

Supporting Survivors in the Workplace

#ACTIVproject #USVreact #CARVEproject

Practical resources developed in EU projects across different European countries and free to download in various languages. Information on:

- how to create **supportive work environments** where survivors feel safe to disclose (the importance of plans, protocols and awareness-raising campaigns),
- how to detect and **support victims with appropriate referral** ('be supportive but know your limits and seek professional help, create local support networks')
- how to promote an **inclusive society** from and at the workplace (prevent stereotyping and further discrimination of survivors).

What will we do today?

- 15 min - Presentation of the resources of the USVreact, GAP Work, ACTIV and CARVE projects
 - <https://activproject.eu/resources/>
 - <http://carve-daphne.eu/>
 - <https://usvreact.eu/resources/training-resources/>
- 5 mins - Discussion – comments welcome; questions about the resources; welcome of case study collaborations

Nice to meet you 😊

We are two colleagues based in Barcelona and London, who have become friends whilst working on three EU projects together. We are very happy to share some of the resources with you!



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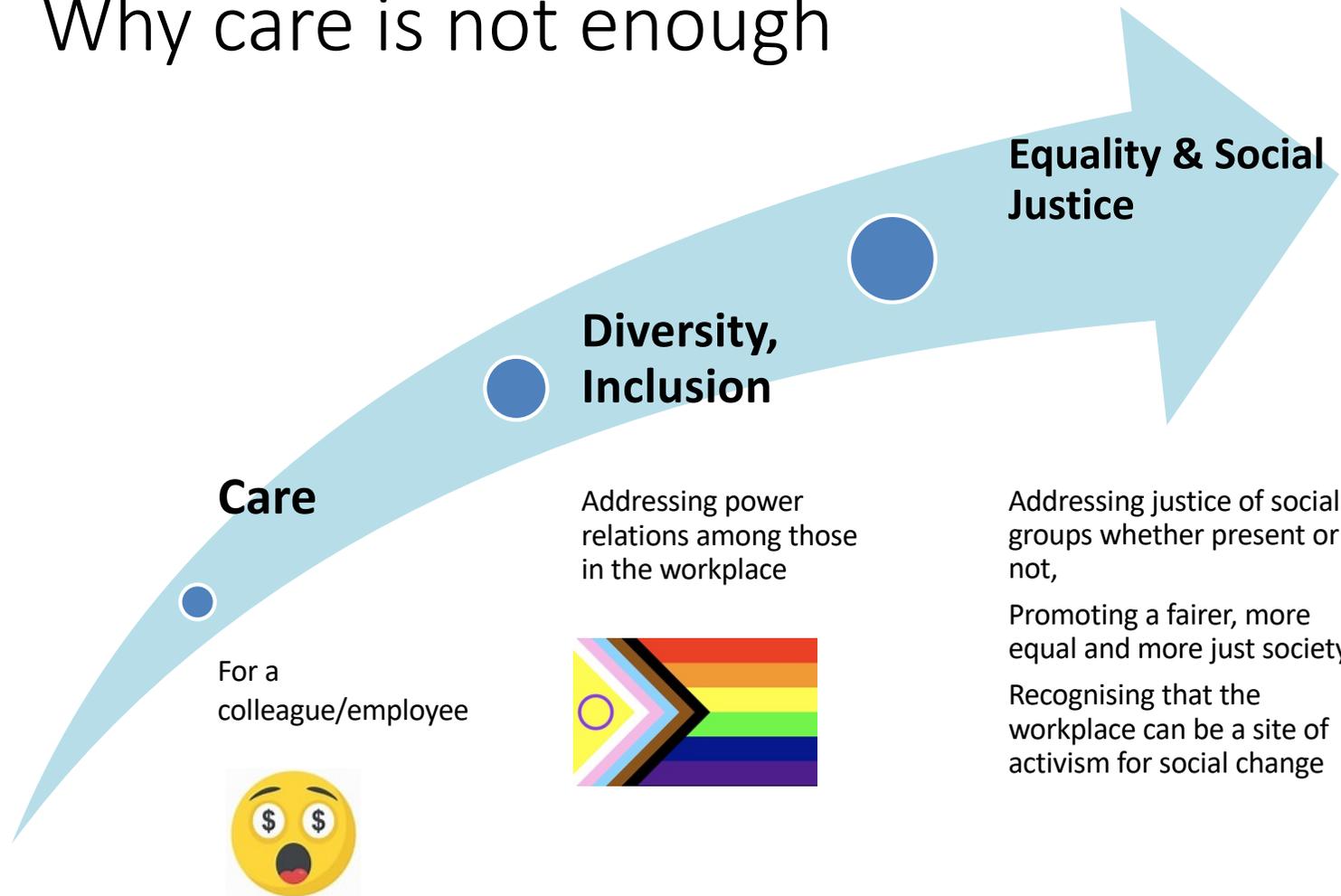


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Why care is not enough



#ACTIVproject



Promote collaboration between the different actors involved in the socio-professional (re)integration of women confronted with domestic violence, such as support and orientation organizations (i.e. social service providers, public administration) as well as companies.

