Introduction to UniSAFE & UniSAFE toolkit

Vasia Madesi & Panagiota Polykarpou, Yellow Window

1

YELLOW

WINDOW

EXPERTISE

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)

2

Welcome to the UniSAFE project

Making universities and research organisations safe from gender-based violence

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

3

Consortium Partners

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

4

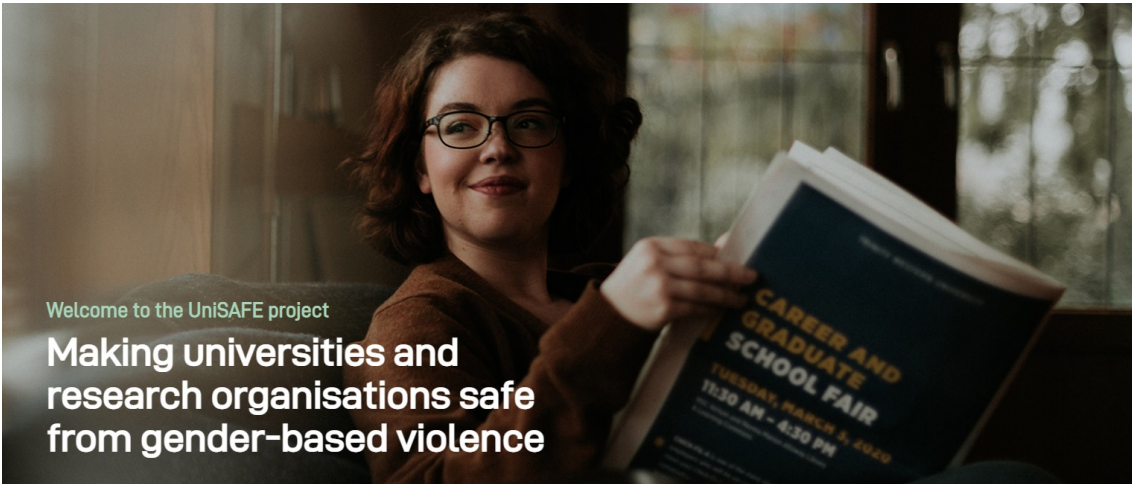## UniSAFE overall aims

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 policy-makers

Dissemination, Empowerment

To disseminate knowledge and empower research performing organisations and other stakeholders to implement effective policies

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

5

5

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.**
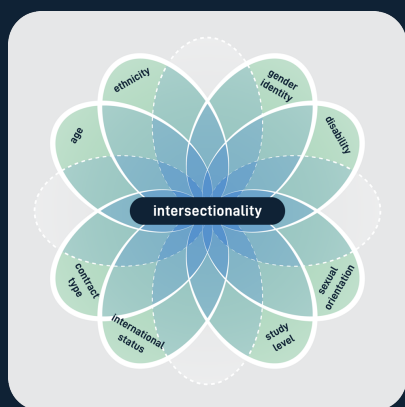
- ❑ Physical Violence
- ❑ Sexual Violence
- ❑ Psychological Violence
- ❑ Economic and Financial Violence
- ❑ Harassment (both gender and sexual) in both online and offline contexts
- ❑ Online violence

This project has received funding from the European Union's Horizon 2020 research and innov

