roles, including youth welfare, psychosocial counselling, trauma education, and the intersection of psychoanalytic, (queer-)feminist, and anti-racist theories. These experiences have taught me the importance of self-reflection, empathy, resilience, and intersectional, continuous learning.

Currently, I work as a supervisor, speaker, moderator, and coach. My aim is to create spaces for reflection, growth, and meaningful dialogues, helping individuals and organisations navigate challenges and foster positive change.

### **Contact:**

kontakt@josephine-schmitt.de  
Frankfurt am Main