Implemented from November 2020 to December 2022

6 Partners from 4 EU countries: BE, FR, RO, SP.

Co-funded by the Erasmus+ Programme of the European Union

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of the European Union



#ACTIVproject Hackathons

<https://activproject.eu/>



The #ACTIVproject is co-financed by the ERASMUS+ programme of the European Union. Its content reflects the views of the authors, and the European Commission cannot be held responsible for any use which may be made of the information contained therein (2020-1-BE01-KA204-074919).

#ACTIVproject resources

The #ACTIVproject will improve the socio-professional (re)integration of women confronted with gender based violence and it will raise awareness on this issue with these resources in five languages (FR, EN, RO, SP) :



A **guidebook**, with essential definitions and highlighting the main steps of a successful return to work. <https://activproject.eu/resources/guidebook/>



A **learning toolbox**, for the professionals / organizations involved in the return-to-work process for women who are confronted with gender based violence.



A **white paper**, aimed at policy makers, corporate actors and all organisations working on the subject with concrete recommendations to improve support for women in their return-to-work journey.

Previous experience



#CARVEproject - Companies Against Gender Based Violence

Resources available (6 languages: FR, EN, SP, CA, BU, GR)

- Guide for companies
- Poster about impact of GBV/DV at work
- Awareness raising video

<https://youtu.be/hv8yjlggp7E>

<http://carve-daphne.eu/>



Co-funded by
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of the European Union



FIVE STAGE FRAMEWORK TO PREVENT AND RESPOND TO VIOLENCE AGAINST WOMEN

1



DEVELOP & IMPLEMENT A WORKPLACE POLICY

- ▶ Analyse & Plan
- ▶ Establish internal grievance mechanisms
- ▶ Involve all staff
- ▶ Ensure organizational commitment

IDENTIFY & RESPOND TO THE PROBLEM

- ▶ Train & inform the staff & managers
- ▶ Build trust
- ▶ Implement standardized procedures
- ▶ Refer victims to specialized structures for care & support

3



INTERACT WITH EMPLOYEE-VICTIMS

- ▶ Listen to the employees
- ▶ Explain & inform
- ▶ Assist victims to overcome isolation
- ▶ Allow for flexible work organization
- ▶ Envisage special arrangements & work reassignment
- ▶ Ensure safe work conditions, confidentiality & security at the workplace

RAISE AWARENESS IN THE WORKPLACE

- ▶ Involve the top management
- ▶ Support a clear message against violence
- ▶ Disseminate information

5



ENGAGE WITH STAKEHOLDERS

- ▶ Build bridges with specialized stakeholders
- ▶ Support coordination between institutions
- ▶ Involve trade unions
- ▶ Offer training sessions & awareness campaigns

CONSEQUENCES OF GENDER-BASED VIOLENCE KEY FACTS AND FIGURES

AFTER-EFFECTS OF THE VIOLENCE



▶ **83%** of abused female workers experienced after-effects of the violence, which made it difficult for them to keep a job

Source: Danish National Council for Social Services, 2009, *Voldtrafik Kvinders Arbejdsliv*, pp. 20-23



WORK ACCIDENT



▶ **75%** of offenders had a hard time concentrating at work because of their abuse, which has caused (directly or indirectly) a work accident due to inattention in **19%** of cases

Source: Vermont Council on Domestic Violence, 2012, *Effects of Domestic Violence on the Workplace. A Vermont survey of male offenders enrolled in batterer intervention programs*, p. 5



DOMESTIC VIOLENCE COSTS IN EU25



By increasing the budget of intimate partner prevention policies by **€1**:

▶ **€87** can be saved in total costs
▶ out of which **€30** in direct costs

Source: PSYTEL (2009), *Estimation du coût des violences conjugales en Europe*, Daphné, <http://www.psytel.eu/en/violences.php>

| 2011 |

Adoption by the Council of Europe of the Istanbul Convention on preventing and combating violence against women and domestic violence. It defines "violence against women" as a "violation of human rights and a form of discrimination against women and shall mean all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life".