6

UniSAFE
ENDING GENDER-BASED VIOLENCE

The importance of intersectionality

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

7

7

UniSAFE
ENDING GENDER-BASED VIOLENCE

UniSAFE survey

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

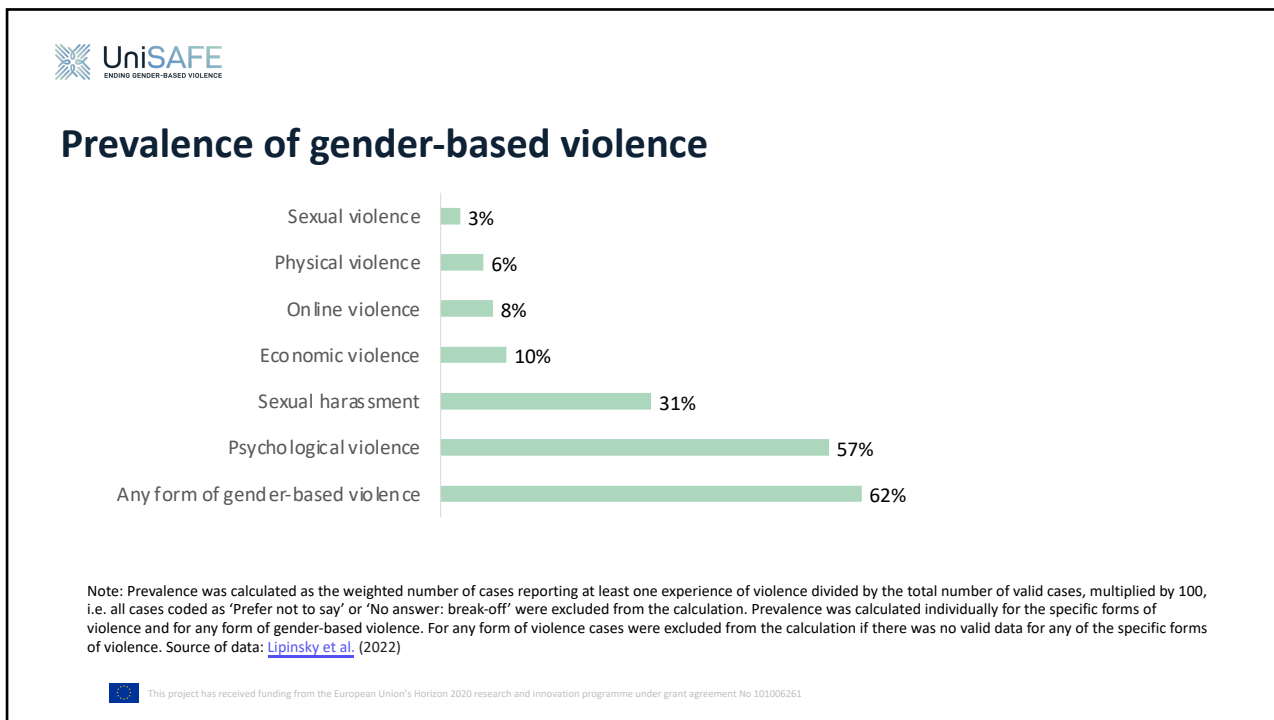Over **42,000** responses collected

14 languages

Field time between 17 January and 1 May 2022

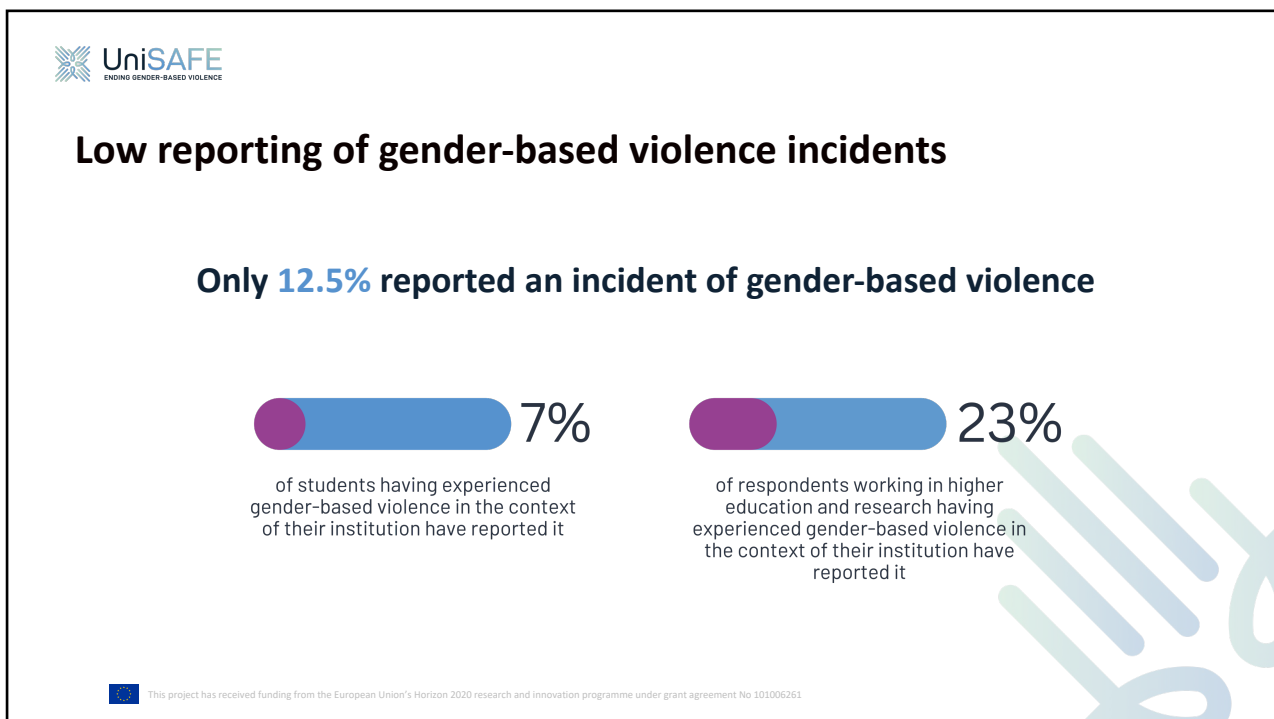**46** Research Performing Organisations in 15 countries

