



GenderSAFE
ENDING GENDER-BASED VIOLENCE IN ACADEMIA

Addressing gender-based violence in academia using the 7P framework

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What is Gender-based Violence?

Gender-based violence (GBV) refers to any type of harm that is perpetrated against a person or group of people because of their **factual or perceived sex, gender, sexual orientation and/or gender identity.**



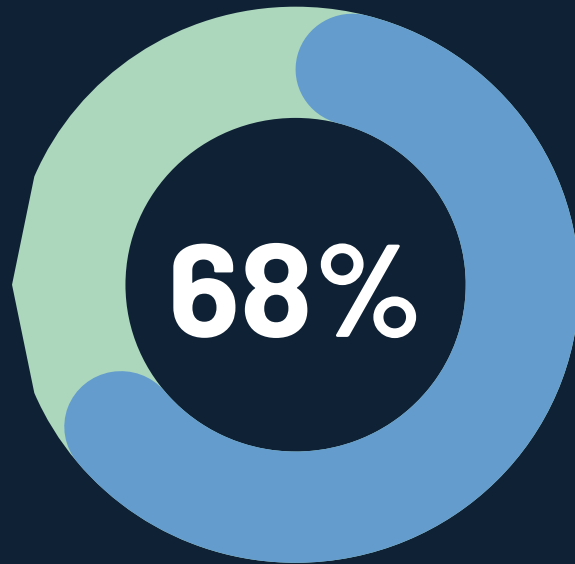
Types of Gender-based Violence

both online and offline

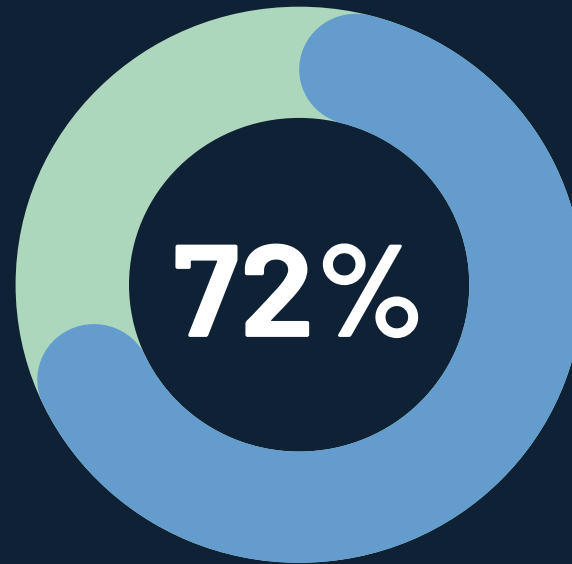
- Physical Violence
- Sexual Violence (including Sexual Harassment)
- Psychological Violence
- Economic and Financial Violence
- Gender Harassment
- Organisational violence

Intersecting identities: incidence of gender-based violence in academia (vs 62% without these characteristics)

