



EU UniSAFE Study on Gender Based Violence UoC Data: Main findings*

EU UniSAFE Study (2021-2024)

UniSAFE is

- **an EU-funded project that aims to produce better knowledge on gender-based violence and sexual harassment (GBV) in research performing organisations** with the goal to collect measurable evidence on the prevalence of GBV in academia and providing operational tools against GBV for higher education, research organisations and policymakers
- led by GESIS-Leibniz Institute for the Social Sciences in cooperation with Oxford Brookes university & Örebro university
- the *largest survey of its kind in the European research area* with 46 participating universities and research organisations in 15 countries and over 42,000 respondents in the survey (Jan–May 2022)

The UoC received its specific data set for an individual analysis.

Most UoC findings are consistent with UniSAFE main study*.

Where the UoC data differ it is mentioned separately.

* Lipinsky, A., et al. (2022). Gender-based violence and its consequences in European Academia, Summary results from the UniSAFE survey. Report, November 2022. UniSAFE project no.101006261



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Gender-Based Violence (GBV) by Definition

GBV is violence directed against a person because of that person's gender *or* violence that affects persons of a particular gender disproportionately

Six scientifically established dimensions:

I. Psychological Violence

Psychologically abusive behaviours, such as

- Controlling
- Coercion
- Verbal abuse
- Blackmail

Takes place in both online and offline contexts

II. Economic Violence

Acts or behaviours that cause an individual economic harm:

- Property damage
- Restriction of access to financial resources, education, or employment
- Failure to fulfil certain economic responsibilities

Source: <https://unisafe-gbv.eu/the-project/gender-based-violence-unisafes-definition/>



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Gender-Based Violence (GBV) by Definition

III. Sexual Harassment

Unwanted verbal, nonverbal, or physical conduct of a sexual nature, such as

- Touching
- Comments on a person's looks or body
- Stalking
- Sending (sharing) images with sexual content
- Sexist jokes

V. Sexual Violence

- Sexual acts
- Attempts to obtain sexual act
- Sexual assaults
- Acts without the person's consent (occurring in both online and offline contexts)

IV. Online Violence

Online violence, abuse, and violation, such as

- Cyberstalking
- Cyberbullying
- Internet-based sexual abuse
- Non-consensual distribution of sexual images and text

VI. Physical Violence

- Kicking
- Beating
- Pushing
- Slapping
- Hitting, etc.



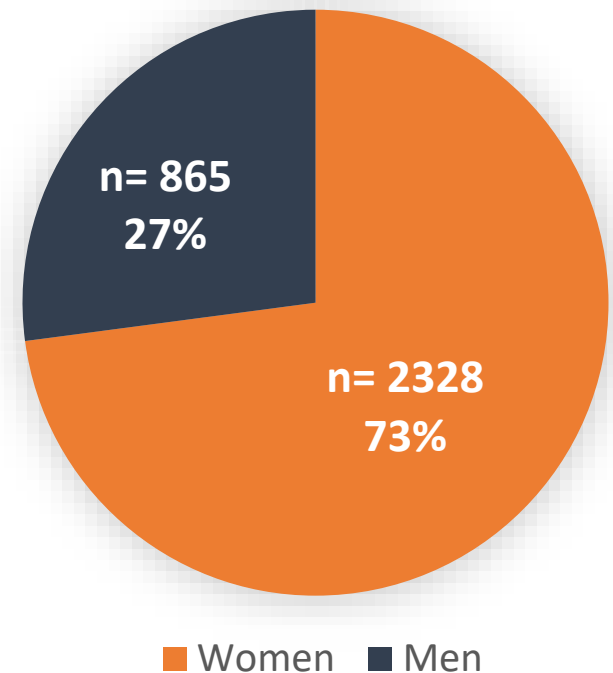
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UoC Respondents Characteristics

- 3.201 respondents, aged 18+
- 5,6% UoC members participated
(2,7% more than in main study)
- 31% staff
(12% less than in main study)
- 69% students
(12% more than in main study)
- 24% of the respondents identify as „LGBQ+“
(6% more than in main study)

