

German Contribution to Questions by the Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity

Germany is a federal State. The federal government and the individual federal States (Bundesländer) work to foster tolerance and non-discrimination. Some examples of the array of initiatives in this area are presented below.

Germany has ratified almost all major international and regional human rights instruments. Germany is a member of the LGBTI core-group and the Equal Rights Coalition.

On 3 March 2021 the German Federal Government adopted its LGBTI Inclusion Strategy to promote the inclusion of lesbian, gay, bisexual, transgender and intersex people (LGBTI) in foreign policy and development cooperation. This strategy was developed in close cooperation with civil society. Its goal is to create structures to effectively support LGBTI human rights activities that are being carried out by civil society in this area. Special consideration is given to specific vulnerabilities and multiple or intersecting forms of discrimination.¹

Both in the Federal Government's Strategy for the Prevention of Extremism and the Promotion of Democracy and in the National Action Plan against Racism, the fight against homophobia and trans*phobia is firmly anchored. The Federal Government's Strategy recognised that it is important to contribute to the acceptance of same-sex lifestyles, to reduce prejudice and hostility against LGBTIQ* and to address discrimination and violence based on sex or gender, gender identity and sexual orientation. In the National Action Plan against Racism, measures to address homophobia and trans*phobia are not seen as isolated phenomena, but in connection with the prevention and combating of other manifestations of group-based hostility in various fields of action.² This opens up an intersectional perspective that also takes into account multiple discrimination.³

Since 2015, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) has been funding various measures at the municipal, regional and national level through the federal programme; "Live Democracy";. The Programme addresses homophobia and trans*phobia as well as racism, antisemitism and other forms of discrimination on the basis of preventive educational approaches. At the beginning of 2020, a second funding period of the federal programme "Live Democracy"; began, which was able to build on the results of the first funding period and to strengthen the efforts in the work against homophobia and trans*phobia, racism, antisemitism and other forms of discrimination. Accordingly, since the beginning of the second funding period, "Competence Networks" have been funded in the fields of homophobia and trans*phobia, antisemitism, antigypsyism, islamophobia and muslimophobia, as well as Anti Black racism, which are intended to bundle information in their respective fields nationwide, provide expert advice and ensure a transfer of successful prevention approaches to national, regional and local structures. The "Competence Networks"

¹ <https://www.auswaertiges-amt.de/en/aussenpolitik/themen/menschenrechte/07-igbti/lgbti-inklusionskonzept/2445306> – in English.

² <https://www.bmfsfj.de/resource/blob/116798/5fc38044a1dd8edec34de568ad59e2b9/nationaler-aktionsplan-rassismus-data.pdf> - in German.

³ <https://www.auswaertiges-amt.de/en/aussenpolitik/themen/menschenrechte/07-igbti/lgbti-inklusionskonzept/2445306> – in English.

consist of experienced civil society organisations involved in preventive and educational work.

Also, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is structurally organized in such a way that the topic is sufficiently and appropriately considered. Among other activities, departments 2 and 4 focus on family and gender equality policy.⁴ Furthermore, the Federal Ministry of Justice and Consumer Protection and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth support the “Bundesinteressenvertretung schwuler Senioren (BISS e. V.)”. This interest group is a nationally active professional association for the interests and self-help of older gay men.

The Federal Ministry of the Interior, Building and Community keeps crime statistics⁵ and prepares the “Bundeslagebild”. These measures aim, among other activities, to show rates of violence and discrimination based on sexual orientation and gender, so that the necessary measures can be taken to prevent such crimes in the future.

Consenting homosexual acts were subject to criminal liability as was the case for heterosexual acts until 1994 in the Federal Republic of Germany and until 1989 in the German Democratic Republic – to varying degrees during different time frames. With the Act on the Criminal Rehabilitation of People Sentenced after 8 May 1945 for Consensual Homosexual Acts (Gesetz zur strafrechtlichen Rehabilitierung der nach dem 8. Mai 1945 wegen einvernehmlicher homosexueller Handlungen verurteilten Personen, StrRehaHomG), all relevant criminal judgments were annulled in 2017 because according to our current understanding, they were clearly in violation of human and basic rights. Those affected are receiving compensation for their convictions and for the deprivation of liberty suffered as a result thereof. The compensation possibilities were extended in 2019 to compensate people who, without having been convicted, suffered particular professional, economic, health or other comparable disadvantages in connection with the previously applicable criminal liability for consenting homosexual acts. The Federal Government funds a telephone hotline with counselling and support services for those affected by the StrRehaHomG, which is designed to secure access to rehabilitation and compensation opportunities.