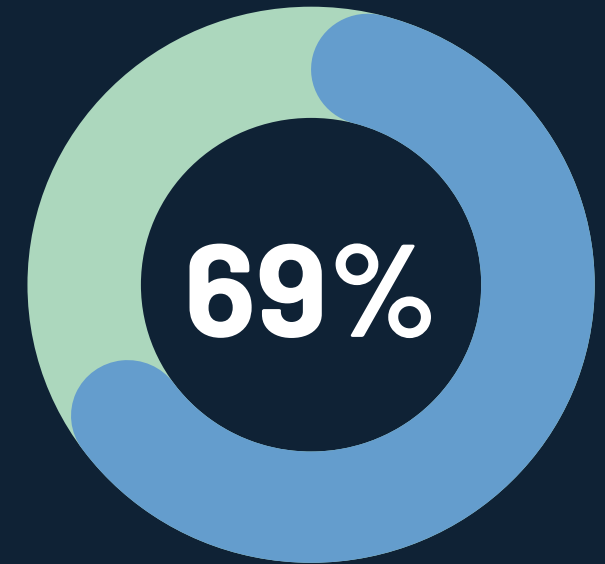
LGBQ+



Disability or chronic illness



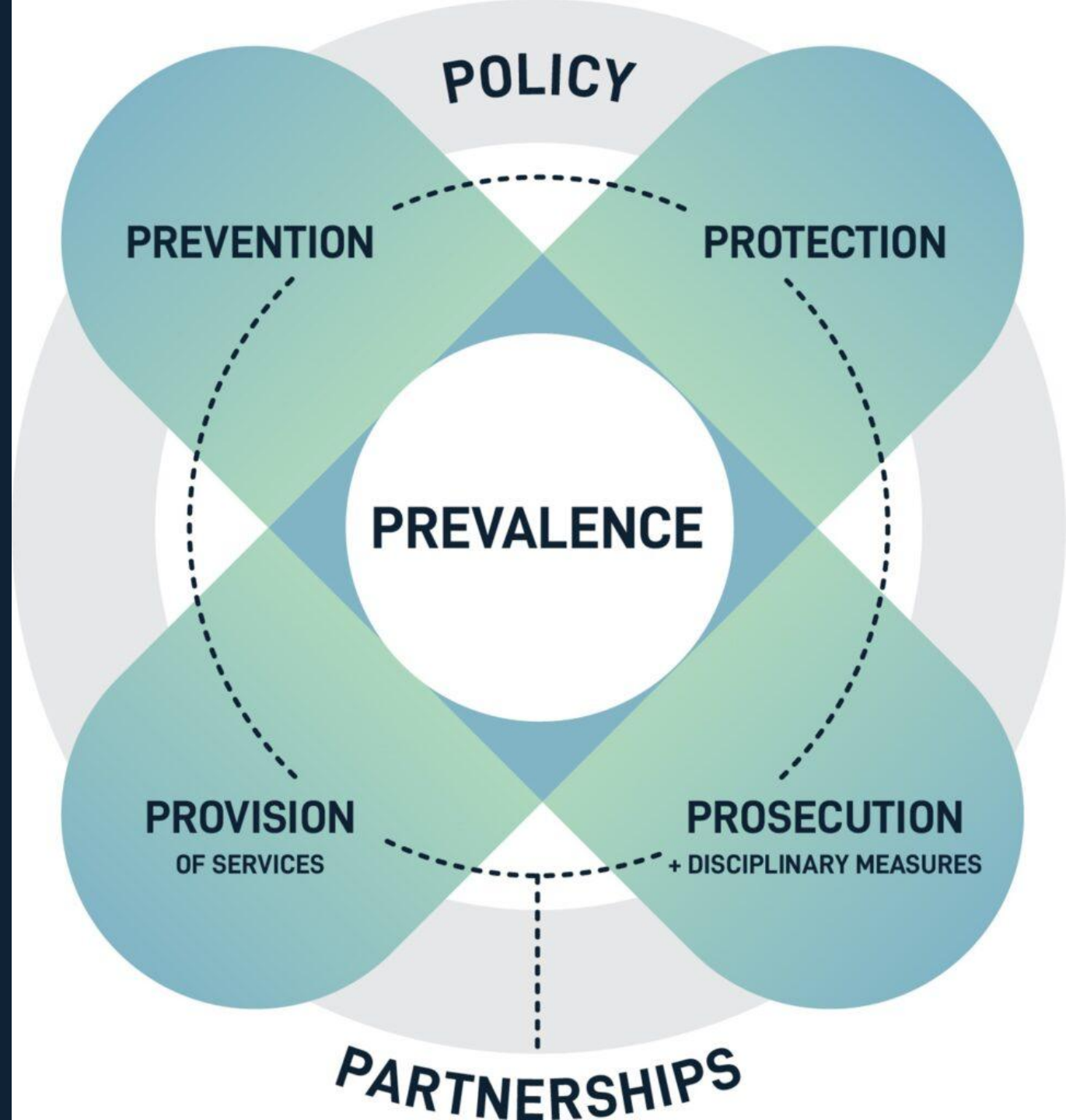
Ethnic minority group



Factors that enable Gender-based Violence in Academia

- **Power imbalances and hierarchical structures**
 1. high dependence
 2. age differential
- **Academic organisational culture**

7P model to address gender-based violence in research performing organisations.