Lipinsky, Anke, Schredl, Claudia, Baumann, Horst, Humbert, Anne Laure, Tanwar, Jagriti, Bondestam, Fredrik, Freund, Frederike, Lomazzi, Vera (2022). UniSAFE Survey – Gender-based violence and institutional responses. GESIS - Leibniz Institut für Sozialwissenschaften. Datenfile Version 1.0.0, https://doi.org/10.7802/2475.

8

UniSAFE
ENDING GENDER-BASED VIOLENCE

Prevalence of gender-based violence

Category	Value
Sexual violence	3%
Physical violence	6%
Online violence	8%
Economic violence	10%
Sexual harassment	31%
Psychological violence	57%
Any form of gender-based violence	62%

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)

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

10

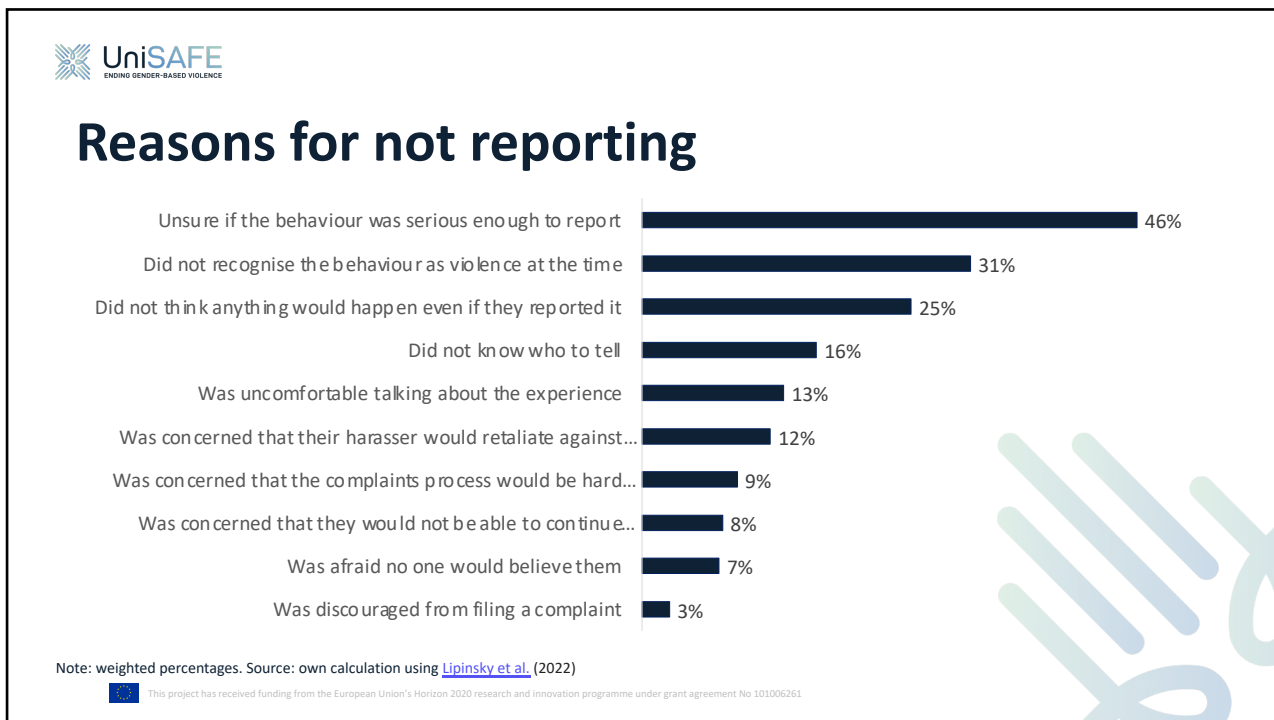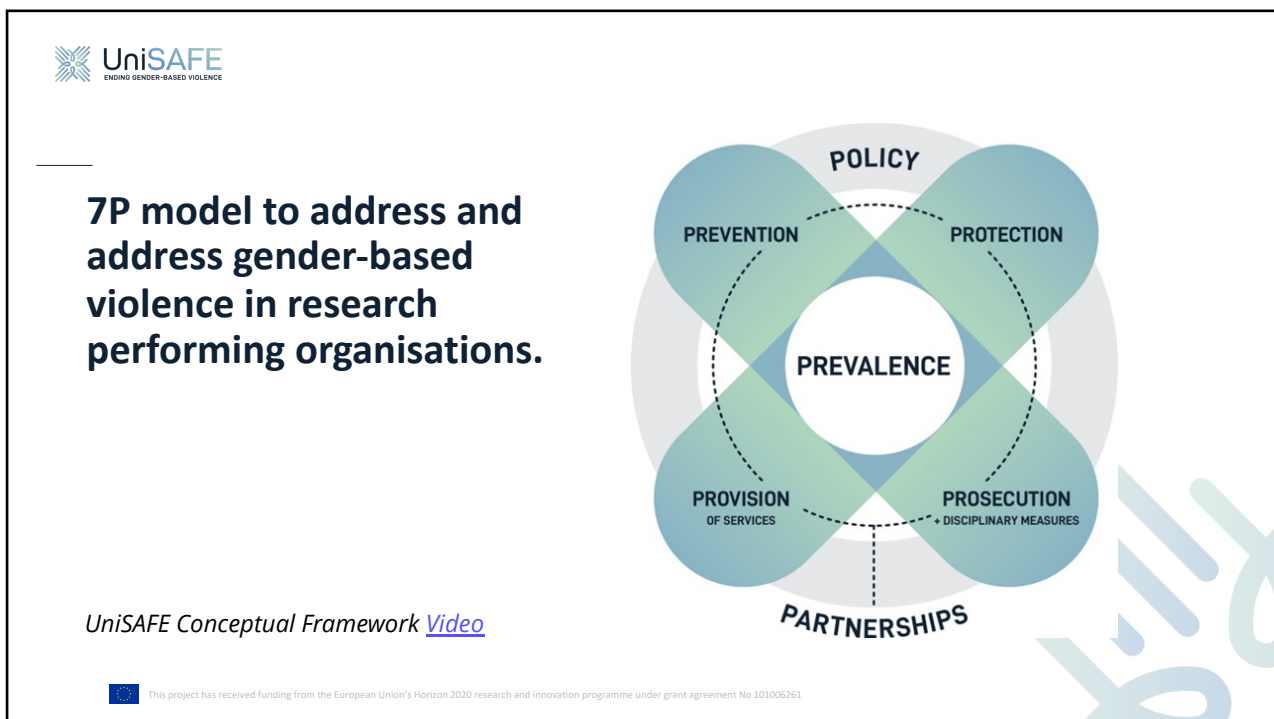---