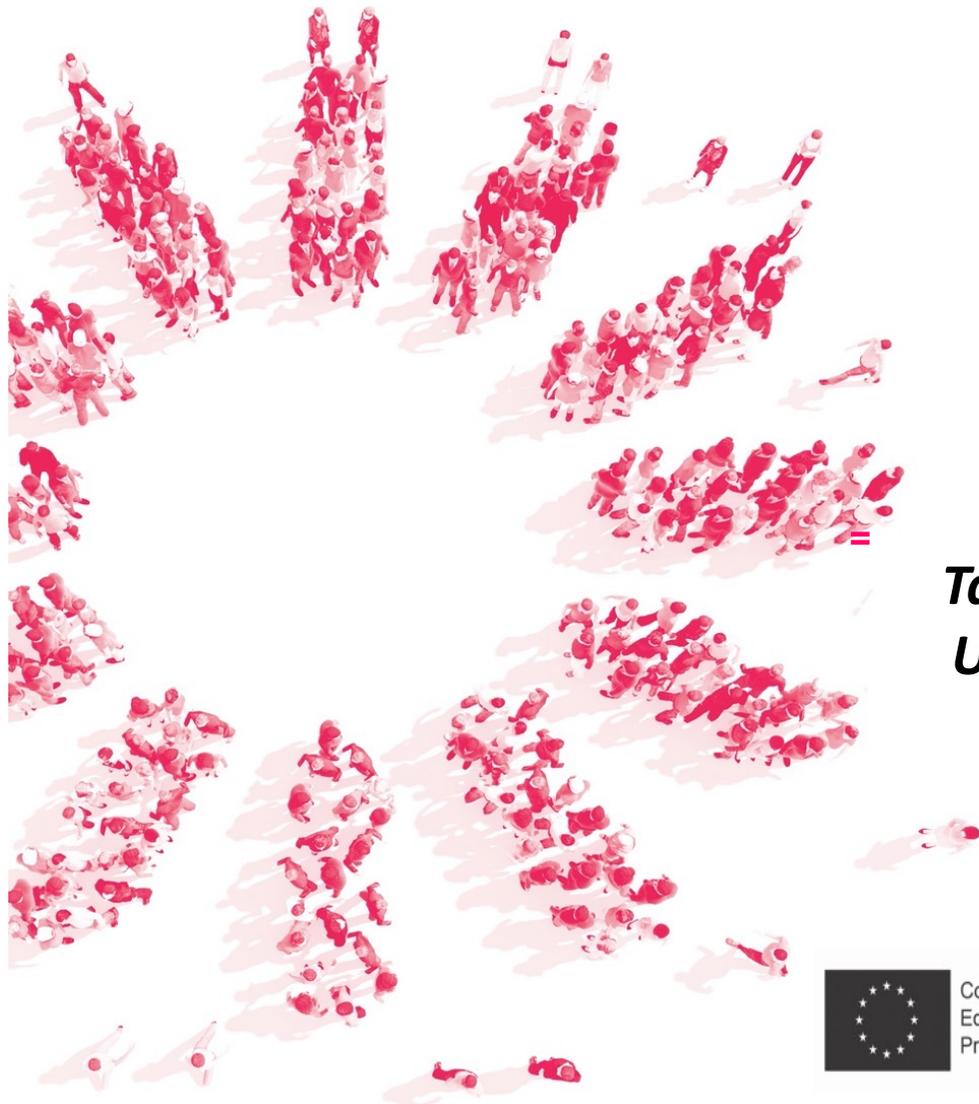


- Want to find out more: <https://activproject.eu/>
- Find updates on social media with: **#ACTIVproject**
- Follow the project on LinkedIn:

<https://www.linkedin.com/company/activ-project/>



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USVreact

UNIVERSITIES SUPPORTING VICTIMS OF
SEXUAL VIOLENCE

<http://usvreact.eu> #USVreact

***Tackling Sexual Violence in
Universities: the USVreact
Project and GAPWORK
PROJECT***



Co-funded by the Rights,
Equality and Citizenship
Programme of the European Union



Brunel
University
London

Sexual Harassment or Violence: **Reporting = Disclosure = Exposure**



'[w]e expose ourselves when we disclose what has happened to us'
(Phipps, 2016).

'[o]ne is dependent on [the] "outside"
to lay claim to what is one's own'
(Butler, 2004: 7).

Testifying to a traumatic experience is
a traumatic experience (Ahmed, 2015)

- **POLITICS of disclosure**
- **INSTITUTIONAL RESPONSE**

Is sexual violence and sexual harassment (SVH) = Violence Against Women (VAWG)?

