

# 5th ASTRAPI Newsletter

Active Strategies for Prevention and Handling  
Sexual Harassment Incidents



## ASTRAPI project Conference in Nicosia

The end-of-the Project Conference for the ASTRAPI project was held on Monday, June 27, 2022, at the European University of Cyprus, entitled "Tackling sexual harassment in the workplace - The experience of the ASTRAPI project".

The Cyprus Academy of Public Administration (CAPA), coordinating partner of the project Active Strategies for prevention and handling of sexual harassment incidents (ASTRAPI) organized the conference. Hypatia Foundation Promoting Equality and the European University Cyprus collaborated in organizing the event. The aim of this project is to prevent, combat and manage incidents of sexual harassment in the workplace through the formulation of an integrated strategic intervention and an educational program.

The Conference was held in view of the completion of the project to present its results, to give impetus to the highest managerial level of the public service and to the Human Resources Managers of the non-governmental organizations. The aim is to create a working environment free from the



ASTRAPI events



ASTRAPI news

phenomenon of sexual harassment using the innovative strategies, educational methodologies and tools produced by the project. It was attended by practitioners from public service organizations that are involved in gender equality issues related to sexual harassment. It is also expected to contribute to the development of policy amongst Trade Union Organizations and Non-Governmental Organizations, as the involvement of all those who deal with human resources issues is required to combat the phenomenon.

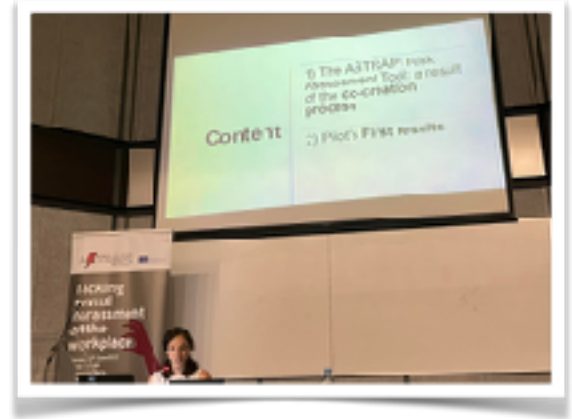


Greetings to the conference were delivered by the Speaker of the House of Representatives Annita Dimitriou, the Commissioner for Administration and Protection of Human Rights Maria Stylianou Lottidis, and the Commissioner for Legislation and President of the Committee for Gender Equality at Work and Education Louiza Zannetou Christodoulidis. Also, Nicoletta Agrotou delivered the speech on behalf of Elena Economidou Azina, Director of the Department of Public Administration and Personnel.

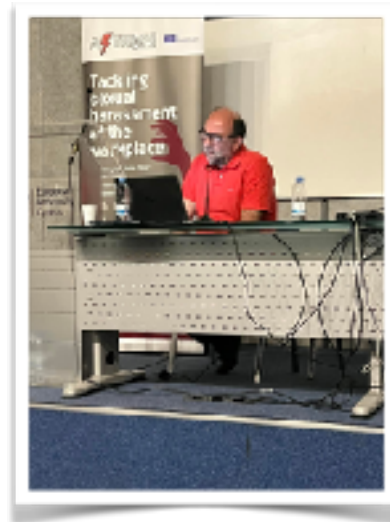


Dr. Jane Pillinger on behalf of HYPATIA Foundation prepared the keynote presentation on the “Transformational Approach” to end sexual harassment in the world of work. This approach was developed in a European Guide using best practices from the partner countries, but also from policy makers in the European Union and international organizations. The Guide can be used as a comprehensive intervention strategy to prevent inappropriate sexual behavior in any workplace, establish appropriate and confidential reporting mechanisms, encourage filing of complaints, address such incidents and provide support to victims.

PhD candidate Paula Cañaveras from the University of Barcelona presented the risk assessment tool for the occurrence and frequency of incidents of sexual harassment in the workplace. This tool measures factors that can determine the frequency and intensity levels of sexual harassment in the workplace so that measures can then be taken to mitigate those risks.



Dr. Charis Xinari from the European University Cyprus presented the main modules of the training material developed on the basis of the Guide for the training of trainers on combating sexual harassment. This material has already been successfully used to train individuals by the partner organizations and can be used either in live trainings or through the e-learning platform. At this point, the e-learning platform developed as part of the project was also presented.



Dr. Dimitris Parsanoglou from the Gender Studies Laboratory of Pantheon University presented the scientific policy paper developed based on the experience of project partners in 5 different countries (Cyprus, Denmark, Spain, Greece and Bulgaria), which makes recommendations for policy change based on this experience. The main issue addressed by the proposed scientific paper is the essential role that staff training plays in achieving quality learning outcomes, especially when it comes to a very sensitive issue such as prevention of sexual harassment and appropriate response to the incidents that occur.

Following the presentations the participants had the opportunity for a Q&A session addressing practical issues in combating sexual harassment in the context of the workplace.

All ASTRAPI project results are posted on the project website [www.astrapi-project.eu](http://www.astrapi-project.eu)

ASTRAPI Partnership




Associated Partner:



KA2 - Cooperation for innovation and the exchange of good practices

KA204 - Strategic Partnerships for adult education

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