Introduction to UniSAFE & UniSAFE toolkit

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Development of the UniSAFE toolkit to support higher education institutions & research organisations in addressing gender-based violence

Development of GEAR Tool

Supporting partner in 5 institutional change projects (GEPs): GEECCO, SUPERA, Gender-SMART, GEARING-Roles, AGRIGEP

Extensive training experience: In 2009, Yellow Window developed (together with Engender and Genderatwork) the toolkit ‘Gender in EU-funded Research’. In 2021, the GE Academy capacity-building material

Partner in 3 (horizontal) projects: Scientific coordinator of Gender Equality Academy, CASPER (certification); UniSAFE (Gender-based Violence)
This project has received funding from the European Union’s Horizon 2020 research and innovation programme under grant agreement No 101006261

Welcome to the UniSAFE project
Making universities and research organisations safe from gender-based violence

Consortium Partners

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UniSAFE overall aims

Knowledge
To produce knowledge on the prevalence, determinants and consequences of gender-based violence in universities and research organisations, and to explain various forms of gender-based violence.

Tools
To translate this knowledge into operational tools for universities, research organisations and policymakers.

Dissemination, Empowerment
To disseminate knowledge and empower research performing organisations and other stakeholders to implement effective policies.

UniSAFE’s understanding of gender-based violence

The term ‘gender-based violence’ (GBV) is used to capture all forms of gender-based violence: physical violence, sexual violence, psychological violence, economic violence, sexual harassment, harassment on the grounds of gender, and environmental harassment – in both online and offline contexts.
The importance of intersectionality

In the context of addressing gender-based violence in academia, intersectionality helps us to analyse and understand the interconnected nature of various forms of inequality, such as gender, race, class, sexual orientation, and personal characteristics.

UniSAFE survey

Largest cross-cultural survey in Europe in the research sector on gender-based violence

- Over 42,000 responses collected
- 14 languages
- Field time between 17 January and 1 May 2022
- 46 Research Performing Organisations in 15 countries

Prevalence of gender-based violence

<table>
<thead>
<tr>
<th>Type of Violence</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual violence</td>
<td>3%</td>
</tr>
<tr>
<td>Physical violence</td>
<td>6%</td>
</tr>
<tr>
<td>Online violence</td>
<td>8%</td>
</tr>
<tr>
<td>Economic violence</td>
<td>10%</td>
</tr>
<tr>
<td>Sexual harassment</td>
<td>31%</td>
</tr>
<tr>
<td>Psychological violence</td>
<td>57%</td>
</tr>
<tr>
<td>Any form of gender-based violence</td>
<td>62%</td>
</tr>
</tbody>
</table>

Note: Prevalence was calculated as the weighted number of cases reporting at least one experience of violence divided by the total number of valid cases, multiplied by 100, i.e. all cases coded as ‘Prefer not to say’ or ‘No answer: break-off’ were excluded from the calculation. Prevalence was calculated individually for the specific forms of violence and for any form of gender-based violence. For any form of violence cases were excluded from the calculation if there was no valid data for any of the specific forms of violence. Source of data: Lipinsky et al. (2022)

Low reporting of gender-based violence incidents

Only **12.5%** reported an incident of gender-based violence

- **7%** of students having experienced gender-based violence in the context of their institution have reported it
- **23%** of respondents working in higher education and research having experienced gender-based violence in the context of their institution have reported it
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Reasons for not reporting

- Unsure if the behaviour was serious enough to report: 46%
- Did not recognise the behaviour as violence at the time: 31%
- Did not think anything would happen even if they reported it: 25%
- Did not know who to tell: 16%
- Was uncomfortable talking about the experience: 13%
- Was concerned that their harasser would retaliate against them: 12%
- Was concerned that the complaints process would be hard: 9%
- Was concerned that they would not be able to continue: 8%
- Was afraid no one would believe them: 7%
- Was discouraged from filing a complaint: 3%

Note: weighted percentages. Source: own calculation using Lipinsky et al. (2022)

7P model to address and address gender-based violence in research performing organisations.

UniSAFE Conceptual Framework [Video]
UniSAFE toolkit: The rational behind

Key aim:

- Provide practical guidance for addressing gender-based violence;
- Provide useful resources for individuals and organisations involved in various stages of addressing the issue;
- Help in designing effective policies and implementing concrete measures.

Target audience:

- Higher Education Institutions and Research Organisations
UniSAFE Toolkit

Main elements of:
- The 7P Framework – Theorising gender-based violence policies
- A guide to implementation – Implementing the 7Ps in practice
- Where to start? Assessment tool and Action Plan

Supporting elements:
- Gender-based violence and other concepts
- Facts and figures
- Legal and policy framework on gender-based violence
- Inspiring practices
- Resources and capacity-building materials
- Information about the toolkit, UniSAFE project and acknowledgments
- Navigation page

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7P Practice

Implementing the 7Ps in practice

How to implement each of the 7Ps for the section of the toolkit, you can find guidance on the design and effective implementation of a comprehensive policy framework to address gender-based violence. It is structured according to the 7Ps, and for each, there will be tips and suggestions. Along with this, you will also find links to existing tools and resources, as well as materials for further reading and exploration.