Gender Identity*



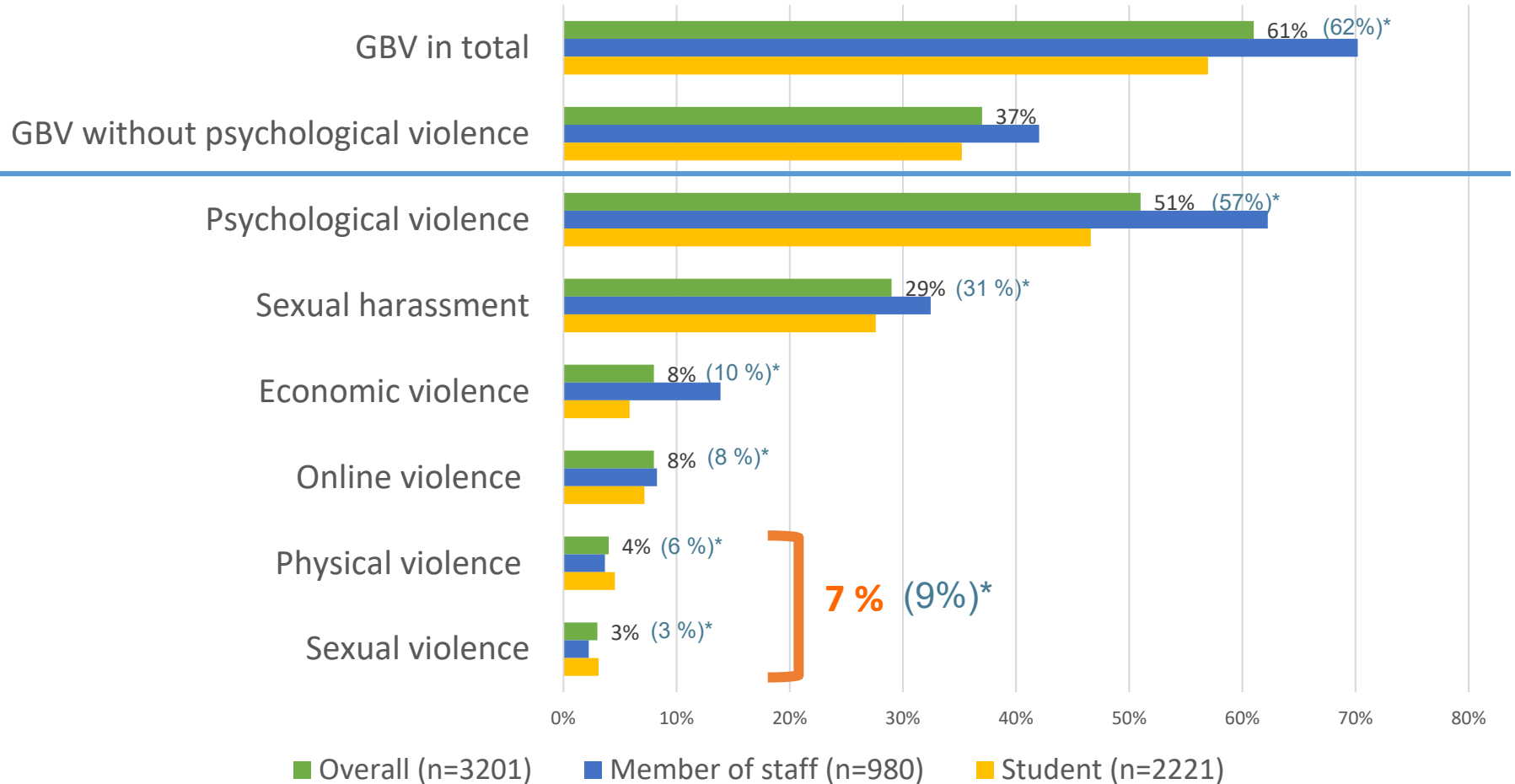
*Data basis Items "Non-Binary" & "Other Gender Identity" too small at UoC versus 3% in EU UniSAFE main study. Therefore not analyzable due to data protection aspects.