The Federal Ministry of Defence also has policies in place to support diversity. No data is collected on whether Federal Ministry of Defence and Bundeswehr personnel fall into diversity categories. In general, Bundeswehr personnel are obliged to make a report if they have experienced or witnessed bullying and discrimination. Race/ethnicity, sex/gender, religion/worldview, disability, age, but also sexual identity can be grounds for discrimination. Looking at the suspected cases of discrimination, we cannot discern a general homophobia or transphobia in the Bundeswehr. When it comes to the dimensions of diversity, we are seeing a promotion of and increase in awareness and attention to the issue, and better leadership and administrative supervision at all levels.

Diversity harbours great potential that should be recognised, valued, and tapped. The Bundeswehr (Federal Armed Forces) provides an open working environment for people of all sexual orientations and gender identities and ensures equal treatment of all personnel

⁴ <https://www.bmfsfj.de/resource/blob/100814/0f1bc35e8ba826981612d13ab77f1bda/organigramm-bundesfamilienministerium-data.pdf> - in German.

⁵ <https://www.bmi.bund.de/SharedDocs/downloads/DE/publikationen/themen/sicherheit/pks-2019.html> - in German.

regardless of sexual orientation and sex/gender. The General Act on Equal Treatment (AGG), the Federal Act on Gender Equality (BGleiG), the Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr (SGleiG), and the Act on the Equal Treatment of Female and Male Military Personnel (SoldGG) protect, among other things, against discrimination on the grounds of sex/gender or sexual identity (Section 1 AGG, Section 1(1) BGleiG and Section 1(1) SGleiG, Section 1(2) SoldGG). Any direct or indirect disadvantage on the grounds of sex/gender or sexual identity that is not justified by an exception as specified in Section 20 AGG or Section 8 SoldGG constitutes discriminatory behaviour.

A friendly and respectful treatment of one another and the ability to exercise one's civil rights while serving in the armed forces are key principles of the concept of Innere Führung (leadership development and civic education) and therefore fundamental to the internal structure of the Bundeswehr since its inception in 1955. The SGleiG of 27 December 2004 aims to ensure equal opportunities for female and male military personnel of the Bundeswehr and to eliminate existing and prevent future discrimination on the grounds of sex/gender. The Act is intended to advance female soldiers in order to reduce existing career disadvantages. It also intends to promote the compatibility of family life and military service. The SoldGG of 14 August 2006 aims to remove or prevent discrimination of military personnel on the grounds of race, ethnicity, religion, worldview, or sexual identity and to protect military personnel from sex-/gender-based discrimination in the form of harassment or sexual harassment on duty. This commitment to diversity has only been coherently implemented since the "Diversity Charter" was signed on 28 February 2012. Representatives from different functional areas and directorates-general at the Federal Ministry of Defence formed a group to drive this process forward. The Staff Element for Equal Opportunities, Diversity and Inclusion within the Federal Ministry of Defence Area of Responsibility was only set up in 2015.

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The German government is obliged by Section 24 of the Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr to submit a quadrennial report to the German parliament on the situation of female military personnel in comparison with the situation of male military personnel and on the application of this Act, following the evaluation of statistical data. The last (fifth) report on the Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr of 17 January 2020 (Bundestag publication 19/16835) covers the reporting period from 1 January 2015 to 31 December 2018. In February 2017, a point of contact for cases of discrimination and violence in the Bundeswehr was established as part of the Equal Opportunities Staff Element. It is open to all active and former Bundeswehr personnel who have experienced or are experiencing bullying, discrimination, and physical or mental abuse in the Bundeswehr. This includes discrimination

on the grounds of sexual orientation or gender identity. A Central Point of Contact for Diversity Management was established at the Leadership Development and Civic Education Centre in April 2020. This central point of contact offers advice on how to address diversity and provides scientific and technical information, training materials and suggestions for further reading and reflection to all personnel and teaching institutions of the Bundeswehr. Right now, the Federal Ministry of Defence is rewriting its General Publication on sexuality and sexual misconduct in the Bundeswehr. The General Publication also addresses the protection against sexual misconduct and lists points of contact. It will be published in 2021. Furthermore, in 2020, the Bundeswehr Centre of Military History and Social Sciences published a historical study on how the Bundeswehr treated homosexual soldiers from 1956 to 2000. The study will be published as a generally available monograph in 2021. For further information, please refer to the guideline on the integration of transgender individuals and the recommendations for unit physicians on the self-determination of sex/gender mentioned in answer no. 4.