Prevention
Protection
Prosecution
Prevention
Protection
Prosecution
Provision of services
Partnerships
Policy

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Implementing the 7Ps

Easy navigation

- What does Prevention refer to?
- How to approach Prevention?
- Tips and Hints / Dos and Don’ts
- Thinking intersectionally about Prevention
- Inspiring practices
- Resources and further reading

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The 7P Framework: Theorising gender-based violence policies

UniSAFE uses a holistic framework for the analysis, assessment, and development of comprehensive policies aimed at ending and addressing gender-based violence, called the 7P model. The seven Ps refer to Policies, Prevention, Protection, Prosecution and Internal Disciplinary Measures, Promotion of Services and Partnerships. This model thus extends the conventional UN’s and EU’s 3P approach (prevention, protection, prosecution) (UN 2017; EU 2019, 2020), as well as the Council of Europe’s (2010) Interваl Council’s 4P approach (prevention, protection, prosecution, policies).

It is important to emphasise that within the 7P framework, measures can have an impact on multiple PPs, and the boundaries between these PPs are not always clearly defined.

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Set of recommendations

• Recommendations for policy-makers
• Recommendations for higher education and research institution associations and umbrella organisations
• Recommendations for higher education and research institutions
• Recommendations for research funding organisations
• Recommendations for staff associations and unions
• Recommendations for student associations and unions
Recommendations for Research Performing Organisations related to the 7Ps framework

Prevalence
- Regularly collect and analyse data from internal and external surveys, as well as administrative sources (such as records of complaints and reports) to inform institutional policies and practices.

Prevention
- Implement regular and systematic measures to promote change in behaviours and attitudes toward gender-based violence among staff and students at all organisational levels.

Protection
- Establish a range of protective actions and measures for (potential) victims, both students and staff, based on case-specific risk assessments.

Prosecution
- Differentiate between external prosecution and internal procedures for handling cases, whether they constitute criminal offences or not.

Provision of Services
- Ensure the provision of services to victims/survivors, their relatives, accused persons, offenders, bystanders, whistle-blowers, and the wider affected community.
- Actively publicise and make the availability of services transparent.

Partnerships
- Engage relevant internal and external actors systematically in the development and implementation of institutional measures.

Policy
- Adopt policy documents that explicitly demonstrate the organisation’s commitment to addressing gender-based violence.
Action Plan for setting up a comprehensive policy framework

This guidance is particularly helpful for those who are at the beginning stages of creating and implementing a policy framework to address gender-based violence. It offers a good starting point with clear and easy-to-understand instructions, and practical tips to help organisations design, implement, monitor, and evaluate their plan.

STEP 1: Getting started

- Set up your working group
- Define working group’s responsibilities
- Locate the working group close to the top management or high in the institutional hierarchy.
STEP 2: Analysing and assessing the state of play and context in the institution

- Organisational culture
- Relevant legislation and policies in your institution and country
- Prevalence of gender-based violence
- Stakeholders’ analysis and needs assessment
- Available resources

STEP 3: Designing the Action Plan

- Goals and Objectives
- Actions and Targets
- Time plan
- Responsible parties
- Set measurable indicators
- Get inspired
STEP 4: Implementation

- Mobilise responsible actions
- Conduct regular meetings
- Detect obstacles and resistance, and keep an eye on windows of opportunities
- Develop a communication and outreach plan

Step 5: Monitoring and evaluation

- Establish a monitoring and evaluation system
- Use the indicators defined in Step 2

Developing a Protocol for addressing gender-based violence

This document aims to give guidance to research and higher education institutions in designing a protocol to address gender-based violence. The guidelines explain what a protocol is and which elements it should cover, along with practical tips and sample practices.

The primary audience for this guide includes staff members responsible for developing and implementing a protocol within their institutions.
Developing a Protocol for addressing gender-based violence

The recommended key elements of a protocol for gender-based violence include:

- Scope
- Reporting procedures
- Protection measures/precautionary actions
- Investigation procedures
- Disciplinary committee
- Sanctions
- Communication process
- Roles and collaboration with involved stakeholders
- Review process of the Protocol
- Support services

Formal & informal reporting mechanisms

**Formal reporting** (in-person or online) refers to the structured process of lodging an official complaint with designated services/authorities. **Any member of the university community** can file a formal, official report with a designated service.

Once the admissibility of the formal complaint has been confirmed a **formal investigation** and **disciplinary process** based on institutional policies starts.

**Informal reporting** provisions offer persons the opportunity to share their experiences in a less structured way, outside a strictly prescribed protocol and **without triggering investigation**. Informal reporting can involve speaking to a trusted advisor, counsellor, or someone in a supportive role within the institution, without necessarily disclosing the details to higher authorities.

Making an informal report does not prevent a person from making a formal complaint later.
Resources and capacity-building materials

Resources

- Step-by-step guide to awareness-raising campaigns on gender-based violence
- Guidelines for developing a Protocol for addressing gender-based violence
- Set of case stories guide for co-creation activities
- Set of persona stories addressing gender-based violence for co-creation activities
- Set of recommendations

Guide to awareness-raising campaigns on gender-based violence

This guidance is a practical tool for universities and research organisations across Europe who would like to learn more about setting up awareness-raising campaigns and replicating the inspiring practices presented. It is meant for communication officers, gender equality/equality and diversity officers, or any staff interested.
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Resources and capacity-building materials

__ Capacity-building materials

- Setting up and Implementing Institutional Policies to Address Gender-Based Violence in Academia (in-person)

- Webinar Series (pre-recorded) on Setting up and Implementing Institutional Policies to Address Gender-Based Violence in Academia

- Bystander Intervention (in-person and online)

- Webinar series for teachers and students

- Recommended reading lists
Thank you for your attention!

Find more at www.unisafe-gbv.eu & www.unisafe-toolkit.eu

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