UniSAFE GenderSAFE 7P Conceptual Framework

Policies

Existence of a coherent set of measures with a clear vision and comprehensive strategy that respond to the problems of gender-based violence in an integral and structural way. Explicitly formalise the organisation's commitment to eradicate gender-based violence.

Prevention

Measures to **promote changes** in the **social and cultural patterns of behaviour and attitudes** of all members of the institutional community.
It addresses the culture and values of the organisation and what it stands for.

Prevalence

Data and data collection estimating the extent of the gender-based violence for different groups of people, and ideally providing information on different forms of gender-based violence.

Protection

Aims to ensure the safety and meet the needs of (potential) victims. This includes clear procedures and infrastructure for reporting and supporting people who report gender-based violence, including victims, survivors, bystanders, whistle-blowers, intermediaries etc.

Prosecution

Prosecution and disciplinary measures cover proceedings against suspected perpetrators, and related investigative measures and judicial proceedings, including court cases (criminal and civil), as well as internal disciplinary grievance procedures.

Sanctions include possible warnings, suspension, rehabilitation, and termination of employment and study.

Provision of Services

Services offered to support victims and their families, offenders, bystanders of gender-based violence and other institutional community members who are affected by it. It can include counselling and psychological and medical support. Importantly, staff, students, managers, and supervisors need to be made thoroughly aware of the availability of these support services.

Partnerships

Involvement of relevant actors at all levels, such as governmental agencies, civil society organisations, service providers, trade unions, or staff and student associations. External partnerships complement the available skills, competencies and expertise available within the institution.

Overview of the GenderSAFE Model Policy Framework



<https://gendersafe.eu/project-news/work-in-progress-baseline-policy-framework-for-addressing-gender-based-violence/>

Key Elements of the GenderSAFE Baseline Policy Framework

Zero tolerance: GBV understood across full continuum (microaggressions → severe violence).

Wide scope: Applies to *all members* (students, staff, contractors, alumni, visitors, bystanders) and covers campus, online, and institution-linked activities.

Structural & intersectional: GBV rooted in power imbalances; shaped by race, class, sexuality, disability, etc.

Effect vs Intent: What matters is the *impact* on the victim, not perpetrator's intention.

Consent: Ongoing, explicit, mutual, freely given; silence ≠ consent.

Victim-centred & trauma-informed: Safety, dignity, and prevention of re-traumatisation at the core.

Key Elements of the GenderSAFE Baseline Policy Framework

Proactive role: University may initiate investigations under its own name; duty of care.

Burden of proof and balance of probabilities: burden shifts once a prima facie case is made.