- One in two trans people experience sexual violence at some stage in their lives (ons.gov.uk, 2015)
- 46% of bisexual women report being raped at some stage in their lives (compared to 17% of heterosexual-identified women and 13% of lesbian-identified women) (NISVS, 2010)
- 72,000 men are victims of sexual violence in the UK each year (gov.uk, 2012)

➤ APPROACH

- ✓ Inclusive
- ✓ Intersectional





GAP WORK

against gender-related violence

Co-funded by
the European Union



GAP WORK Project (2014-2015): *Four Projects in One*

www.brunel.ac.uk/research/Projects/GAP-WORK-Improving-gender-related-violence-intervention-and-referral-through-youth-practitioner-training

DEFINING 'Gender Related Violence' (GRV) as

'sexist, sexualizing or norm driven bullying, harassment or violence whoever is targeted'

(Alldred et al 2014)



About Young
People



Leading education
and social research
Institute of Education
University of London

4 training courses piloted and shared

<https://www.brunel.ac.uk/research/Projects/GAP-WORK-Improving-gender-related-violence-intervention-and-referral-through-youth-practitioner-training>

HEALTH & ED STAFF

Produced 1st collaboration between DV& LGBT+orgs in Piedmont region. Now DV services inclusive

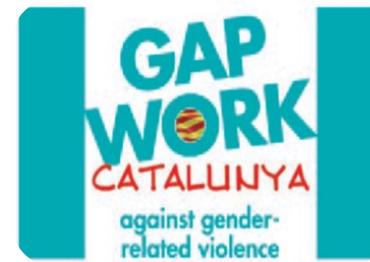
VIDEOS

Online glossary & training resources; 2 PhDs. Impact on another Uni teacher ed



YOUTH WORKERS

Sustained impact - embedded in practitioner ed (YCW degree at NUIM)

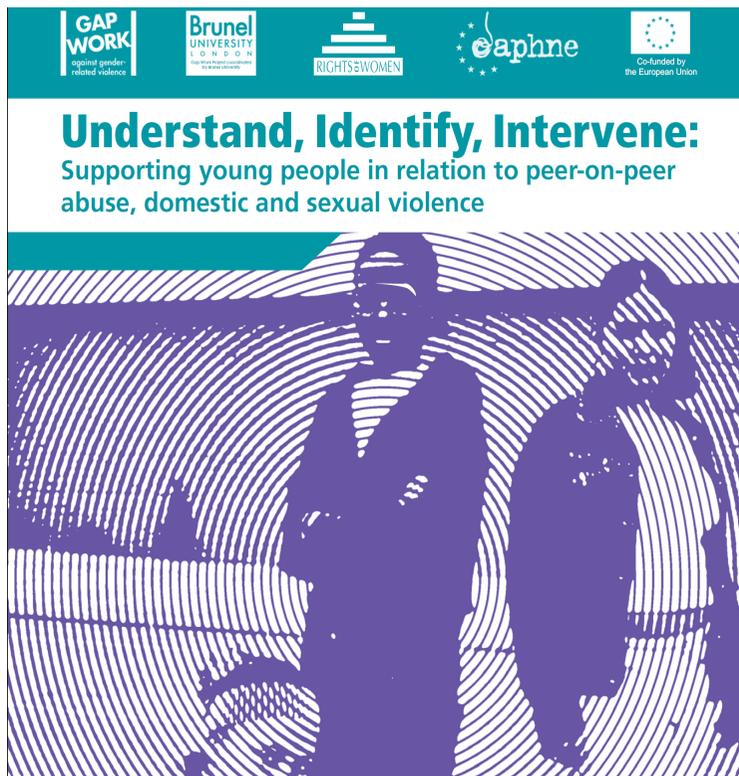


LEGAL GUIDE

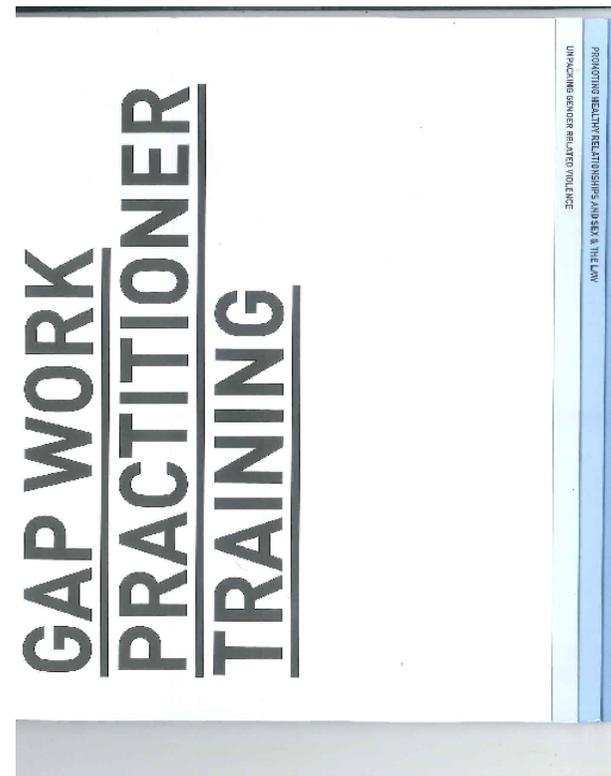
Practitioners rolled out GRV awareness and now embedded in Fire Service staff develpt & youth provision. 1000 downloads of leaflet on YP from ROW in 2015

