

# 2nd ASTRAPI Newsletter

Active Strategies for Prevention and Handling  
Sexual Harassment Incidents



## Presentation of the ASTRAPI project

Developing effective strategies, training methodologies, and tools to prevent sexual harassment at the workplace.

ASTRAPI is a 30 month project that aims to develop effective intervention strategies, training methodologies, curricula and tools regarding prevention of sexual harassment at the workplace, but also transfer necessary skills to address reporting and handling sexual harassment issues and complaints.

There are 8 partners from 6 EU countries (Cyprus, Spain, Belgium, Denmark, Greece and Bulgaria) focusing on the following objectives:

- Create field-tested European Toolkits, Guides and Instruments to effectively implement intervention measures in preventing and handling sexual harassment in the world of work
- Develop educational material/curricula and train key people from participating organizations that will become trainers for their own organizations. Include on-line training materials to facilitate e-learning



Presentation and  
progress



ASTRAPI news



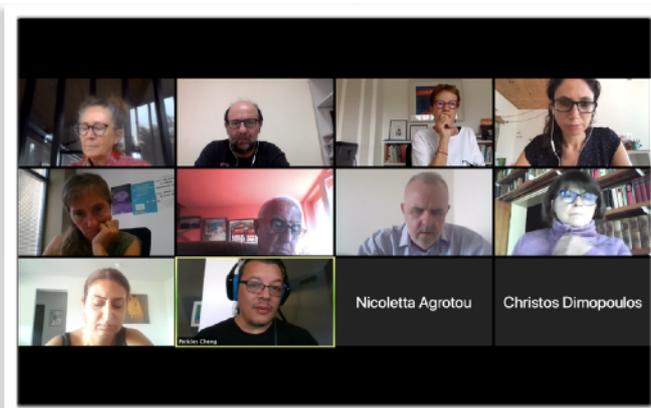
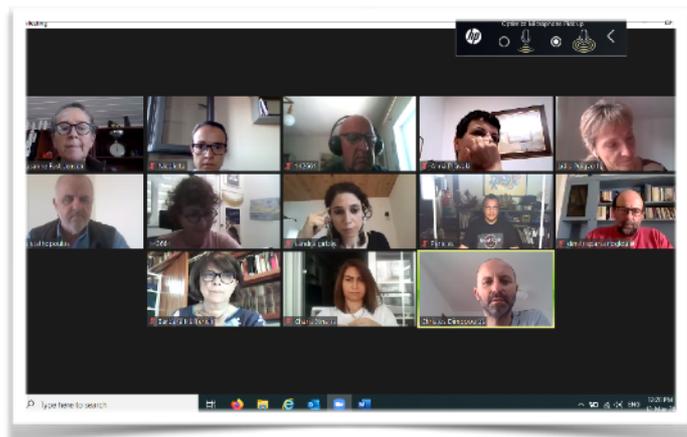
ASTRAPI events

- Establish a project website to become a facility for dissemination of project activities, best practice and results.
- Host Multiplier events to present Intellectual Outputs and results to selected stakeholders.

## Project progress

Due to COVID-19 restrictions the partnership hosted two virtual Project Management Meetings in May and September to monitor progress and plan the next phase of project implementation.

Likewise, the working groups in developing the European Toolkit to prevent and handle sexual harassment (IO1) as well as the Training Handbook (IO2) communicated via videoconferencing on several occasions to discuss and finalize each Intellectual Output.



Virtual project management meetings

During the second six months of project implementation the partnership finalized:

**A) Intellectual Output 1 (IO1) “European Toolkit for effective implementation of policy to prevent and handle sexual harassment in the world of work”** through field testing of the toolkit and providing feedback to CAPA and Hypatia Foundation that were in turn compiled them into the final version of the toolkit. Due to restrictions of COVID-19 field testing with stakeholders of the Output was conducted via teleconferencing. The partners also had a virtual conferencing to discuss the finalisation of the toolkit. Particularly IO1 is develop into three sections:

The **Introduction Section** that sets the context and gives an introduction to sexual harassment, how it is defined and the extent and impact of sexual harassment in the world of work; the legal and policy context surrounding sexual harassment, and a brief overview of specific agreements and policies designed to end sexual harassment.

**Section 2** introduces the framework for a comprehensive and transformative approach to ending sexual harassment in the world of work, covering tackling inequality, discrimination and harmful social norms; prevention and risk assessment; human resource policies and procedures; effective complaints procedures; support and remedies for victims/survivors; active bystander/upstander approaches; perpetrator accountability; and raising

awareness and training. An important part of the framework is that all relevant stakeholders in the world of work, and particularly, employers, companies, unions and workers themselves, play an active and progressive role in ending sexual harassment.