The Federal Ministry of Defence offers several specific workshops, presentations, guidelines and recommendations on the topic of LGBTQI+. Moreover, the Equal Opportunities Staff Element conducts regular leadership training measures on the topic at the civilian and military training facilities of the Bundeswehr. Diversity is a topic discussed both during basic training for all military personnel and during advanced military leadership training. The mandatory training courses at the Leadership Development and Civic Education Centre in particular target leadership personnel that has a decisive influence on life in the military community.

Correspondingly, all newly hired civilian staff receive general basic training on diversity management; and there are also more advanced courses on the topic that are mostly directed at the leadership level. These comprehensive training and qualification measures encourage military and civilian Bundeswehr personnel to appreciate and respect others regardless of their sex/gender, ethnic or cultural background, religion and worldview, gender identity, sexual orientation, age or physical and cognitive (dis)ability.

On 31 January 2017, the Federal Ministry of Defence organised a workshop on sexual orientation and gender identity in the Bundeswehr, which covered sex/gender and sexual orientation as dimensions of diversity. In this workshop, leaders and multipliers of the Bundeswehr learned about and discussed homosexuality and trans identities.

In late 2017, the Staff Element for Equal Opportunities, Diversity and Inclusion within the Federal Ministry of Defence Area of Responsibility published guidelines on the integration of transgender individuals in the armed forces. They include findings of the interministerial working group on intersexuality and transsexuality at the Federal Ministry of Families, Senior Citizens, Women and Youth. These guidelines take into account the legal, medical, and social aspects of transgender identities, focusing on reconciling the transition process and routine duty. They are intended to support everyone involved (transgender Bundeswehr personnel, superiors, heads of agency, interest groups, military and civilian Bundeswehr personnel) with readily available and concise information so that they can act and make adequate decisions in each individual case. The guidelines are subject to routine review. They are classified and therefore not publicly available.

In 2018, the Bundeswehr Medical Service Headquarters in Koblenz published recommendations on the self-determination of sex/gender aimed at all unit physicians and Bundeswehr Medical Service personnel. They lay down a unified and coordinated procedure

for planning and deciding individual treatment measures and medical assessments of transgender military personnel.

QueerBw is an advocacy group for lesbian, gay, bisexual, trans and intersex Bundeswehr personnel. Founded in 2002, it is a privately organised civilian association that brings together military and civilian Bundeswehr personnel from across Germany. QueerBw advocates equal opportunities. It acts as a point of contact and aims to eliminate discrimination by building a network that includes military and civilian leaders. QueerBw advises leadership personnel on queer issues and diversity management. Since 2020, QueerBw has been part of “Netzwerk der Hilfe”, a network of Bundeswehr support organisations whose goal it is to harmonise the competencies of the participating organisations, initiatives, and associations and their different goals and means with the care and welfare services offered by the Bundeswehr.

Education is a responsibility of the federal states, many of which have included education and LGBTI sensitive pedagogy in their actions plans. The federation has set up an information site to offer information also for experts and is in close dialogue with civil society.⁶

Almost all federal states have created action plans/campaigns against violence and discrimination based on sexual orientation and gender identity. These plans/campaigns aim to ensure equality and acceptance of lesbian, gay, bisexual, transgender and intersex people.