RESOURCES to share learning

A) Legal info leaflet (UK)
<http://rightsofwomen.org.uk>



B) Training activities resources (to share with colleagues)



Free to download resources

Resources in Es, Eng, Cat, It,
Hun, Srbn

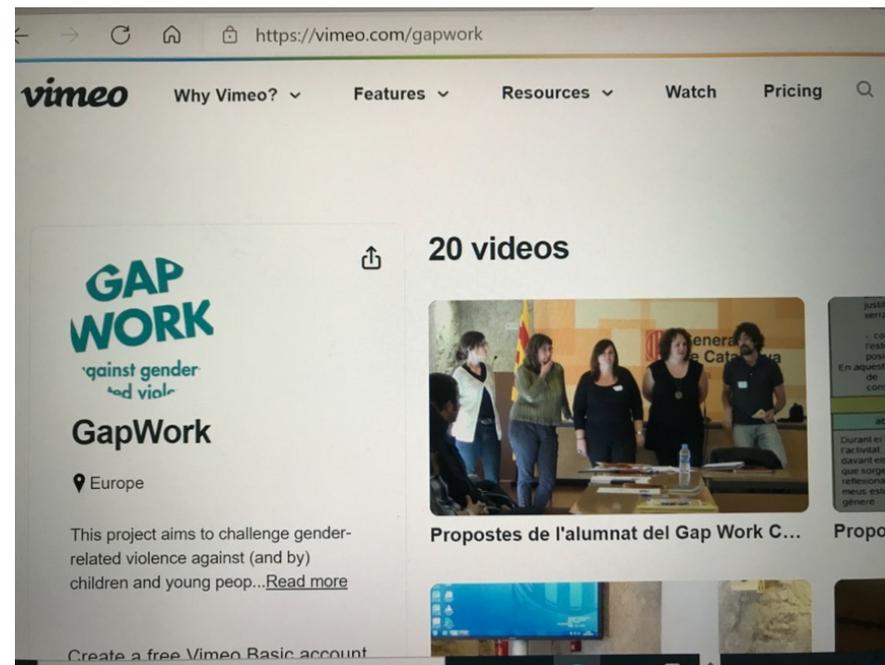
[GAP WORK: Improving gender-related violence intervention and referral through youth practitioner training | Brunel University London](https://gapwork.cat/index.php/es/acciones-formativas/materiales)

-  English
-  Español
-  Català
-  Ελληνικά
-  Italiano
-  Euskara

PPT presentation to use or training
videos to watch (Es/Cat):

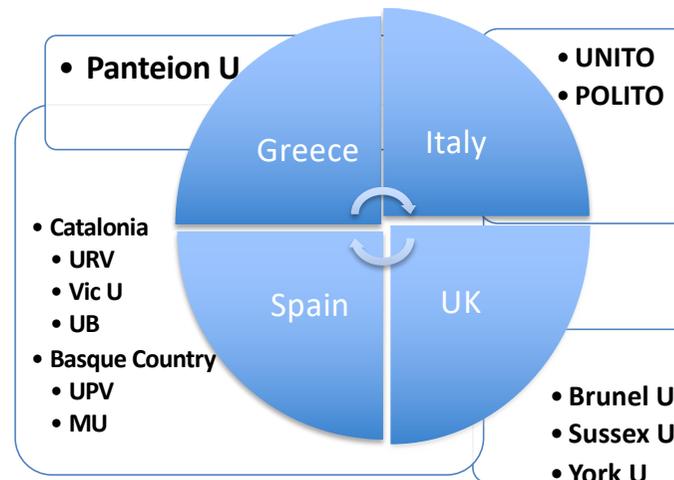
<http://gapwork.cat/index.php/es/acciones-formativas/materiales>

<https://vimeo.com/gapwork>



Universities Supporting Victims of Sexual Violence: Towards Sustainable Services

- **Aim:** To develop innovative training for university staff who may respond to disclosures of sexual violence and to embed this within institutions.
- **EU's Rights, Equality & Citizenship Programme 2014 ACTION GRANT Euro 1,134,854.63**
- Allred and Phipps (2016-2018)
- **14 Partners in:**
 - Greece
 - Italy
 - Spain
 - UK
 - Latvia, Serbia



