



GenderSAFE
ENDING GENDER-BASED VIOLENCE IN ACADEMIA

Addressing gender-based violence in academia using the 7P framework: training for ombudspersons and institutional support actors

In-person training

Title of the training:

Addressing gender-based violence in academia using the 7P framework: training for
ombudspersons and institutional support actors

Learning objectives:

The main objectives of this training are to:

- Define and recognise different forms of gender-based violence in higher education and research.
- Understand gender-based violence as a continuum, rooted in power relations and intersecting inequalities.
- Explore key factors that enable gender-based violence in academic settings, including hierarchy, dependency, institutional culture and underreporting.
- Present the UniSAFE and GenderSAFE 7P framework as a holistic approach to address gender-based violence in higher education and research organisations.
- Introduce relevant policy and institutional frameworks, including the GenderSAFE Model Policy Framework.
- Reflect on prevention measures, including awareness-raising campaigns, bystander intervention, active consent training and red flag systems.

Description for the promotion of the training:

This training introduces participants to gender-based violence in higher education and research, with a focus on institutional responses and the role of support actors. It presents gender-based violence as a continuum of behaviours, ranging from subtle and normalised forms of misconduct to more severe forms of violence. The session also explores how power relations, hierarchy, dependency and intersecting inequalities shape both the experience of violence and the ability to report it. The training uses the UniSAFE and GenderSAFE 7P framework to support participants in understanding how institutions can address gender-based violence through connected measures on prevalence, prevention, protection, prosecution and disciplinary measures, provision of services, partnerships and policies.

Participants are also introduced to the GenderSAFE Model Policy Framework as a practical reference for strengthening institutional approaches. It is particularly relevant for institutional actors who may receive disclosures, support affected persons, contribute to reporting or complaint-handling procedures or help design and implement institutional policies.

Who is it for?

- Ombudspersons and members of ombuds networks
- Trusted persons and first responders
- Gender equality officers, focal points and diversity officers
- Human resources officers
- Gender Equality Plan teams
- Health and safety officers
- Student support and wellbeing staff
- Members of complaint-handling, investigation or disciplinary bodies
- Department or unit heads involved in prevention or response
- Trainers working on gender-based violence in academic settings

The training is addressed to participants who already have some institutional role in prevention, support, reporting or policy implementation, but it does not require advanced prior knowledge of gender-based violence.

Participants are expected to:

- Familiarise themselves with the legal and/or policy framework of their countries of employment/work regarding gender-based violence, available [here](#).
- Share with other participants the current policies and practices of their institutions regarding gender-based violence.

Recommended number of participants: 8–25

Format: In-person; adaptable to online delivery

Duration: 4 hours, including breaks

Language: English

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Structure of the training:

Programme	Approach	Duration	Observations
Welcome and introduction	The trainer welcomes participants, introduces the objectives and presents the programme. The group agrees on ground rules, including confidentiality, respectful listening, inclusive language and the possibility to step out if needed.	15 min	The opening creates a respectful learning environment. It is useful to acknowledge that the topic may be sensitive and that participants are not expected to share personal experiences. Where possible, a safe person or support contact can be identified at the beginning of the session.
Definition of gender-based violence and related concepts	The trainer introduces the definition of gender-based violence and clarifies key concepts such as sex, gender, gender identity, trans, cisgender, non-binary and gender binary.	10 min	This section uses inclusive language and recognises that gender-based violence can affect women, LGBTQIA+ people, men and people with diverse gender identities. It also acknowledges that risks are shaped by power relations and intersecting inequalities.
Types of gender-based violence	The trainer presents the main forms of gender-based violence: physical violence, sexual violence including sexual harassment, psychological violence, economic and financial violence, gender harassment, organisational violence and online forms of violence. A short interactive exercise can invite participants to classify examples.	10 min	This part can help participants understand that different forms of violence often overlap. The same case may involve sexual harassment, abuse of power, psychological violence and organisational violence.
Gender-based violence as a continuum	The trainer explains gender-based violence as a continuum, where behaviours often seen as minor or ambiguous can create the conditions for more severe forms of violence. Examples may include sexist jokes, intrusive comments, unwanted attention, boundary-blurring	10 min	The discussion links the continuum of violence to academic environments, where hierarchy, dependency and reputation can make it harder to challenge early warning signs.