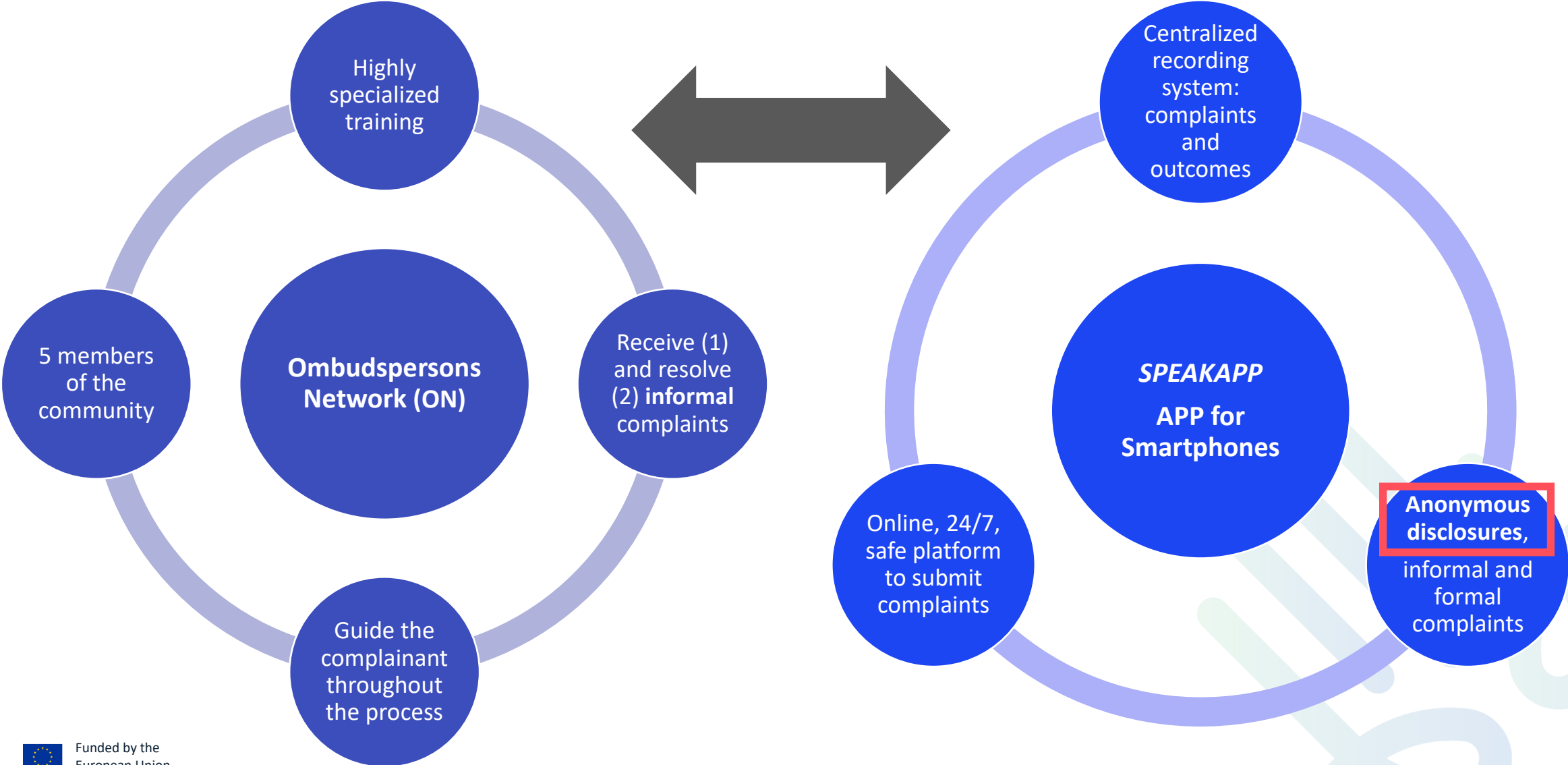
Reporting options: Anonymous, informal, formal – all taken seriously. Anonymous reports could trigger investigations.

Protection & anti-retaliation: Strict ban on retaliation; confidentiality safeguarded; precautionary measures (contact restrictions, schedule changes, housing adjustments).

