

# Evaluation of the action plan against sexual violence among students

Author: Dr. Helen Tibboel, IDEA Center

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## 1. Introduction

In 2021, Amnesty International published the “Let’s talk about yes” manifesto. In this manifesto<sup>1</sup>, they report that 11% of female and 1% of male students experience rape during their time at university. By signing the manifesto, Erasmus University Rotterdam committed to combat sexual violence by:

- 1) providing students with workshops that have been demonstrated to reduce sexual violence (e.g., bystander training, gender transformative workshops)
- 2) informing students about support services and reporting procedures, the code of conduct, and laws concerning sexual violence

<sup>1</sup>[https://www.amnesty.nl/content/uploads/2021/09/AMN\\_21\\_17\\_manifest\\_NL\\_fase2\\_A3\\_witrandje.pdf?x33308](https://www.amnesty.nl/content/uploads/2021/09/AMN_21_17_manifest_NL_fase2_A3_witrandje.pdf?x33308)

- 3) training support staff who frequently interact with students on dealing with disclosures of sexual violence
- 4) having an accessible and transparent complaints procedure
- 5) providing everyone who has a part in the reporting and complaints procedure to have appropriate training
- 6) to involve students in the development and implementation of these plans.

After signing the manifesto, the IDEA (Inclusion, Diversity, Equity, and Access) Center (formerly known as Diversity & Inclusion office) has used the manifesto as a basis to develop an action plan against sexual violence that is specifically designed for EUR.

The action plan is not isolated, but is part of a larger mission of the IDEA Center to create an inclusive climate within EUR. The IDEA Center uses a holistic and intersectional approach to minimize implicit and explicit barriers, and to eliminate any form of harassment that obstructs the full participation of everyone in our community. This means that we develop policies, procedures and practices that facilitate inclusion, diversity, equity, and access at every level of the EUR. We believe that our efforts lead to a culture in which every member of our community can thrive and can feel safe. This vision aligns with the Erasmian values, which stress social commitment, tolerance, and openness.

Focusing on organizational climate change as a preventive measure against sexually transgressive behavior is in line with the recommendations of the National Academies of Science. In a recent report they specifically examined sexual harassment in the context of academia<sup>2</sup>. One important conclusion within this report is that there is a strong association between sexual harassment and characteristics of organizations: First, sexual harassment is more likely to occur in organizations where men are overrepresented in general, and specifically in leadership positions. Second, sexual harassment is more likely to occur when the climate within the organization communicates tolerance of sexual harassment. The researchers emphasize that the organizational climate is by far the strongest predictor of sexually transgressive behavior and improving the organizational culture will lead to prevention of such behavior. They recommend that organizations must create a diverse, inclusive, and respectful work environment. This results in an increase of the numbers of employees and students from underrepresented groups, and it should result in a sense of belonging for these employees and students: they can be themselves without having to conform to specific 'majority' standards.

Concrete steps that have been taken by the IDEA Center to change the culture within our organization are the initiation of different measures to improve diversity and inclusion, through our different pillars: Inclusive Education (led by Dr. Yumna Asaf), Student Engagement (led by Jacqueline Onyenze), Inclusive HR (led by Dr. Katarina Putnik), Academic Outreach (led by Dr. Anne Wijtzes), Marketing and Communication (led by Joris van den Ring-Bax), Monitoring and Research (led by Dr. Helen Tibboel) and our Institutional pillar.

For instance, in order to advance *Inclusive Education*, we developed a knowledge platform<sup>3</sup> which contains multiple toolboxes focusing on, for instance, community building, connective communication, and equity for diverse groups. Within the *Student*

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<sup>2</sup> National Academies of Sciences, Engineering, and Medicine. (2018). Sexual harassment of women: climate, culture, and consequences in academic sciences, engineering, and medicine.