USVreact

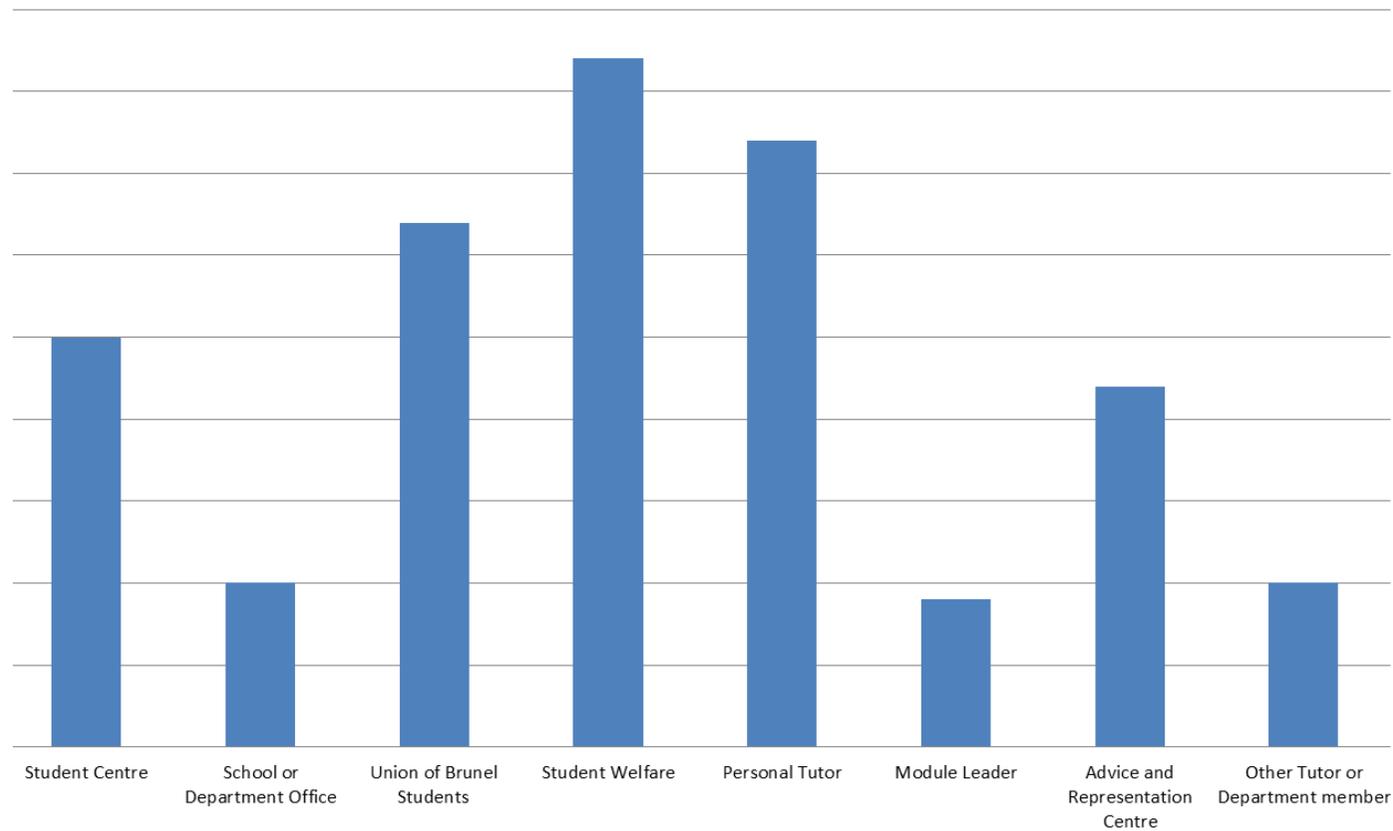


Co-funded by the Rights,
Equality and Citizenship
Programme of the European Union



Who Do Students Turn to?

UBS Survey (2016): 'Where would you go if you wanted to speak to someone about an experience of sexual violence and/or harassment?'



Universities Supporting Victims of Sexual Violence: Towards Sustainable Services (2016-2018)

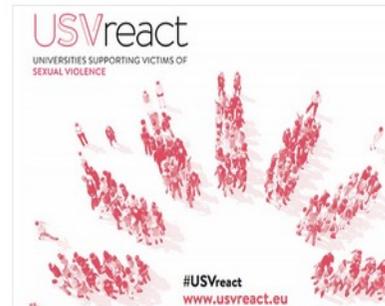
REPORTS

- International Best Practice Review (HEI sector)
- International Policy Audit

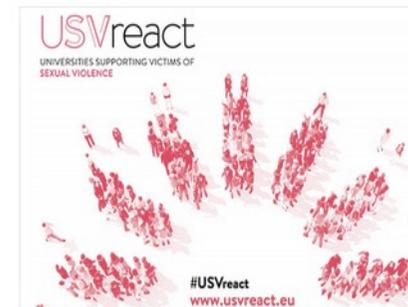
- 6 educational programmes for university staff
- 6 reports – sharing each training & its evaluation

- Recommendations – from whole project (21 universities, 13+ case studies)

Sussex University training, which has also been piloted by our Associate Partner [...]