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Dimensions of GBV (staff & students)



* Numbers of EU UniSAFE main study



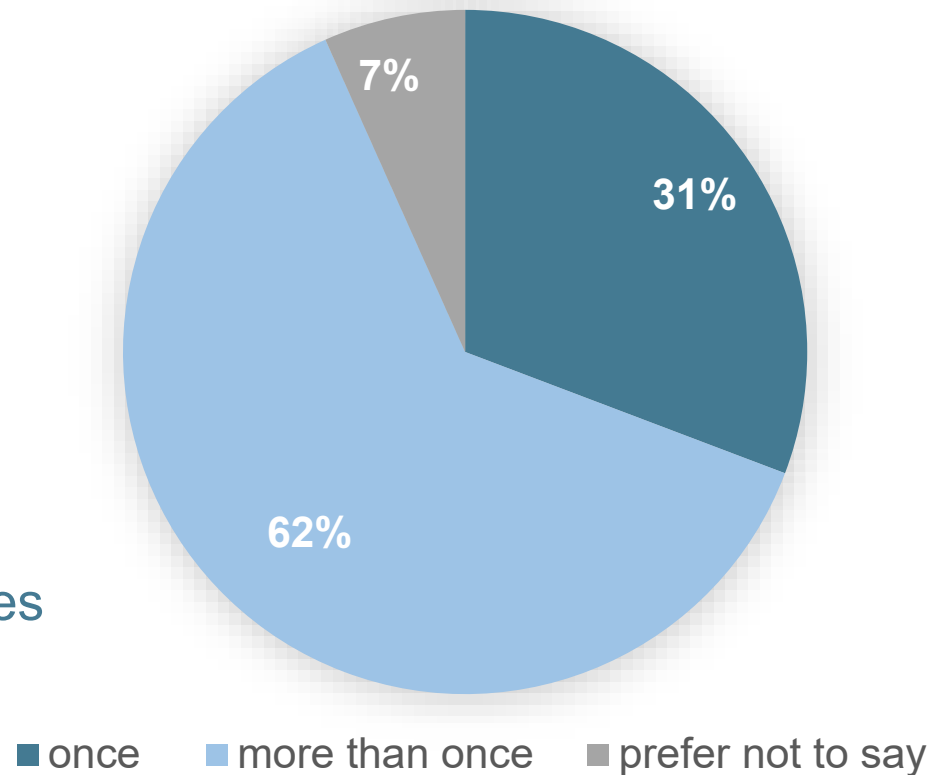
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Frequency of Gender-Based Violence

- 62% experienced GBV incidents more than once
- Among those who experienced *sexual harassment*, 68% reported experiencing it multiple times (71% in main study)

Frequency of GBV (n=1991)



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Perpetrators and their Perceived Gender

- *Supervisors or superiors, students, teachers, instructors or trainers, and unknown persons are most frequently reported as perpetrators*
- In **69%** of the cases (n=1191) **one or more men** are reported as perpetrators in incidents of GBV
- Particularly in the *case of sexual violence*, 92% of those affected say that the perpetrator(s) were *men*
- Affected men report experiencing GBV by women in 24% of cases, **by men in 57%**, and by mixed groups in 18%



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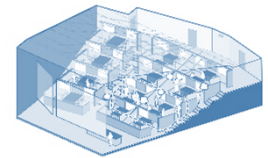


Incidents of GBV by Type & Location

The majority feels safe on UoC campus (78%).

Most of the incidents of GBV reported occur in

- *lecture or seminar room*
(psychological violence n=428*, sexual harassment n=128*)
- *lab or staff office*
(psychological violence n=271*, sexual harassment n=130*, sexual violence n=69*)
- *a gymnasium or sports facility*
(sexual harassment=157*, sexual violence n=72*)
- *outdoor university spaces*
(sexual harassment n=101*)
- *online*
(online violence n=240*)



*= reported incidents



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Reporting of Gender-Based Violence

The majority (71%) assume that they would be supported by the UoC if they complained and that they would not suffer any disadvantages.

Still **only 9%** of those who have experienced any form of GBV reported these incident(s) at UoC **versus 13%** in EU UniSAFE main study:

- 5% of UoC students reported incidents
- 15% of UoC staff reported incidents



Main reasons for not reporting:

- They did not consider the behaviour to be violence (16%).
- They thought nothing would happen if they reported (14%).
- They did not know if behaviour was serious enough (13%).
- They feared the complaint process would be hard (12%).