<sup>3</sup> <https://www.eur.nl/en/impactatthecore/inclusive-education>

*Engagement* pillar, the focus is on listening to the needs of our students, activating them to work together on topics related to IDEA, and to provide IDEA Center with experiences and knowledge, and access to networks that enrich the work and related policies of IDEA Center. This involves the Student Council for Equity, Diversity, and Inclusion (SCEDI), reaching out to student associations, and being involved in a wide range of student-focused activities (e.g., open days, student wellbeing week, Eureka week). Within Inclusive HR, we focus on developing different initiatives and policy measures, such as the 25/25 policy measure for more diversity in academic positions and focusing on inclusive hiring practices. The goal of our *Academic Outreach* program is to make the university more accessible to a more diverse group of students. We also work on *Marketing and Communication*, for instance, by making language within marketing materials, social media posts, and vacancy texts more inclusive and accessible and by organizing IDEA-related events. Furthermore, we focus on inclusive *Monitoring and Research*, which means that we set up research projects to examine IDEA topics among our staff and students, that we monitor these topics over time, that we evaluate our projects and initiatives, and we engage with researchers within the EUR to make existing policy and scientific research at the EUR more diverse and inclusive. Finally, our Institutional pillar involves overarching topics, such as the development of the action plan against sexual violence, but also concerns our involvement in UNIC<sup>4</sup> and IDEA net project<sup>5</sup>, and our collaborations with diversity professionals in other universities.

Moreover, the process that the IDEA Center uses to develop policies and programs is inclusive in itself, because we rely on cocreation, for instance by involving SCEDI and the student associations, but also through townhall meetings and roundtable discussions with relevant stakeholders within and outside EUR.

Apart from preventive measures, the EUR also focuses on curative measures. One of our goals is to work on increasing both objective and subjective safety by improving the institutional response to (incidents of) harassment and intolerance. For instance, the Health, Safety and Wellbeing team of our HR department concerns itself with questions regarding transgressive behavior. Furthermore, a network of confidential counsellors was initiated in 2019. This network consists of 25 counsellors, of which eight focus specifically on aiding students. The roles of the counsellors involve providing a first point of contact to report unwanted behaviors. The counsellors assess whether this should lead to a formal complaint, or whether it is possible to look for solutions internally (for instance, by arranging a suspension, providing a workshop, engaging in mediation). Another role is to provide a first point of contact for teaching and other staff who need advice about specific cases. There is also an expertise team on alarming behavior consisting of psychologists, a safety coordinator, and lawyers. When students or staff exhibit worrying behaviors, this team decides on steps that can be taken to prevent problems (e.g., refer the person to fitting aid).<sup>6</sup>

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<sup>4</sup> <https://unic.eu/en>

<sup>5</sup> <https://idea-net.eu/>

<sup>6</sup> The network was developed for more overarching tasks, such as: having discussions on specific cases; organizing trainings; supporting student associations who want to appoint their own confidential advisors; having discussions on policy and providing advice on policy to prevent harassment and to develop policies to deal with harassment. It is important to note that the

These steps are in line with another recommendation in the report of the National Academies of Science: Organizations must provide a supportive environment for targets of sexual harassment. It is important that the university removes barriers that hamper staff or students from reporting sexual harassment. Furthermore, rather than focusing on 'damage control', it is important to focus on the target of the abuse and emphasize that reporting abuse is a courageous and important act.

Regarding the first and second recommendation, it is important to note that EUR in general and the IDEA Center and HR department specifically has already taken steps to change the organizational climate.

The action plan addresses the third recommendation: making the EUR a safe and supportive organization. In what follows, we evaluate the activities and initiatives to decrease sexually transgressive behavior that were part of the action plan. This plan consisted of: *consecutive and targeted activities* that were the result of input from students in one-on-one conversations and the townhall meeting that was organized on Diversity Day in 2021 (section 2); assisting in increasing the *expertise of support staff* (section 3); initiating activities for *raising awareness within the campus sphere* (section 4) and *raising awareness outside the campus sphere* (section 5). Furthermore, for each initiative, the aim was to involve *stakeholders* (section 6). Apart from discussing each of the initiatives that were part of the action plan, we also made an inventory of *best practices* that were already happening within EUR to improve the organizational climate (section 7). We will discuss these practices to use as an inspiration for follow-up initiatives. Finally, we *evaluate* and develop an approach for the next steps (section 8).

