



**GenderSAFE**  
ENDING GENDER-BASED VIOLENCE IN ACADEMIA

# **Introductory training on gender-based violence in academia and the 7P framework**

## **Online training**

### **Title of the training:**

Introductory training on gender-based violence in academia and the 7P framework

### **Learning objectives:**

The main objectives of this training are to:

- Gain a common understanding of concepts related to gender-based violence and understand its impact in academia.
- Demonstrate the existence of this phenomenon in the research field and in the broader specificities of academia and highlight its specifics.
- Present the 7 Ps model of UniSAFE (Prevalence, Prevention, Protection, Prosecution, Provision of services, Partnerships and Policies) which represents a holistic approach to address gender-based violence in higher education institutions and research organisations.
- Share inspiring practices for setting up and implementing institutional policies to address gender-based violence in academia adopted by European and Member States higher education institutions and research organisations within the framework of the 7 Ps.

### **Description for the promotion of the training:**

This training is designed to achieve several objectives related to gender-based violence in academia. The first goal is to provide participants with a comprehensive understanding of gender-based violence and its impact on higher education institutions and research organisations environments. Secondly, the training aims to demonstrate the prevalence of gender-based violence in the research field and highlight its specific characteristics. To address gender-based violence effectively, the training introduces the 7Ps model of UniSAFE, which stands for Prevalence, Prevention, Protection, Prosecution, Provision of services, Partnerships, and Policies. This model represents a holistic approach addressing gender-based violence in higher education institutions and research organisations environments, in general. Finally, the training shares successful practices that have been implemented by European and Member States higher education institutions and research organisations in

establishing and executing institutional policies to address gender-based violence in academia within the framework of the 7 Ps.

Participants are expected to familiarise themselves with the legal and/or policy framework of their countries of employment/work but also policies related to students' protection regarding gender-based violence. Participants can use the policy map developed by UniSAFE, available [here](#) and the updated map by GenderSAFE available [here](#). During the training, they might be asked to share current policies and practices of their institutions regarding gender-based violence. The training is a safe space for the participants to share their experience and speak openly and honestly.

### Who is it for?

- Gender equality officers/focal points, equality and/or diversity officers
- Human resources officers
- Gender equality plan implementing teams
- Health and safety officers
- Head of Departments/Units in charge or involved in gender-based violence
- Trainers on the topic of gender-based violence in academic settings

*The training is addressed to those who are at the beginning stages of creating and implementing a policy framework to address gender-based violence in academia.*

### 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.
- Read the case story provided by the trainer, in advance of the training day.

**Recommended number of participants:** 9–25

**Format:** online; adaptable to in-person delivery

**Duration:** 5,5 hours, including breaks

**Language:** English



## Structure of the training:

**MIRO:** [https://miro.com/app/board/uXjVHJjUcCc=?share\\_link\\_id=72742544697](https://miro.com/app/board/uXjVHJjUcCc=?share_link_id=72742544697)

Programme	Approach	Duration	Observations
<b>Introduction and expectations</b>	<p>Welcome Session</p> <ul style="list-style-type: none"> <li>• Introduction &amp; brief presentation of the programme of the day and its objectives.</li> <li>• Share expectations of the training</li> </ul>	20 min	<p>It is essential for the trainer to emphasise that during any group work activities that encourage sharing experiences, the training is a secure and safe environment to do so. Confidentiality is of utmost importance, and the trainer must stress that what is discussed in the room stays within the room. Considering the sensitive topic that will be discussed, it is possible that certain incidents may result in unsettling to some trigger for some participants. Additionally, there may be participants who are victims or survivors of related experiences, and it is crucial to have that in mind.</p> <p>This section is supposed to last 15-20 minutes, depending on the size of the audience; remember to keep an eye on the timer!</p>
<b>Case story for icebreaker &amp; Understanding of gender-based violence (1)</b>	<p>Exercise 1: Short Case Story– In plenary:</p> <ul style="list-style-type: none"> <li>• The trainer recaps briefly the case story shared with the participant.</li> <li>• Participants share in plenary the problems and gaps identified.</li> </ul>	20 min	<p>Provide the case-story to the participants in advance, prior the day of the training. The trainer can choose <u>one</u> of the cases stories provided.</p> <p>The trainer can simply provide a short summary of the case story and request participants to identify what went wrong in handling the case of gender-based violence, which problems were encountered, and what gaps does the institution has. No need to divide them into categories of 7Ps or go into detail. This is an ice-breaking exercise. The participants can write on a sticky note on Miro the keywords of the problems identified.</p>