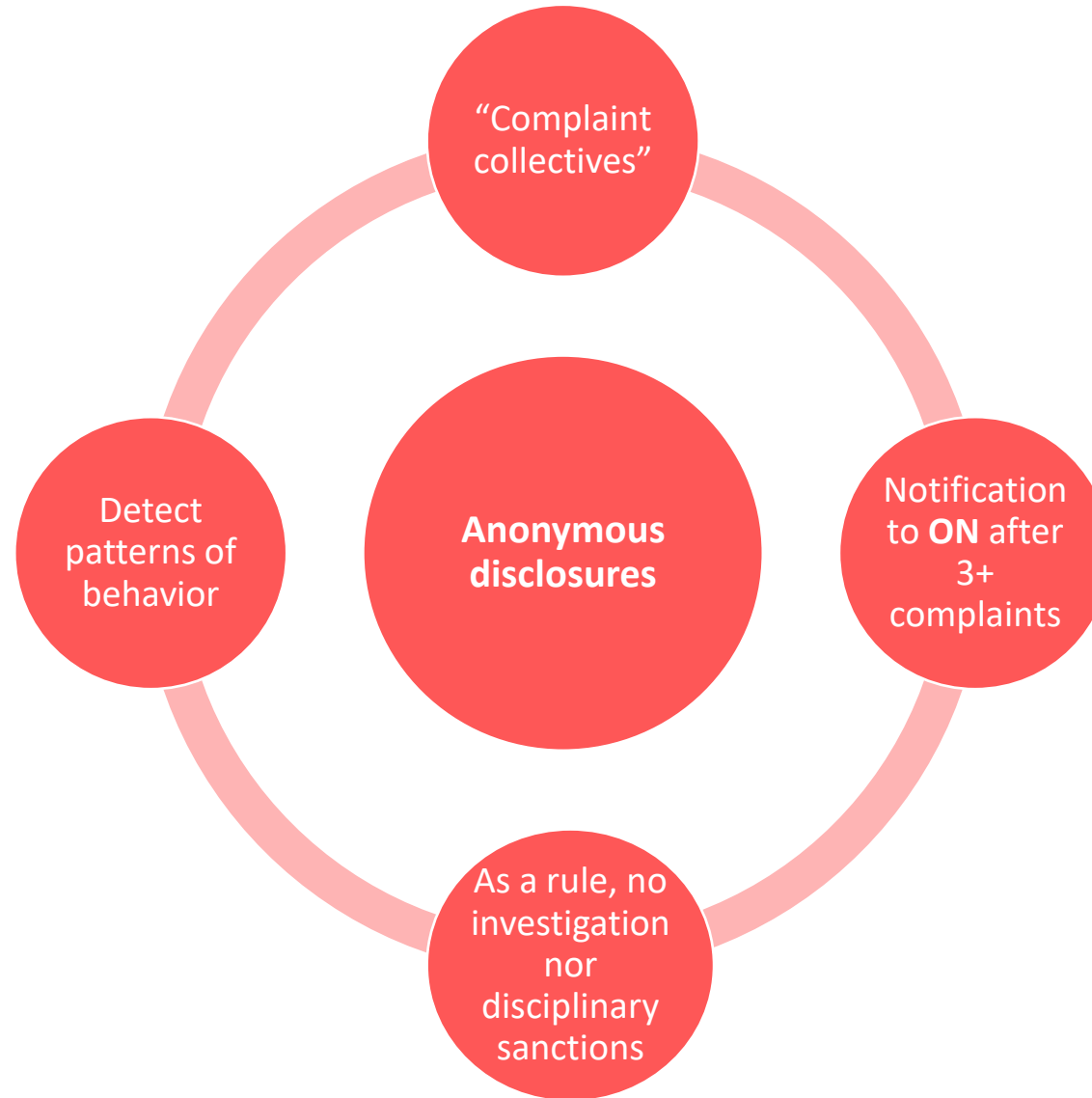
Conflict of interest: regulation of intrainstitutional romantic relationships. Professional boundaries.

Monitoring: Regular surveys, anonymised data, public reports; continuous policy improvement.

CEU Policy on Harassment: the ideas



CEU Policy on Harassment: the ideas (II)



Anonymous disclosure

Informal complaint

Formal complaint

My cases

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