## 2. Consecutive and targeted activities:

### 2.1. Round table discussion on LGBTQIA+ topics

This meeting took place on the 8<sup>th</sup> of February 2021. A follow-up meeting took place on the 9<sup>th</sup> of May 2021.

During the first meeting, we brainstormed with the attendants about desired outcomes of the meeting, and the barriers that people from the LGBTQIA+ community experience (see Figures 1 and 2)

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confidential advisors are thus not only involved in handling cases of misconduct, but also contribute to improving the organizational climate.



Figure 1. MentiMeter output for the question “What are the desired outcomes of the meeting?”



Figure 2. MentiMeter output for the question “What are the main barriers that members of the LGBTQIA+ community experience?”

The meeting included several break-out sessions in which needs and barriers in specific contexts were discussed: inclusive education; inclusive policies; being or becoming an ally; inclusive research and monitoring.

A second meeting took place on 9 May 2022. During this meeting, Workplace pride gave a talk regarding their experiences on how to set up a network for employees. Further discussions took place on inclusive policies in admissions and employment; inclusive policies in educational programs; inclusive facilities and services; taking a stand against discrimination and harassment; increasing visibility and becoming an ally. One point that was raised was that it is important to create awareness of LGBTQIA+ issues, and the effects that this has on the cultural climate.

Highlights of the discussions in both sessions were that it is important:

- to make it possible to register pronouns, and to mention pronouns in teaching settings
- to bring diversity into the curriculum ('queering the curriculum')
- to have an inclusive classroom (and to include this as a topic within teacher professionalization and to include questions on this in the course evaluations)
- to focus on social safety; making sure students know where to go if they experience abusive behavior sharing more information about EURs values and services

- to have an LGBTQIA+ network for employees
- to gather more data about the experiences of members of the LGBTQIA+ community through, for instance, the employee surveys
- to educate the whole community on diversity and inclusion

Several of the suggestions that came up during the roundtables have already been implemented:

- In 2023, the IDEA Center has been able to add diversity dimensions (including a question on whether respondents consider themselves as part of the LGBTQIA+ community, and a question about gender, including the options female, male, non-binary) to the employee engagement scan.
- The IDEA Center has also added questions regarding gender and sexual orientation to the Student Wellbeing Monitor (starting in 2020).
- Since 11 October 2022 (Coming Out day) it is possible for students to register their correct pronouns in Osiris
- In 2022, the IDEA Center helped in developing the new QuEUR network of employees who belong to the LGBTQIA+ community and their allies.

## 2.2. Topical training

The workshop 'Boundaries, Communication and Consent' by Our Bodies, Our Voice<sup>7</sup> was held several times at the Erasmus University Living Room during Student Wellbeing Week. The focus of these workshops was to give participants a better understanding of their own and others' personal boundaries, and to help participants communicate these boundaries. Between 10 and 20 students participated in the workshops.

During one of the workshops we also did an evaluation. Ten attendees filled in a brief survey containing questions about what they learned, their intentions to change their behavior and what they need from EUR to support discourse about consent and boundaries. Furthermore, results showed that participants gained a much better understanding of consent and both their own and other people's boundaries. Specific lessons that stood out to several participants were:

- You can say 'no' or indicate your discomfort without giving reasons or excuses
- If you respect yourself and your own boundaries, you will also gain respect from others
- If you are clear about your wants and needs, this will your life healthier and happier
- People have different ideas about what is appropriate
- It is important to listen to others when they say 'no', and to respect this and to give it priority over your own enthusiasm or good intentions

Regarding what they expect from the EUR, every participant indicated that they felt workshops like these should happen more frequently, and that information about consent and boundaries should be shared with all students. Some participants suggested consent workshops should be mandatory for all first-year students.

Furthermore, we facilitated bottom-up initiatives. For instance, the Dutch-Caribbean association organized an event on sexual safety and healthy relationships with the goal to

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<sup>7</sup> <https://www.ourbodies-ourvoice.com/>

create a supportive atmosphere in which students feel safe to open up about these issues. Additionally, we had conversations with different student associations (Erasmus Pride, SSR, ASAH, and SSA) about sexual safety and which forms of education regarding this topic they would prefer.