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Work-related Consequences of GBV

Staff who experienced GBV show **23% higher work-related negative consequences** (70% GBV vs. 47% non-GBV)*

They reported that they

- experienced *reduced work productivity* (56%)
- *considered leaving* the academic sector (48%)
- *disengaged* from colleagues (36%)
- received *reduced pay* or missed out on bonuses or *changed team* unit, department or supervisor (34%)
- had to *take time off work* or had to stay off work (17%)
- felt *afraid to come to work*, including remote work (8%)

*Numbers similar to findings of EU UniSAFE main study



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Study-related consequences of GBV

Students who experienced GBV show **9% higher study related negative consequences** (71% GBV vs. 62% Non-GBV)*

They reported that they

- missed classes (66%)
- felt dissatisfied with the course of their studies (64%)
- dropped a course (45%)
- experienced reduced learning achievements (49%)
- disengaged from fellow students (46%)
- felt afraid to come to study (incl. online tools) (24%)
- considered opting out of university altogether (23%)
- (tried to) change supervisor, lecture, institution (23%)
- decided not to pursue further studies (17%)

*Numbers similar to findings of EU UniSAFE main study



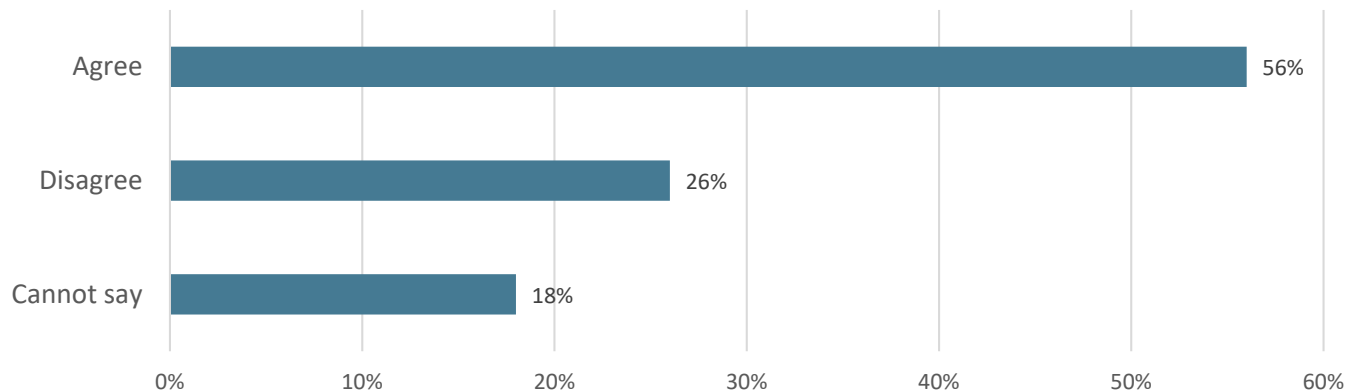
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Policies at UoC

- **61%** are *not* aware of any policy at the UoC against GBV
- **71%**, in particular students, are *not* aware of any campaign or training.
- The majority of those who know the policy, rate it as explicit, clear and put into practice effectively (56%)

Policies at UoC are clear, explicit and put into practice effectively
(n=633)



Key Summary on Gender-Based Violence at UoC*

- Nearly 2 in 3 respondents have experienced any form of GBV (61%)
- LGBTQ+ staff (79%) and Women (63%) have experienced GBV most often. But also 54% male respondents experienced GBV.*
Men are the main perpetrators (69%), also against men (57%).
- Almost 7% of the respondents have experienced *physical or sexual violence*.
- Only 9% of all respondents reported incidents of GBV.
- GBV significantly effects work productivity, performance in studies, personal well being and increases the feeling of social exclusion.
- About 2 in 3 respondents were not aware of policies, trainings or campaigns against GBV.

*Numbers similar to findings of EU UniSAFE main study.
Exception: At UoC only 9 % report incidents versus 13 % in
EU UniSAFE main study.



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| What we have... | How to proceed... |
|---|---|
| Clear commitment against GBV | <ul style="list-style-type: none"> • Advancing a culture of “Awareness & Action” • Investing in safe infrastructures |
| Central counselling points & complaints offices | <ul style="list-style-type: none"> • Implementing a central point of contact • Making counselling offers and complaints offices more visible • Taking clear legal action when GBV becomes known |
| Awareness-raising campaigns | <ul style="list-style-type: none"> • Information on different dimensions of GBV • Offers for specific groups as students, LGBTQ+, men and women • Reminding (male) superiors & supervisors of their responsibilities and legal framework |
| Antidiscrimination Directive | <ul style="list-style-type: none"> • Increasing publicity and awareness of the Antidiscrimination Directive |