Baden-Württemberg:

https://sozialministerium.baden-wuerttemberg.de/fileadmin/redaktion/m-sm/intern/downloads/Downloads_Offenheit_und_Akzeptanz/Aktionsplan_Akzeptanz_2015.pdf

The action plan called “For Acceptance & Equal Rights” has been developed in Baden-Württemberg since 2013 in a broad and long-lasting, intensive participation process. It has been published 2015 and established the entire topic of sexual and gender diversity and self-determination both on the political agenda and as a cross-cutting issue. Laws on legal equality in tax and marriage law have been passed since 2011, and society has also been able to strengthen the recognition of diverse ways of living and loving through a number of campaigns aimed at increasing visibility and awareness. A dedicated evaluation of the measures has not yet been carried out for organizational reasons.

In 2018, the state of Baden-Württemberg set up the Anti-Discrimination Agency of the State of Baden-Württemberg (LADS) in the Ministry of Social Affairs and Integration. The basis of the activities of the LADS is to prevent the inviolable human dignity, as guaranteed by Article 1 of the Basic Law. Discrimination denies people this dignity. More than that, it worsens the social climate for society as a whole. Anti-discrimination work therefore makes an indispensable contribution to the further development of a lively and defensive democracy in Baden-Württemberg, but also in a Germany-wide and European context. The aim of the state’s anti-discrimination strategy is to proactively create a social climate in Baden-Württemberg and beyond, in which discrimination is exposed and sanctioned, and those affected get unrestricted support - in their private and professional life as well as in public. In addition, the state of Baden-Württemberg joined the Diversity Charta as an employer in 2012. The Diversity Charta was launched in 2006 by various companies. The organizations involved in the initiative oblige themselves to create a work environment that is free from prejudice. All employees should experience appreciation - regardless of gender, nationality, ethnic origin, religion or belief, disability, age, sexual orientation and identity.

⁶ www.regenbogenportal.de - in German.

Unfortunately, discrimination and exclusion based on gender diversity and sexual orientation still take place in everyday life. It is therefore important that - in addition to criminal prosecution - any criminal offenses are clearly identified and condemned as such in the public debate. For these reasons too, the Ministry of Social Affairs and Inclusion of Baden-Württemberg supports projects that promote the visibility of diversity and promote an open, tolerant and non-discriminatory society. This also includes measures from the action plan “For Acceptance & Equal Rights”, which aims to break down prejudices and strengthen social cohesion, among other things, e.g. through increased involvement in rule structures. Countering group-related enmity is the task of various police prevention activities that deal with bullying, social media, verbal violence and hate crime. These include measures for the appropriate education and communication of tolerance.

The current education plans of Baden-Württemberg were inaugurated in the school year of 2016/2017. Six guiding perspectives were given, one of them is named “Education for tolerance and acceptance of diversity”, where topics like sexual orientation, sexual identity and LGBTTIQ are discussed (lesbian, gay, bisexual, transsexual, transgender, intersexual and queer people). The main concern of the leading perspective is to promote respect as well as mutual appreciation of differences. School should be a place of tolerance and cosmopolitanism and it should enable young people to find their own identity and to articulate themselves freely and without fear of discrimination. At the end of 2020, a brochure for school psychologists was published as a handout.

Berlin:

https://www.berlin.de/sen/lads/_assets/schwerpunkte/lsbti/igsv/03_anlage_igsv_bf_nachsenat_sbeschluss.pdf

Brandenburg:

https://www.parlamentsdokumentation.brandenburg.de/starweb/LBB/ELVIS/parladoku/w6/drs/ab_7800/7804.pdf

Bremen:

https://www.google.de/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwj6m_3ozpTvAhXiIMUKHcsGDYYQFjAAegQIAhAD&url=https%3A%2F%2Fwww.soziales.bremen.de%2Fsixcms%2Fmedia.php%2F13%2F2018%252002%252027%2520BerichtAktionsplan.pdf&usq=A0vVaw2FREjNJk3fLNfV5tKb59Ji

Hamburg:

<https://www.hamburg.de/contentblob/8080476/1a25022ddb800a8d89fd5616b2b5a654/data/d-broschuere-aktionsplan-fuer-akzeptanz-geschlechtlicher-und-sexueller-vielfalt-.pdf>

Hessen:

https://soziales.hessen.de/sites/default/files/media/hsm/aktionsplan_akzeptanz_und_vielfalt_barrrierefrei.pdf

