

# **Guidelines to prevent Gender-Based and Sexual Violence**

EELISA Equality Gender & Diversity Workgroup

# EELISA

The **European Engineering Learning Innovation and Science Alliance (EELISA)** is a consortium of ten higher education institutions from eight different countries in Europe that share the common ambition of defining and implementing a common model of European engineer rooted in society and of bridging engineering, sciences and humanities for inclusive, sustainable and digital societies.

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The following document is an extract of the deliverable D.4.7 “Guidelines to avoid Gender-Based and Sexual Violence” developed by the EELISA Gender Equality & Diversity Workgroup and submitted to the European Commission in December 2024.

Inspired by the good practices and the various guidelines gathered from EELISA members, this document presents a series of augmented indicators that may be used as a step-by-step plan to measure and implement practical policies against discrimination and GBSV in every institution.

## **INTRODUCTION**

EELISA stands firm in our mission to foster a safe and inclusive environment where every community member can thrive. We recognize that gender-based and sexual violence (GBSV) as well as other types of discrimination, pose a significant global challenge that demands thoughtful, decisive action. GBSV and discriminations are harmful for the mental and physical well-being of EELISA community members, as they negatively impact students and staff alike. To uphold universities' core mission, EELISA institutions are committed to preventing such violence through clear guidelines that turn policies into concrete commitments and effective measures.

Our comprehensive GBSV Guidelines serve as a roadmap for our community, outlining concrete steps to prevent, identify, and address incidents of violence and discrimination with sensitivity and effectiveness. They provide survivors with access to support services and legal recourse while ensuring perpetrators are held accountable, fostering a culture of respect and equality. By promoting awareness, education, and clear reporting protocols, these guidelines help dismantle harmful norms, protect community members' rights, and reinforce universities' commitment to integrity and justice.

## **EELISA's position on GBSV and discrimination**

EELISA has a zero-tolerance policy towards GBSV and discrimination. We envision and actively work toward an environment where violence has no place. Every person within EELISA—regardless of their gender identity, sexual orientation, or background—deserves to feel secure and respected. We call upon all EELISA community members to educate themselves and engage with these guidelines, as they join us in cultivating a campus culture where safety and equity are not just ideals, but daily realities. Together, we can build an academic community that sets the standard for dignity, respect, and protection of all its members.

## **Steps to implement policies to prevent GBSV and discrimination in EELISA institutions**

Level 1 is the first step to consider, when nothing is in place prior. Level 2 is an additional step, that EELISA members should aim to implement by 2027. Level 3 is what EELISA institutions are working towards in the future.

INDICATORS	LEVEL 1	LEVEL 2	LEVEL 3
<b>Helpline</b>	There is an external (national for example) address for staff and students that is communicated to all.	The university develops its own helpline.	The university has a helpline that covers all types of violence and discriminations with strong ties to NGOs and health services. The helpline is operated by paid professionals within the university.
<b>Code of conduct</b>	Write a code of conduct including GBSV and all kind of violence & discrimination	Code of conduct is signed by all employees, visiting scholars, partners, contractors and students who deal with or arrive in the institution	Disciplinary action if code of conduct is broken and monitoring of cases.
<b>Disciplinary process</b>	Having a general disciplinary process	Having a specific process for GBSV and discrimination and make it known	Professional staff to handle queries from complaints to solutions.
<b>Dedicated staff &amp; contact points</b>	Network of volunteers within university to deal with GBSV and discrimination	A full-time position within each university to deal with equality, GBSV and discrimination	A team of university employees
<b>Awareness campaigns</b>	Use existing awareness campaigns and make them visible on the campus	Build your own awareness campaign on share it online and on the campus.	Have a process and yearly plan for your awareness campaigns with diverse products and materials. For example, several specific campaigns during the year (on hazing, sexual violence, racism...).
<b>Staff training</b>	Organise one awareness training.	Dedicated workshops for new staff. Add a clause to sign in contracts about legislation to respect regarding GBSV and discrimination.	Mandatory trainings for all staff on various EDI and GBSV. Penalties from not respecting clause in contract.
<b>Student training</b>	Have a training plan Include an introduction to GBSV and discrimination in the orientation pack. Printed or edocument of the code of conduct to sign.	Dedicated workshops at the beginning of the year for students.	Mandatory trainings on various EDI and GBSV issues for all students.
<b>Survey (for students and staff) about GBSV and discrimination</b>	A yearly survey about wellbeing for student and staff that mentions GBSV and discrimination (EDI)	Include various aspect of violence and EDI in the survey. Use survey results to amend university policies.	Create another survey for external stakeholders for feedback on events. Amend institutions policies depending on the survey results.

