

Addressing Sexual Violence and Harassment at University Training Programme designed at Panteion University, Athens

Training Design

The training comprised an informational, theoretical and experiential component. We wanted to introduce trainees to the topic of sexual and gender violence and/or harassment at university, but also more broadly. For the more theoretical part, the training introduced definitions and aspects of sexual violence as well as any research that has been conducted in Greece. These were discussed in terms of gender relations, gender inequality and gender stereotypes, all of which impact on how female and male students and members of staff may interact and relate to each other, either reproducing or challenging gender and sexual norms that can, on occasion, lead to sexual harassment and violence. The theoretical part was complemented by an experiential part, which invited trainees to reflect on their own experiences around sexual and gender violence, or knowledge thereof, and their reactions to such experiences. Finally, a more informational part was also included regarding Greek legislation concerning sexual harassment and violence at the workplace, since the university is considered a workplace in the first instance. At the end, trainees were invited to suggest further actions or initiatives they would like to see taking place at Panteion university, to address the issue of sexual harassment and/or violence. Upon conclusion of the training session, trainees were asked to respond to the evaluation questionnaire.

The training was delivered to mixed cohorts of 10-12 participants, comprising university teaching and administrative staff, as well as students and student mentors, from all nine departments of Panteion University.

Following main learning outcomes were considered important:

- To sensitise trainees to the issue of sexual violence and/or harassment, at university and more broadly.
- To sensitise trainees to the processes justifying or silencing sexual violence.
- To sensitise trainees to issues of shame and self-incrimination regarding sexual violence.

- To sensitise trainees to sexual violence as an aspect of gendered power relations and inequalities.
- To sensitise trainees to ways of resisting and combating sexual violence.
- To inform trainees about legal rights and services in Greece, beyond the university since there are none offered at university level.

I. Training Outline

A. Session 1 (4hours) - Trainer Matina Papagiannopoulou

I. Introduction

Let's get to know each other (in dyads)

Personal perceptions of gender stereotypes and discrimination (in dyads)

II. Training contract

Establishing common rules for safety and comfort as we work together as a group

III. Gender equality: concepts and definitions (lecture and small group work)

Historical outline, key persons, dates, approaches and statements (includes use of comic strip)

IV. Violence against women (lecture and small group work)

General comments, policies, forms of violence

V. Sexual harassment: "breaking the silence" (lecture and small group work, use of comic strip)

Definitions, examples, policies

Perpetrators and victims

Gender and sexual harassment

Impact of sexual harassment

Some empirical data (FRA Report 2014; Greek Ombudsman Report 2012)

National policies and services on sexual harassment

B. Session 2 (4hours) - Trainer Kiki Petroulaki

I. Introduction

Getting to know each other. Is there anything you thought of or troubled you in the two weeks since your first meeting?

II. Training contract and expectations

- How we will work together in this session. Important group rules:
 - a) each one will decide what, if any, personal information they would like to disclose in the group
 - b) If at any point someone feels particularly affected by the issues we are discussing, given their sensitive and personal nature, they can leave the room for a short time without requesting permission.
- What are your expectations for this session? Are there any new expectations since the last session?

IIIA. Basic characteristics and the extent of women's exposure to:

- a) Sexual harassment
- b) Sexual abuse

IIIB. The extent of the problem in Greece

(Information based on the 2014 FRA Report)

IV. Interactive exercises

- a) Myths and reality (exercise 4.1.7. GEAR against IPV)
- b) Persons and things (exercise 3.4 GEAR against IPV)
- c) Intervention strategies(exercise 4.2.1.GEAR againstIPV)
- d) How can I help in cases of disclosure: Do's and don'ts and Services (GSGE Manual)

V. Closing remarks