The Hessian Action Plan for Acceptance and Diversity was developed together with the interest groups of the Hessian LGBT*IQ community. The preparation was based on a broad-based participation process in which the specific life situations of LGBT*IQ were examined in more detail, suggestions were developed and the exchange between civil society and the state administration was promoted. The action plan contains projects of the Hessian state government on 10 subject areas. On the basis of the Hessian Action Plan for Acceptance and Diversity, projects currently amounting to around one million euros are funded annually,

including four regional LGBT*IQ networks. Hessische Antidiskriminierungsstrategie (Hessian Anti-Discrimination Strategy, 2018, update intended).⁷

The Hessian Anti-Discrimination Strategy was developed in an inter-ministerial working group with the participation of all departments and the Hessische Staatskanzlei (State Chancellery), led by the Anti-Discrimination Office (Stabsstelle Antidiskriminierung) of the Hessian Ministry for Social Affairs and Integration (Hessisches Ministerium für Soziales und Integration). It contains the official mission statement on anti-discrimination and in addition a collection of measures in the area of anti-discrimination that are to be implemented by the Hessian state government. Evaluation for both programs is intended.

The Hessian Curriculum on Sexuality Education for all school types (schools of general education, vocational schools) can be downloaded from the following link.⁸

Mecklenburg-Vorpommern:

https://www.lsvd.de/media/doc/424/mv_2015_aktionsplan_gleichstellung_akzeptanz_sexueller_geschlechtlicher_vielfalt.pdf

Niedersachsen (Lower Saxony):

<https://webcache.googleusercontent.com/search?q=cache:nmcdtCRhpJwJ:https://www.ms.niedersachsen.de/download/110348+&cd=1&hl=de&ct=clnk&gl=de>

Nordrhein-Westfalen:

https://www.mkffi.nrw/sites/default/files/asset/document/mkffi_brosch_impulse2020_es_final_pdfua.pdf

A first work programme called “Active Anti-Discrimination Policy in favour of Lesbian Women and Gay Men” was adopted by the Government of North Rhine-Westphalia in 1998. In 2005, a report was published called “Policy for Lesbians and Gays in North Rhine-Westphalia: Programme in favour of Equality and Acceptance”. Then in 2010, the former Government of North Rhine-Westphalia adopted its first Action Plan called “NRW-Action Plan for Equality and Acceptance of Sexual and Gender Diversity – against Homophobia and Transphobia” using a participatory approach. More than 100 initiatives were identified by all departments which were to be realized or planned. Then in summer 2020, the second Action Plan – “Impulses 2020 – for Queer Life in NRW” – was adopted by the current Government of North Rhine-Westphalia. This current action plan has identified over 130 initiatives, tasks and programmes all in relation to an active equality and anti-discrimination policy for all LGBTIQ* persons in NRW.

Parallel to that, there has been a Department for LGBTIQ* continually in a ministry of NRW since 1996 which focusses on funding LGBTIQ* projects, driving equality programmes and supporting LGBTIQ* NGOs amongst other tasks.

The current LGBTIQ* Department within the Ministry of Children, Family, Refugees and Integration of North Rhine-Westphalia is involved in a plethora of projects, i.e. funding of Two supra-regional LGBTIQ* associations (umbrella organisations) in NRW; First

⁷ <https://antidiskriminierung.hessen.de>

⁸ <https://kultusministerium.hessen.de/schulsystem/bildungsstandards-kercurricula-und-lehrplaene/lehrplaeneLower-Saxony> - in German.

government-funded state coordination office for Trans* in Germany; State coordination office for Anti-Violence-Work specifically for LGBTIQ*; State coordination office for Educational and Ant-Discrimination Work (SCHLAU); Psychosocial counselling for LGBTQ* with professional quality standards and an annual controlling of the subsidy programme; NRW-Campaign („DIFFERENT & EQUAL“) targeted for the general population; First nationwide internet website for intersex*; Many projects with regard to LGBTIQ* refugees (statewide violence protection concept for refugee facilities in NRW, collaboration with umbrella organisations and counselling centres, #MoreThanQueer“ (intersectional work), projects for queer PoC etc.; Alliance for diversity and equal opportunities with an activity network aimed at introducing diversity management within SME; Historical reappraisal of suffered injustice and wrongs towards the LGBTIQ* communities; Project for LGBTIQ* with handicaps. This is just an exemplary iteration of a part of the work done in the Department for LGBTIQ*. For further information please consult these largely German speaking websites and many more.⁹