UniSAFE
ENDING GENDER-BASED VIOLENCE

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
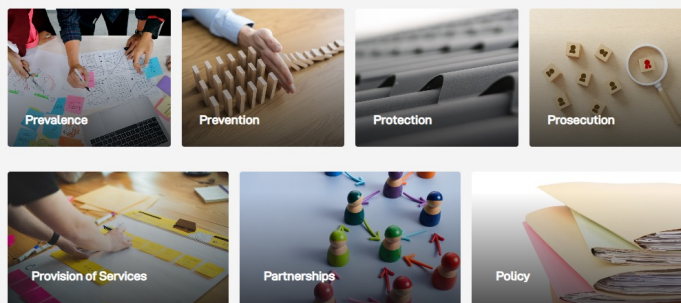
This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

11

12

15

16

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

17

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

18

7P Practice

Implementing the 7Ps in practice

How to implement each of the 7Ps? In this 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 P you will find **tips and suggestions**, along with **dos and don'ts**, references to **existing tools and resources**, as well as **materials for further reading and exploration**.
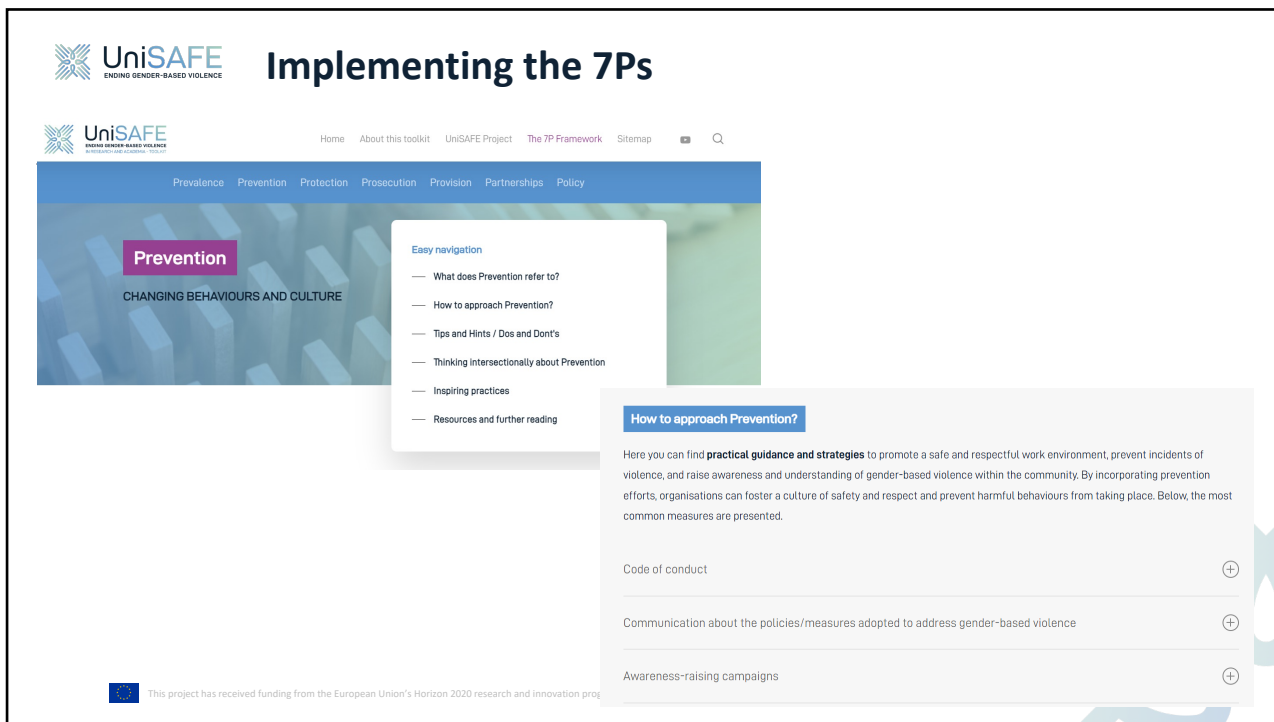
Prevalence · Prevention · Protection · Prosecution