**Section 3** provides a model workplace policy and procedure, with guidance and checklists, to address sexual harassment in a comprehensive way, covering all forms of violence and harassment including domestic violence. It includes organisational commitment to ending sexual harassment and addressing wider gender inequalities and discrimination; inclusion gender-responsive risk assessment and prevention programmes; establishment of effective and trusted complaints and investigation systems, including learning from them; confidential advice and support from workplace advocates and ambassadors; active bystander/upstander approaches; support for victims/survivors; awareness raising and training; and perpetrator accountability.



[Visit the ASTRAPI Toolkit](#)

**B) Intellectual Output 2 “Training Handbook to prevent and handle sexual harassment at work”.** This handbook is designed to guide trainers to deliver training workshops on sexual harassment at work taking a transformative approach (as presented in the ASTRAPI toolkit). Their audience (ultimate beneficiaries) will be a range of people occupying a variety of positions in the world of work (trade union reps, health and safety officers, managers, HR managers, staff members, et.al.), who are not necessarily knowledgeable about SH or even aware of the issue, or can express resistance about it.

**The handbook is organized along the following modules:**

- **Module 1:** Introduction to sexual harassment
- **Module 2:** Tackling gender inequalities, discrimination and social norms
- **Module 3:** Comprehensive prevention activities in the workplace: base line analysis
- **Module 4:** Workplace policies, procedures and practices
- **Module 5:** Effective complaints procedures centred on support of victims
- **Module 6:** Active bystanders approaches
- **Module 7:** Practicalities. Designing a training course on how to prevent and handle sexual harassment in the world of work

In the next phase the partners will develop IO3 “Risk Assessment Instrument measuring the incidence and prevalence of sexual harassment at the work place”.

The partnership will also like to organize the 5-day training of trainer’s sessions should the epidemiological situation permits it.

[Visit the ASTRAPI Training Handbook](#)

## News & Events

### ASTRAPI Multiplier event in Denmark

Every year FIU-ligestilling arrange a conference the 25th of November, the "International Day for the Elimination of violence against Women". Every year we discuss, what shop-stewards and health and safety representatives can do at the workplace, to prevent sexual harassment and gender-based violence. This year the Toolkit from the Astrapi Project was presented. NGO's, trade unions and politicians participated. Because of the Corona virus pandemic only up to 70 people were invited at the conference. About 20 people participated via on-line real-time connection.



### Visit the ASTRAPI website

In the [ASTRAPI project website](#) you can find the latest news related to the project. In it we are publishing the results obtained, showcasing the project's activities, and sharing experiences, among others.

For instance, in the ["News & Events" section](#) of the website, we have recently incorporated initiatives and resources developed in different European countries to deal with gender-based violence and sexual harassment in the context of the COVID-19 pandemic.

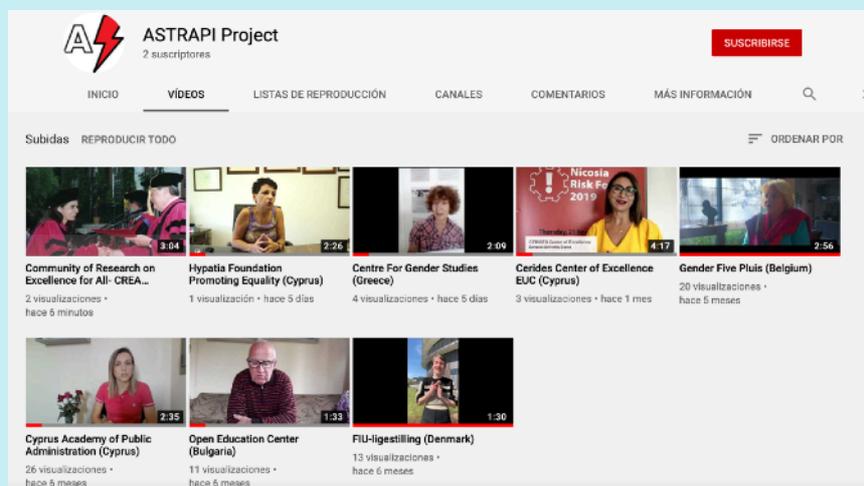


## WHO WE ARE? MEET THE ASTRAPI PARTNERS

Recently, we have incorporated into the [ASTRAPI YouTube channel](#) the following presentations:

- [Centre For Gender Studies \(Greece\)](#)
- [Cerides Center of Excellence EUC \(Cyprus\)](#)
- [Community of Research on Excellence for All \(CREA\) \(Spain\)](#)
- [Hypatia Foundation Promoting Equality \(Cyprus\)](#)

Now, you can meet to all the members that make up the ASTRAPI Consortium.



### ASTRAPI Partnership



### Associated Partner:



KA2 - Cooperation for innovation and the exchange of good practices  
KA204 - Strategic Partnerships for adult education  
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