International Best Practice Review



International Policy Audit

The purpose of this audit is to outline existing policy (September 2016) on sexual violence at universities in

Training Programmes (free to download)

#USVreact pilot training with university staff is concluding in the 4 partner countries, and the training resources are gradually being uploaded to this page. You can check material below:

- + Sussex University (UK) - Training material to download**
- + York University (UK) – Training programme outline**
- + University Rovira I Virgili (SP) - Training programme outline**
- + Pantelon University (GR) - Training material to download**
- + University of Turin (IT) - Training programme outline**
- + University of the Basque Country (UPV/EHU) - Training programme outline**
- + Brunel University (UK) - Training programme outline**
- + Centrs MARTA - MARTA Centre (Latvia)**



International Recommendations (Alldred & Phipps 2018)

Training

- Our models should be adapted and rolled out at all universities. If staff in front-line roles initially, a version should later be for all staff to create a culture more conducive to disclosure and more empathic and open generally. This type of culture change will help make universities safer.
- **Mandatory or not – a contextual dilemma**
- Should emphasize range of forms of SHV (inc staff-student) and link to education on intersecting discriminations, bullying & harassment and institutional values.

Institutional Reforms

- Sexual Assault Advisor or other named individual (found helpful in some UK universities)
- Increasing resource to meet existing and likely increasing need (with increasing awareness) to meet national and institutional commitments
- Egalitarian cultures and discrimination free zones to meet Duty of Care or general civic values
- Stronger links with DVA and SH services who might work internally too.

Statutory Guidance

- Most partners felt it would be helpful, along with training for agencies dealing with student complain

Campaigns and Awareness Raising

- National & institutional campaigns to reduce SVH, increase reporting and improve recognition

Further Research

- SHV and its impact on LGBT+, especially bisexual women and trans and NB people etc.

-  English
-  Español
-  Català
-  Ελληνικά
-  Italiano
-  Euskara

Changing the Culture Indeed: Universities as...

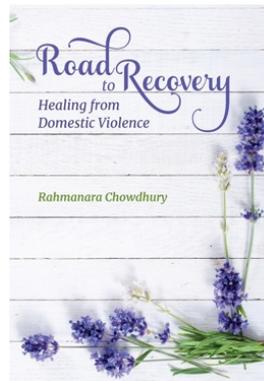
- Actively striving for equality in policy, practice and culture.
- Respecting all, supportive of all.
- Applying understandings of Intersectionality.
- Critical of power dynamics and status hierarchies typically found in universities.



Resources for thinking through intersectionality:

- Developing an Intersectional Approach to Training on Sexual Harassment, Violence and Hate Crimes (Es Eng Cat) <http://usvreact.eu/new-training-guide/>
- Resources in Es, Eng, Cat, It, Hun, Srbn
[GAP WORK: Improving gender-related violence intervention and referral through youth practitioner training | Brunel University London](#)

[Road to Recovery: Healing from Domestic Violence - Tah Publishers Ltd. \(tahapublishers.com\)](#)



Education/Training For Professionals

GAP Work UK (Tackling Gender-related violence)

- 2.5 or 3 days
- **Day 1:**
 - defining gender-related violence
 - identifying GRV
 - planning actions
- **Day 2:**
 - talking about relationships and sex with young people
 - the law on sexual consent
 - planning actions
- **Day 3:**
 - anti-oppressive practice
 - action planning

