

4th ASTRAPI Newsletter

Active Strategies for Prevention and Handling
Sexual Harassment Incidents



ASTRAPI events



ASTRAPI news

Training of trainers course in Copenhagen

A five-day training workshop for trainers entitled "What trainers need to know about sexual harassment" was held on 4 - 8 April 2022 in Copenhagen, within the framework of the "ASTRAPI" project of the European Erasmus+ Program. The project deals with the prevention and handling of sexual harassment at the workplace.

The workshop was organized by the FIU-Ligestilling / Dansk metal, a project partner from Denmark at its headquarters in Copenhagen. There was 17 key staff from partner organizations that participated in the training course.

During the workshop, the framework of the transformational approach to ending sexual harassment in the world of work and promoting an equal, welcoming, dignified and inclusive work environment was presented.

Emphasis was placed on the important role that trade unions can play in changing social norms and promoting gender equality at work through examples of good practice in Denmark, where trade unions are very active in campaigning and awareness building to put an end to sexual harassment at

the work place. In addition, trainees had the opportunity to familiarize themselves with the e-learning platform developed specifically for training, offering asynchronous learning opportunities for participants, and gain valuable knowledge on specific topics covered by ASTRAPI's European toolkit on ending sexual harassment in the world of work.



Other presentations concerned the risk assessment tool for the occurrence and frequency of incidents of sexual harassment (Risk Assessment tool), the preparation of a Scientific Policy Paper on the subject, and the importance of the responsibility of each colleague who perceives an incident of sexual harassment in the workplace. The trainees also had the opportunity to participate in an experiential workshop with the actor Morten Nielsen who uses the theater as an educational tool to combat sexual harassment and at the same time watch videotaped

theatrical excerpts from his workshops and comment on them.

Moreover, there was an exchange of views on how to implement the good practices presented in the five-day workshop and the need for action was emphasized both through training programs that will be designed for each organization with the cooperation of all stakeholders and the implementation of policies on the prevention and treatment of sexual harassment with the involvement of human resource management departments in each organization.



Training on the ASTRAPI Risk Assessment Tool in Barcelona

Specific training on the ASTRAPI Risk Assessment Tool (AST) was held in Barcelona from 25 to 27 May. CREA (Community of Research in Excellence for All) organised the training at the University of Barcelona. CREA is an interdisciplinary and inter-university research community aimed at carrying out research with a social impact that contributes to overcoming inequalities.

During the training, several focal points related to the AST development and piloting were presented. In addition, discussion sessions were set up with the consortium members to incorporate their respective contributions. Firstly, the co-creation process that has involved in the AST was presented.

The AST has resulted from a process of egalitarian dialogue with sexual harassment survivors, experts, trade unions, workers and activists of social movements against gender-based violence. This process has been facilitated through the application of the communicative methodology. The scientific literature review and the fieldwork that led to the AST design and validation were also presented.

Secondly, the first results of the piloting of the AST in 5 countries (Spain, Greece, Cyprus, Bulgaria and Denmark) were shared and discussed.

The AST User's Guide was validated through a working session with the consortium members, and future perspectives on the AST application were discussed.

The training was concluded with a virtual lecture by Dr Ana Vidu, Marie S. Curie's postdoctoral fellow at the University of California Berkeley. Dr Vidu is co-creator of the Solidarity Network of Victims of Gender Violence in Universities. In her session, she presented the impact and contributions of this network concerning the prevention and action against sexual harassment in universities.



Publication of the ASTRAPI results in a high-impact scientific journal



ASTRAPI results have been recently published in the prestigious journal **Gender, Work and Organization**. This journal is indexed as the 4th journal with the most scientific impact of the Web of Sciences in Women studies. The article analyzes the co-creation process that has led to developing the evidence-based risk assessment survey tool to prevent in a wide diversity of work contexts. This process has involved experts, survivors, activists, and other relevant stakeholders. The research has been carried out based on the communicative methodology through the implementation of qualitative fieldwork. Furthermore, the article shows that the established co-creation process has led to the inclusion of the Isolating Gender Violence approach in a risk assessment survey tool to prevent workplace sexual harassment for the first time.

ASTRAPI Partnership



Associated Partner:



KA2 - Cooperation for innovation and the exchange of good practices

KA204 - Strategic Partnerships for adult education

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