Provision of Services · Partnerships · Policy

19

20

21
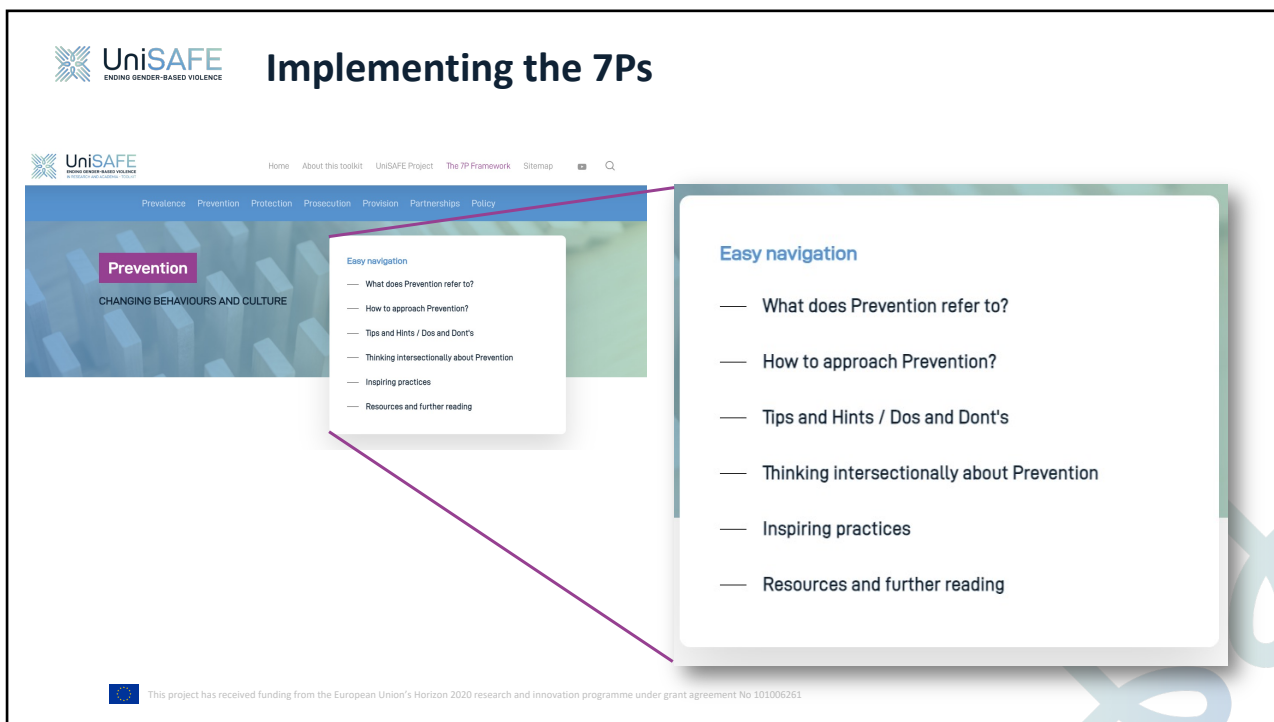
7P Theory

Easy navigation

— What is the 7P Framework?

— A short video presenting the 7P model

— The definitions of the 7 Ps

— What is intersectionality and how is it addressed in this toolkit

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 **Policy, Prevalence, Prevention, Protection, Prosecution** and internal disciplinary measures, **Provision 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 (2011) Istanbul Convention's 4P approach (prevention, protection, prosecution, policies).

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

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

9

22

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**

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 10100

23

Recommendations structure

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.

26

27

UniSAFE
ENDING GENDER-BASED VIOLENCE

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**

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

28

28

UniSAFE
ENDING GENDER-BASED VIOLENCE

STEP 3: Designing the Action Plan

Goals and Objectives

Responsible parties

Actions and Targets

Set measurable indicators

Time plan

Get inspired

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

29

29

UniSAFE
ENDING GENDER-BASED VIOLENCE

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**

30

UniSAFE
ENDING GENDER-BASED VIOLENCE

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**.

UniSAFE
ENDING GENDER-BASED VIOLENCE

Developing a Protocol for addressing gender-based violence in research and higher education institutions: UniSAFE guidelines

UniSAFE
ENDING GENDER-BASED VIOLENCE

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

UniSAFE
ENDING GENDER-BASED VIOLENCE

Developing a Protocol for addressing gender-based violence in research and higher education institutions: UniSAFE guidelines

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

32

UniSAFE
ENDING GENDER-BASED VIOLENCE

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.