# Contact points

(GBSV, discrimination and inclusion)

## PSL (Paris Sciences et Lettres)

**Website:** <https://psl.eu/en/helpline-against-harassment-and-violences>

**Contact:** [cev@psl.eu](mailto:cev@psl.eu)

**Social aid:** [aides.sociales@psl.eu](mailto:aides.sociales@psl.eu)

**Disability Office (for students):** [etu-handicap@psl.eu](mailto:etu-handicap@psl.eu)

**Disability Office (for staff):** [personnel-handicap@psl.eu](mailto:personnel-handicap@psl.eu)

**Coordinator nurse Mme Legent:** + 33 (0)7 76 08 63 28

**Health Services:** [santeetudiante@psl.eu](mailto:santeetudiante@psl.eu)

**French National Helpline against GBSV:** 3919 ; 0800 05 95 95

## Universidad Politécnica de Madrid (UPM)

**Website:** <https://www.upm.es/UPM/PoliticadIgualdad>

**Contact:** [unidad.igualdad@upm.es](mailto:unidad.igualdad@upm.es)

**Spanish National Helpline against GBSV:** 016

## Budapest University of Technology and Economics (BME)

**Website:** <https://www.bme.hu/en/equalopportunities>

**Equal Opportunity Committee:** [eselyegyenloseg@bme.hu](mailto:eselyegyenloseg@bme.hu)

**Equal Opportunity Officer:** [eselyegyenlosegi.referens@bme.hu](mailto:eselyegyenlosegi.referens@bme.hu)

**Hungarian National Helpline against GBSV:** +36 4 06 30 006

### École Nationale des Ponts et Chaussées (ENPC)

**Website:** <https://ecoledesponts.fr/egalite-lutte-contre-discriminations>

**Diversity and Equality Officer:** [elisabeth.beyls@enpc.fr](mailto:elisabeth.beyls@enpc.fr)

**Website to report sexist and sexual violence:** <http://www.enpc.signalement.net>

**Support and Prevention of Sexual Violence Unit:** [safe@enpc.fr](mailto:safe@enpc.fr)

**Disability Office:** [lea.kadid@enpc.fr](mailto:lea.kadid@enpc.fr)

### National University of Science and Technology Politehnica Bucharest

**Website:** <https://upb.ro/en/ethics-committee/>

**Contact (In cases of harassment or domestic violence):** 0800-500-333

**Helpline against GBSV (Sensi Blu Foundation):** 021 311 46 36

### Istanbul Technical University (ITU)

**Website:** <https://kaum.itu.edu.tr/en>

**Sexual Harassment and Discrimination Prevention Board:** [itucitak@itu.edu.tr](mailto:itucitak@itu.edu.tr)

**Turkish National Helpline against Domestic Violence:** +90 212 656 9696

**Turkish National Helpline for Family, Women, Children, and the Disabled:** 183

### Zurich University of Applied Sciences (ZHAW)

**Website:** <https://www.zhaw.ch/en/about-us/organisation/presidents-office/diversity>

**Diversity Office:** [beratung@zhaw.ch](mailto:beratung@zhaw.ch) ; +41 (0) 58 934 75 66

**Swiss Crisis Helpline:** 143

### **Scuola Superiore Sant'Anna (SSSA) and Scuola Normale Superiore (SNS)**

**Website:** <https://www.sns.it/en/equity-diversity-inclusion-well-being>

**Contact (Counselor to combat GBSV and discrimination):** [cug@sns.it](mailto:cug@sns.it)

**To report abuse confidentially:** [antiviolenza@ateneipisa.it](mailto:antiviolenza@ateneipisa.it) ; 050 2215104

**Psychological Counseling:** [psychohelp.sns@performat.it](mailto:psychohelp.sns@performat.it)

**Disability Office:** [inclusione@sns.it](mailto:inclusione@sns.it)

**Italian National Helpline against GBSV:** 1522

### **FAU Friedrich-Alexander-Universität Erlangen-Nürnberg**

**Website:** <https://www.equality-and-diversity.fau.eu/sexual-harrassment-and-discrimination/>

**Diversity Officer:** [harriet.ziegler@fau.de](mailto:harriet.ziegler@fau.de) ; **+4915206490141** ; **+49913184-24728**

**German National Helpline against GBSV:** 08000 116 016



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