GelijkSpel<sup>8</sup> has given workshops in different student associations in 2022 and 2023. These workshops were developed and given by students. Within the workshops, different cases are presented and discussed with the goal to create more awareness concerning sexuality and to think about values and norms in sexual interactions. Again, the goal is to create a culture in which students feel safe to express their boundaries and opinions.

### 2.3. Eureka week

Before and during the Eureka week, which took place from 15 to 18 August 2022 and from 21 to 24 August 2023, several initiatives took place.

#### 2.3.1. Consent training

First, in both 2022 and 2023, the Eureka week guides received a training on consent by Natalia Grubizna and Brenda Rodríguez Cortés (International Institute of Social Studies) of *Braves Spaces*<sup>9</sup>. The training ended with giving participants a handout with a facilitation guide and information on a bystander intervention. This guide can be used by the guides to train others.

This training was evaluated positively by the attendees. They felt it was a good mix between theoretical concepts and practical exercises. Overall, they were enthusiastic about the focus on diversity and inclusion. Furthermore, one participant indicated how useful it is to talk about safe spaces and how to build a safer community in the Eureka week. One participant suggested to talk more about power relations and how that can influence the capacity of others to exercise consent.

#### 2.3.2. Video on upstander behavior

Second, in collaboration with SCEDI, we created a video to promote upstander behavior. In both 2022 and 2023, it was shown in a loop (together with other information videos) during the walk-in before the opening event in Ahoy Rotterdam for which all Eureka week participants (approximately 5000 students and 650 student guides) were present<sup>10</sup>. During the Eureka week, this video was also shared on the Facebook and Instagram channel of the Eureka week.

#### 2.3.3. Flyer confidential counselors

Finally, in both years, each participant received a flyer with information about the confidential counselors at EUR. This flyer includes a flowchart that shows how complaints are handled.

<sup>8</sup> <https://www.gelijkspel.org/over-ons/>

<sup>9</sup> <https://www.erasmusmagazine.nl/2022/07/13/na-deze-training-zijn-de-gidsen-klaar-voor-eurekaweeek-2022/>