<b>Understanding of gender-based violence – Definition and important Facts &amp; Figures (2)</b>	<p>The trainer shares:</p> <ul style="list-style-type: none"> <li>• The definition of gender-based violence by the Council of Europe,</li> <li>• UniSAFE's understanding of gender-based violence</li> <li>• UniSAFE's survey results - Facts and figures (covering different groups: students, academic staff, administrative staff, temporary staff, mobile students and researchers),</li> <li>• Root causes and factors,</li> <li>• Impact on victims,</li> <li>• The importance of intersectionality.</li> </ul>	20 min	<p>The trainer asks participants to reflect on what they consider to be gender-based violence in the academic context, before sharing any definition.</p> <p>The trainer, when presenting the list of forms of gender-based violence as presented by UniSAFE, gives examples of behaviours (and different from the ones already mentioned by the participants) and debriefs, aiming to show the different types of behaviour, from grey zones to crimes, and possibilities to classify the same behaviour under different headings, illustrating how the same behaviour can be categorised differently. This flexibility in classification is not an issue; in fact, it can be beneficial in practical terms when initiating legal proceedings against the perpetrator. A list of examples of gender-based violence cases, available for the trainer in the document named "Supporting material for trainer". Additional resources are found at the end of this document.</p>
<b>Exercise 2: Categorisation of the forms of gender-based violences</b>	<p>Participants work in small groups on Miro. Each group receives a set of examples of gender-based violence and is invited to categorise them according to the forms discussed in the previous section: physical violence, sexual violence, psychological violence, economic and financial violence, sexual harassment, gender harassment, online violence and organisational gender-based violence. Participants open the Miro link, locate their working board according to their breakout room</p>	20 min	<p>This exercise helps participants reflect on the different forms of gender-based violence and how they can overlap in practice. Some examples may fit more than one category and this can be discussed during the debrief. The aim is not to find one perfect answer, but to support participants in recognising the complexity of real situations and the continuum of violence in academic settings. The trainer can use examples from the supporting material for trainers and clarify any questions after the group work.</p>

	number and agree on one person who will move the sticky notes based on the group discussion.		
<b>Presentation of 7Ps Framework (I)</b>	UniSAFE 7P Conceptual Framework <ul style="list-style-type: none"> <li>• Definitions of 7Ps (UniSAFE)</li> <li>• Toolkit navigation</li> </ul>	20 min	The trainer presents the framework of 7Ps as designed by UniSAFE. The aim here is for the participants to understand the holistic approach which is needed when addressing gender-based violence in an academic context. The trainer presents the toolkit by navigating to the website <a href="https://unisafe-toolkit.eu/">https://unisafe-toolkit.eu/</a>
<b>Break</b>		10 min	
<b>Prevalence</b>	Prevalence <ul style="list-style-type: none"> <li>- Recap of definition</li> <li>- Tips and hints on survey design and implementation</li> <li>- Inspiring practices</li> </ul>	20 min	The trainer reminds the participants of the definition of prevalence (if not presented in the previous section), and presents the main tips and hints on survey design and implementation. The points chosen (see slides) are considered the most important hints, however, the trainer can present other important tips, verbally.
<b>Prevention</b>	Prevention <ul style="list-style-type: none"> <li>- Recap of definition</li> <li>- Tips and hints on protection</li> <li>- Inspiring practice</li> </ul>	20 min	The same approach followed for Prevalence, applies to all Ps.
<b>Protection</b>	Protection <ul style="list-style-type: none"> <li>- Recap of definition</li> <li>- Tips and hints on protection</li> <li>- Inspiring practice</li> </ul>	20 min	
<b>Lunch break</b>		1 hour	
<b>Prosecution</b>	Prosecution <ul style="list-style-type: none"> <li>- Recap of definition</li> <li>- Tips and hints on prosecution</li> <li>- Inspiring practices</li> </ul>	20 min	

<b>Provision of services</b>	Provision of services <ul style="list-style-type: none"> <li>- Recap of definition</li> <li>- Tips and hints on protection</li> <li>- Inspiring practice</li> </ul>	20 min	
<b>Partnerships</b>	Partnerships <ul style="list-style-type: none"> <li>- Recap of definition</li> <li>- Tips and hints on prosecution</li> <li>- Inspiring practice</li> </ul>	20 min	
<b>Policy</b>	Policy <ul style="list-style-type: none"> <li>- Recap of definition</li> <li>- Tips and hints on prosecution</li> <li>- Inspiring practice</li> </ul>	20 min	
<b>Closing session and evaluation</b>	<ul style="list-style-type: none"> <li>- Q&amp;A session</li> <li>- Recap and main takeaways</li> <li>- Evaluation</li> </ul>	20 min	The trainer invites remaining questions, recaps the 7P framework and shares useful resources. Participants are invited to complete the exit questionnaire before leaving.

Note for the trainer: Gender-based violence, according to UniSAFE's perspective, is defined as a continuum of violence, violations, and violent behaviours and attitudes on the basis of sex and gender and always intersects with other dimensions of inequalities, such as age, ethnicity, disability, and sexuality (Hearn et al. 2020; Bondestam & Lundqvist 2019; Strid et al. 2021). This is explicitly mentioned to you as you may encounter some counter-arguments for the forms of gender-based violence that are recognised for this exercise

## Materials needed

- PowerPoint presentation
- Case story for Exercise 1 to be shared with participants before the training
- Supporting material for trainers including examples of gender-based violence incidents and definitions of different forms of violence
- Miro board or equivalent collaborative tool for the online exercises
- Breakout rooms for group work
- 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 available [here](#).
- Facilitating change: A guide to using case stories in co-creation activities for addressing gender-based violence, UniSAFE guidelines, available [here](#).

## How to cite this document?

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