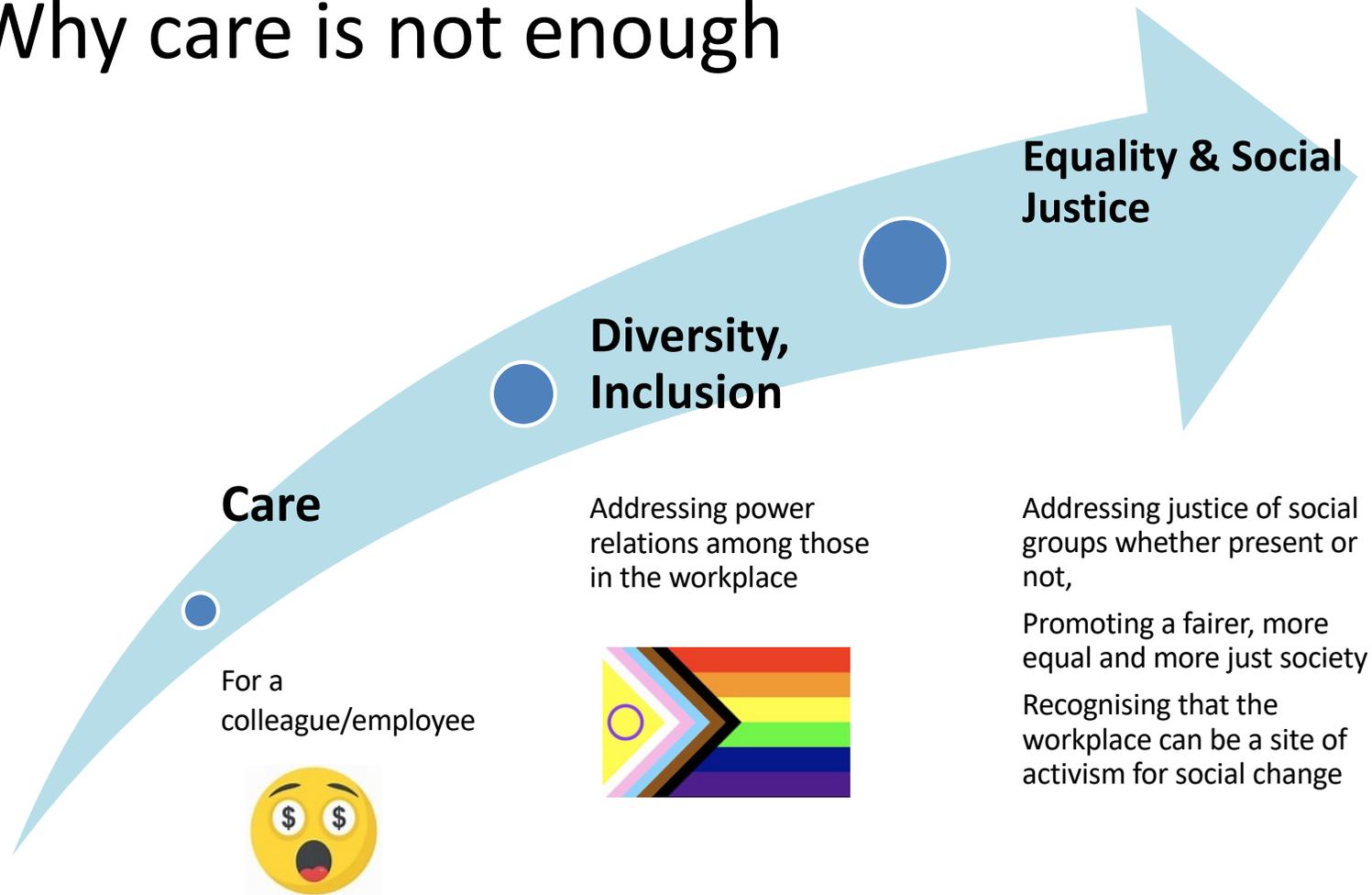
USVreact (Supporting SV Survivors)

- 2 days (5 hours each)
- **Day 1**
 - Sexual violence definitions, myths, culpability
 - The first responder role & moments
 - Understanding disclosure
 - Responding to disclosure
- **Day 2**
 - Supporting someone
 - Care pathways & signposting
 - Support *Do and don'ts*
 - *Self care for First Responders*

Other USVreact Training Activities

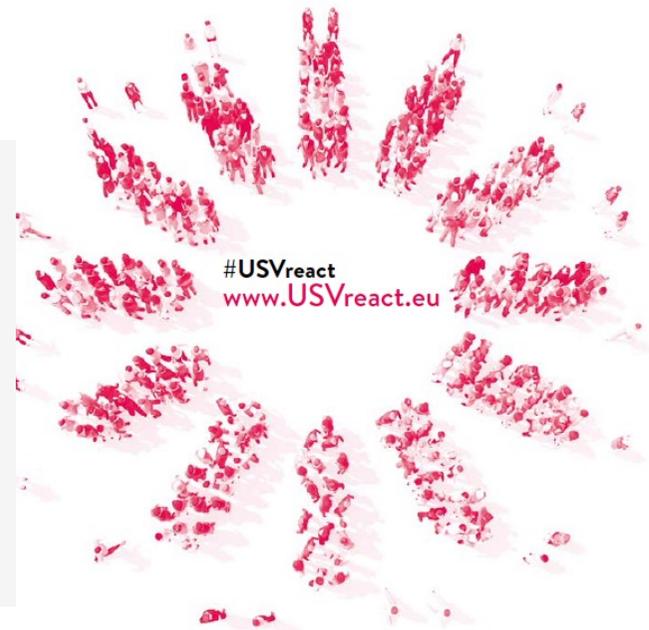
- Quiz – on survivor statistics (each country)
- Empathy – video explaining sympathy v. empathy
- Vignettes – fictionalised accounts drawn from the experiences of the welfare staff at university (Brunel)
- Grounding techniques
- Sensation to restart the brain
- Exploring ‘flight or fight’ responses

Why care is not enough



**TRAINING TO RESPOND TO SEXUAL VIOLENCE AT EUROPEAN UNIVERSITIES:
Final Report of the USVreact Project**

- 
- 
-  English
-  Español
-  Català
-  Ελληνικά
-  Italiano
-  Euskara



**Thank you
Dank u
Merci
Gracias
Danke
Hvala
Grazie
Хвала**

+info & resources

<http://usvreact.eu> **#USVreact**

<https://activproject.eu/> **#ACTIVproject**

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