<sup>10</sup> <https://www.youtube.com/watch?v=0ppE20E4Zgo>



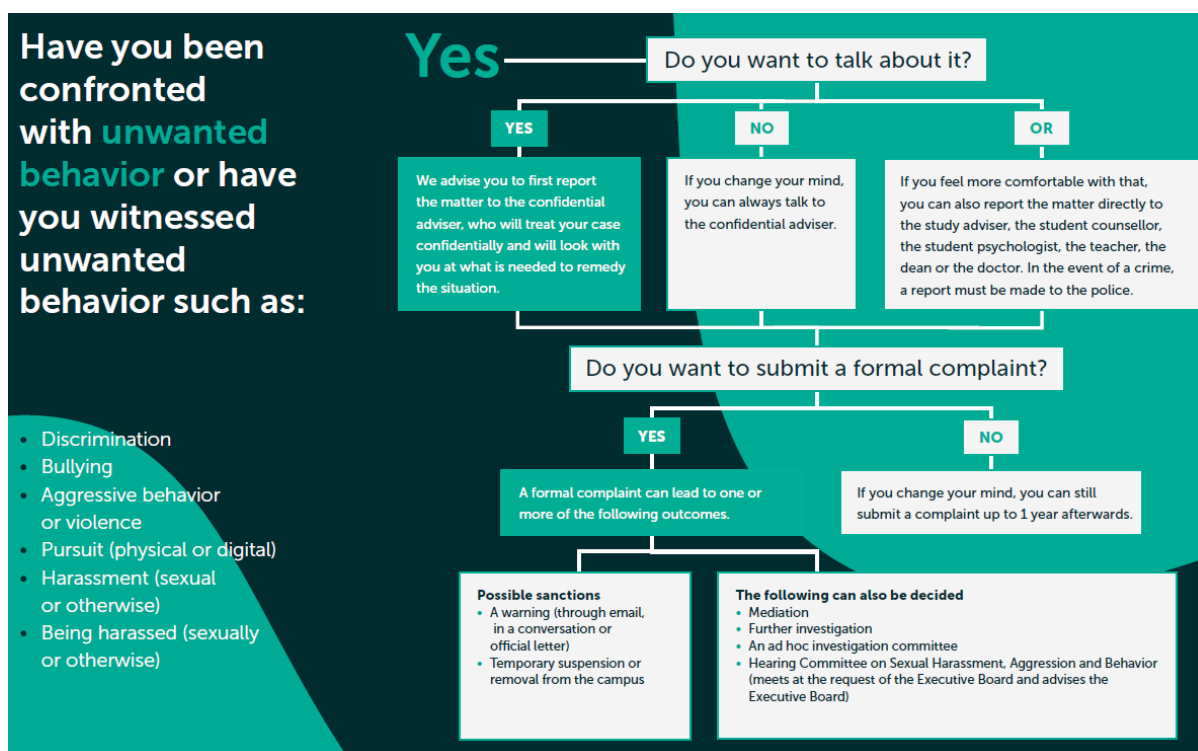


Figure 3. Flowchart in the confidential counselors' flyer

### 3. Expertise of support staff

One concern is that students do not know where to go when they have experiences with problematic behaviors<sup>11</sup>, such as harassment or discrimination or that they feel that their complaints will not be taken seriously. HR, E&S, Safety coordination and the IDEA Center have worked together to create a central reporting point, Safe@EUR, for worrying or problematic behavior (Loket Sociale Veiligheid). The goal is to lower the threshold for reporting such behavior by having a clear first line of contact for students and staff who want to report unwanted behavior. They can contact Safe@EUR via an online form or via telephone to make an appointment. Importantly, complaints can be made anonymously.

There are two case managers who provide information, conduct interviews, make referrals, register complaints, analyze, and provide internal advice. They are also available for peer consultation (e.g., for teachers who want to discuss specific situations in their classroom, or managers who want to discuss a situation within their team).

## 4. Raising awareness within the campus sphere

### 4.1. Bystander and upstander behavior

One important factor for culture change is to raise awareness about bystander and 'upstander' behavior. An upstander is a person who sees that unwanted behaviors are happening, and who intervenes by, for instance, speaking up.

<sup>11</sup> Mennicke, A., Bowling, J., Gromer, J., & Ryan, C. (2021). Factors associated with and barriers to disclosure of a sexual assault to formal on-campus resources among college students. *Violence against women*, 27(2), 255-273. <https://journals.sagepub.com/doi/pdf/10.1177/1077801219889173>

First, the video on bystander behavior that was made for the Eureka week was embedded on the website of the IDEA Center<sup>12</sup> in August. In November, the video was also shown in a loop on a large screen at Erasmus Plaza for two weeks, before and during the Student Wellbeing week.

Second, the Love Lab and the IDEA Center collaborated in supervising a project within the BA minor "Positive behavior change in the digital age". The students we supervised were asked to develop an intervention to increase 'upstander' behavior. The result was a presentation in combination with a report in which the students discussed ways in which social media can be used to create a culture change in which students dare to stand up for each other. Their intervention, "Be Upstanding", specifically aimed at upstander behavior in the context of hands-off sexual harassment (e.g., catcalling, inappropriate comments or jokes). The students suggested creating an Instagram account which provides education about hands-off sexual harassment and gives advice on what to do when you see it happening to someone in an easily digestible way. The page would also contain a linktree which brings users to a page with relevant resources, information about workshops and other events, educational videos etc.

#### 4.2. Rainbow crossing and QuEUR

On 11 October 2021, the official Coming Out day, we officially revealed the rainbow crossing at campus Woudestein<sup>13</sup>. The event included speeches by our Chief Diversity Officer Semiha Denктаş and Vice-Chair of the Executive Board Ellen Van Schoten.