Part of the Action Plan “Impulses 2020 – for Queer Life in NRW” which was adopted by the current Government of North Rhine-Westphalia is an evaluation. As of key date 31.12.2020 and 31.12.2021 the following four parameters will be evaluated of all 130 measures mentioned in the action plan: Status of implementation of measures; Area coverage divided into regions; Target groups of the measures; Party undertaking the measure. The results are being generated at the moment and in a first step will be made available to all departments and then in a second step the results will be made available to all participants within the scope of an event. Finally, the results will be made known to the public. Also, part of the programme “Psychosocial Counselling for LGBTQ* and their Families” is an annual controlling / evaluation of the subsidy programme.

Rheinland-Pfalz: https://mffjiv.rlp.de/fileadmin/MFFJIV/Vielfalt/Massnahmenplan_final.pdf
<https://dokumente.landtag.rlp.de/landtag/vorlagen/7045-V-17.pdf>

Saarland:

https://www.saarland.de/msgff/DE/service/publikationen/publikationen_msgff_einzeln/landesaktionsplan_sexuelleVielfalt.pdf?__blob=publicationFile&v=1

Sachsen:

<https://webcache.googleusercontent.com/search?q=cache:jchu-P7mHLMJ:https://publikationen.sachsen.de/bdb/artikel/29799/documents/48446+&cd=1&hl=de&ct=clnk&gl=de>

Sachsen Anhalt:

https://mj.sachsen-anhalt.de/fileadmin/Bibliothek/Politik_und_Verwaltung/MJ/MJ/lbtti/aktionsprogramm_lbtti.pdf

Schleswig-Holstein:

⁹ <https://www.mkffi.nrw/lbtti> ; <https://www.aug.nrw>
<https://www.schlau.nrw> / <http://queere-bildung.de/>
<https://www.unternehmen-vielfalt.nrw>; <https://www.mehrsqueer.de>
https://www.mkffi.nrw/sites/default/files/asset/document/mkffi_brosch_impulse2020_es_final_pdfua.pdf; <https://inter-nrw.de>; <https://ngvt.nrw/landeskoordination/>

https://www.schleswig-holstein.de/DE/Fachinhalte/V/vielfalt/Downloads/Studie_LSBTIQ.pdf;jsessionid=49D1F83E E22287C2789F1C85BF6EA04A.delivery1-master?__blob=publicationFile&v=1

Thüringen

Fehler! Linkreferenz ungültig.

In its Thuringian state program for acceptance and diversity, published in 2018, the Thuringian state government presents measures to support lesbian, gay, bisexual, transgender, intersex and queer people and provides information about counselling offers and contacts in health and educational institutions.

According to the Thuringian School Act (ThürSchulG), sex education is part of the interdisciplinary educational mandate of the school and is one of the tasks of the school in the context of overall education. The pupils should familiarize themselves with the biological, ethical, religious, cultural and social facts and references to the sexuality of humans in accordance with their age. Sex education is intended to develop and promote awareness of a personal intimate sphere and of partnership-based, non-violent behaviour in personal relationships, as well as conveying the fundamental importance of partnership, marriage and family.

The Thuringian curriculum and the Thuringian education plan up to the age of 18 form the basis for teaching and education in Thuringian schools. The Thuringian curricula are based on standards and skills. They are limited to the description of binding central subject-specific or task field-specific competencies and the identification of central content. Targets and content are therefore no longer presented in small steps. The updated curricula thus increase the freedom and personal responsibility of the teachers for the choice of content and also for the learning outcomes and individual support. In-school learning planning and coordination is gaining in importance. The curricula already contain statements on age-appropriate sex education (local and specialist knowledge) for primary school. In the secondary school types, biological knowledge is imparted, including about one's own body and physical changes, as well as knowledge about the ethical basis of sexuality and partnership.

The Thuringian education plan up to the age of 18 (TBP-18) describes the ongoing educational processes for the individual phases and presents specific educational offers. In Chapter 1.2: "Individual and Social Diversity - Dealing with Heterogeneity", TBP-18 also addresses issues of gender and sexual diversity. Accordingly, the educational area & "physical and mental health education"; deals in depth with four core areas, which include sexuality.