	behaviour, unwanted physical contact, coercion and assault.		
Intersectionality	The trainer introduces intersectionality and explains how gender-based violence affects people differently depending on their position and identity. The discussion may include race, ethnicity, disability, sexuality, migration status, age, employment status, student status and career stage.	10 min	The aim is to help participants reflect on why institutional responses need to be accessible, trusted and sensitive to different needs.
Active consent	The trainer introduces active consent as explicit, voluntary, informed, specific and ongoing. The section can also cover pressure, manipulation, intoxication, power imbalance and the need to keep checking in.	10 min	This section can be linked to prevention work, student training and awareness-raising activities. It helps clarify that consent cannot be assumed, pressured or treated as permanent. Video: https://youtu.be/oQbei5JGiT8?si=dbMGqLh7Xci2ByJE
Factors that enable gender-based violence in academia	The trainer presents enabling factors such as power imbalances, hierarchical structures, high dependency, age differences, persistent gender stereotypes and academic organisational culture.	10 min	Participants are invited to reflect on how these factors may appear in their own institutional contexts.
Red flags exercise	Participants work with examples of red flags, such as favouritism, blurred boundaries, invitations to private spaces, repeated pressure after refusal, use of reputation to silence concerns, retaliation, hot-and-cold behaviour and the framing of inappropriate conduct as harmless or cultural misunderstanding.	15 min	The exercise focuses on recognising patterns and early warning signs. It does not place responsibility on individuals to prevent violence alone but supports reflection on the institutional conditions that enable or ignore harmful behaviour. Resource “It’s not that grey” available, here .
Break		15 min	
The 7P framework	The trainer presents the UniSAFE and GenderSAFE 7P framework: Prevalence,	20 min	The section highlights that the 7Ps are connected and work best as part of a coherent institutional approach.

	Prevention, Protection, Prosecution and disciplinary measures, Provision of services, Partnerships and Policies.		
Policies and institutional frameworks	The trainer presents relevant policy levels: EU/global, national and institutional. The section introduces key principles such as victim-centred approaches, trauma-informed procedures, confidentiality, support services, clear reporting options, protection against retaliation, investigation procedures, sanctions and monitoring.	40 min	This section can refer to the GenderSAFE Model Policy Framework as a practical reference for institutions. An institutional example may be used to show how policy gaps can affect reporting, trust, record keeping and accountability.
Break		15 min	
Prevention strategies	The trainer presents prevention measures, including codes of conduct, communication materials, onboarding, awareness-raising campaigns, training, active bystander intervention, active consent training and red flag system training.	20 min	Participants can identify which prevention measures already exist in their institution and which ones could be strengthened.
Case study, prevention discussion or Q&A	Depending on the group's needs, the trainer chooses two of the following: case study discussion, prevention planning discussion or Q&A.	35 min	A case study can help participants apply the 7P framework to a concrete situation. A Q&A may be useful for mixed groups with different roles and institutional contexts. Case story 1 "For years there had been signs, yet FD remained untouchable" https://unisafe-toolkit.eu/wp-content/uploads/2023/11/Case-stories.zip
Closing and evaluation	The trainer summarises the main points, shares useful resources and invites participants to complete the exit questionnaire.	5 min	The session closes with a reminder of available support resources and further GenderSAFE materials.

Materials needed

- PowerPoint presentation
- Short examples or case story
- Red flag exercise
- Optional Mentimeter or polling tool
- Optional Miro board or flipchart
- List of institutional or national support resources
- Exit questionnaire

Resources

- Definition of gender-based violence by Council of Europe: available [here](#).
- List of forms of gender-based violence: available [here](#).
- Facts and figures: available at [UniSAFE Survey Results](#).
- Root causes and factors: [Council of Europe source](#).
- Impact on victims: [Executive Summary of Report 5.3 \(UniSAFE\)](#).
- Definitions of 7Ps: available [here](#) and video available [here](#).
- [UniSAFE Toolkit](#)
- [GenderSAFE Model Policy Framework](#)
- [UniSAFE policy recommendations](#)
- [GenderSAFE resources](#)
- Linková, M., Andreska, Z., & Dvořáčková, J. (2023). White Paper for policymakers and institutional managers. Zenodo. <https://doi.org/10.5281/zenodo.7870610>
- Madesi, V., Polykarpou, P., Mergaert, L., & Wuïame, N. (2023). Developing a Protocol for addressing gender-based violence in research and higher education institutions: UniSAFE guidelines. Zenodo. <https://doi.org/10.5281/zenodo.8355181>

How to cite this document?

Brandl, Ana. *Addressing gender-based violence in academia using the 7P framework: training for ombudspersons and institutional support actors* (Training script adapted from the GenderSAFE introductory training on gender-based violence in academia and the 7P framework). GenderSAFE, 2025.

Based on: Polykarpou, Panagiota; Wuiame, Nathalie; Madesi, Vasia. *Introductory training on gender-based violence in academia and the 7P framework* (Presentation in English). Antwerp: Yellow Window, 2024.



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