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

33

33

UniSAFE — 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

Resources and capacity building materials

If you are seeking training materials, webinars or additional resources, you've come to the right place! Here you can find a wealth of valuable resources and opportunities for learning about addressing gender-based violence.

Easy navigation
— UniSAFE Resources
— UniSAFE Capacity Building Materials
— External Resources
— External Capacity Building Materials

Persona Stories

Facilitating change: addressing gender-based violence in co-creation activities through fictional characters

UniSAFE Toolkit

Facilitating change: addressing gender-based violence in co-creation activities through fictional characters

The **guide on the use of personas** introduces a range of fictional characters that represent diverse individuals who have different backgrounds, experiences and perspectives related to gender-based violence in research and higher education. These personas serve as **a dynamic tool to enrich co-creation and participatory activities** as well as training sessions, promoting discussions and a better understanding of the challenges faced in addressing gender-based violence. The use of personas also allows to check the application of (planned) measures by verifying how they would affect the different personas. The guide is meant for **a variety of professionals** to help them review and develop policies and build skills.

Download the guide

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

34

UniSAFE

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**.

Awareness-raising campaigns on gender-based violence:
A step-by-step guide for universities

Toolkit

Your support is important!

AK: Guys, there's a girl who's being bothered near the bar and I don't know how to react!

VM: Are you serious? Wait, we're coming! In the meantime, pretend you know her

AK: Like call her from afar like she's your friend...

VM: Okay, I'll meet you at the bar.

Making universities and research organisations safe from gender-based violence
https://unisafe-gbv.eu/

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant a...
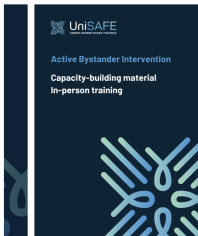
35

UniSAFE ENDING GENDER-BASED VIOLENCE | **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

UniSAFE
Active Bystander Intervention
Capacity-building material
In-person training

Active Bystander Intervention Training (In-person)

The training on active bystander intervention aims to educate institution members (staff and students) on gender-based violence and provide them with the necessary skills to recognise and intervene in risky and inappropriate situations. The programme includes interactive exercises, examples of the gender-based violence continuum, role-playing and discussions on identifying risk and inappropriate situations and making safe interventions. The material have been designed for an **onsite session** with an estimated **total duration of 3 hours**.

A training for:

- Administrative staff
- Faculty members
- Researchers and students
- Anyone wishing to be empowered as active bystanders and to take preventive actions by intervening in potentially harmful situations

Download the training material

UniSAFE Webinar: The 7Ps Framework

This three-part webinar series aims to present UniSAFE's 7P model with multiple guest speakers sharing inspiring practices that have been successfully implemented by European institutions.

Target groups:

- Gender equality officers/focal points/equality and diversity officers
- Human Resources officers
- Ombudspersons
- Gender Equality Plan team members
- Health and safety officers
- Heads of Department/Unit in charge or involved in gender-based violence.

Check out the playlist

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

36

36

UniSAFE ENDING GENDER-BASED VIOLENCE | **Resources and capacity-building materials**

Capacity-building materials

UniSAFE
Active Bystander Intervention
Capacity-building material
In-person training

Active Bystander Intervention Training (In-person)

The training on active bystander intervention aims to educate institution members (staff and students) on gender-based violence and provide them with the necessary skills to intervene in risky and inappropriate situations. The programme includes interactive examples of the gender-based violence continuum, role-playing and discussions on risk and inappropriate situations and making safe interventions. The material have for an **onsite session** with an estimated **total duration of 3 hours**.

A training for:

- Administrative staff
- Faculty members
- Researchers and students
- Anyone wishing to be empowered as active bystanders and to take preventive intervening in potentially harmful situations

Download the training material

Download the training material ⟩

Download the presentation in Czech ⟩

Download the training material in Lithuanian ⟩

Additional material:

Setting up a comprehensive policy framework addressing gender-based violence in academia: a step-by-step guide ⟩

Facilitating change: addressing gender-based violence in co-creation activities through fictional characters ⟩

Facilitating change: a guide to using case studies in co-creation activities for addressing gender-based violence ⟩

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006261

37

37

38