Furthermore, the IDEA Center supported the development and start of an employee LGBTQIA+ network, called QuEUR, and the IDEA Center publishes posts on LGBTQIA+ topics on social media on purple Friday and other days related to the LGBTQIA+ community. We also fly the pride flag on these days. Several networking events have taken place.

#### 4.3. Studium Generale

In collaboration with Studium Generale, Erasmus Love Lab, the IDEA Center was involved in organizing the event "Let's talk about sex", consisting of lectures by Daphne van de Bongardt, Samira van Bohemen (both from the Love Lab) and Lisette Mepschen (the owner of an escort agency) about healthy and good sex, feeling comfortable with your body and sexuality, and consent.

#### 4.4. Erasmus Magazine

The IDEA Center and the Love Lab have provided feedback on a survey on sexually transgressive behavior that was developed by Erasmus Magazine. The survey has led to several journalistic publications and has also been used by other university magazines.<sup>14</sup>

<sup>12</sup> <https://www.eur.nl/en/about-eur/vision/diversity-inclusion/initiatives/sexual-health-and-consent>

<sup>13</sup> <https://www.erasmusmagazine.nl/2022/08/01/nieuw-regenboogzebrapad-op-institutenlaan/>

<sup>14</sup> <https://www.erasmusmagazine.nl/specials/seksueel-grensoverschrijdend-gedrag-onder-studenten/>

## 5. Raising awareness outside the campus sphere

### 5.1. Collaboration with other higher education institutes and the Rotterdam municipality

The IDEA Center, together with the Love Lab, Martin Blok (confidential advisor and dean of students at the International Institute of Social Studies of EUR) and IDEA Center Student engagement officer Jacqueline Onyenze have had several meetings with the Rotterdam municipality, and several higher education institutes (HEI): Rotterdam Universities of Applied Sciences (HBO), and secondary vocational education institutes (MBO), regarding the sexually transgressive behavior among students. The aim of the first meeting in December 2021, the aim was to discuss the report by Amnesty "Studenten over Verkrachting" (Students about Rape)<sup>15</sup> and to develop concrete action points. During the second meeting, in February 2022, several presentations were given by different researchers, and three goals were formulated:

- 1) To promote awareness of confidential advisors.
- 2) To engage in conversations with students to understand their needs.
- 3) To focus on professionalization of support staff who deal with students' reports of sexual violence.

In a third meeting, in November 2022, additional discussions were held concerning several initiatives within the municipality concerning the prevention of sexual violence. It was concluded that students in higher education institutes are not aware of these initiatives and the communication should be streamlined to increase this awareness.

A new meeting took place in March 2023. During this meeting the following topics were discussed:

- The approach to achieve healthy schools and to combat sexual violence, street intimidation, and sexual exploitation.
- Ideas concerning strengthening the connection between HEIs and the municipality.

It is important to develop and maintain this network, which allows us to exchange knowledge and insights concerning this theme.

### 5.2. Sip, Paint, & Poetry

On 8 June 2023, a "Sip, Paint & Potery" event took place to facilitate a discussion on sexual and social safety through art.

### 5.3. Amnesty meetings on social safety: sexual violence in higher education

On 16 November 2022, Amnesty organized the LetsTalkAboutYes conference on sexual violence in higher education at Utrecht University of Applied Sciences<sup>16</sup>. Chief Diversity Officer Prof. Semiha Denктаş attended a lunch session with other prominent academics in leadership positions, to discuss the action plan of EUR.

<sup>15</sup> [https://www.amnesty.nl/content/uploads/2021/06/AMNESTY\\_IO\\_Rapport-verkrachting-studenten-def.pdf?x90980](https://www.amnesty.nl/content/uploads/2021/06/AMNESTY_IO_Rapport-verkrachting-studenten-def.pdf?x90980)

<sup>16</sup> <https://www.amnesty.nl/ltay-conferentie>

During this conference, Dr. Samira van Bohemen (Love Lab EUR) and Dr. Helen Tibboel (IDEA Center) gave presentations in a breakout session on ways in which students can be involved in policy and implementation. In the session, they discussed the importance of a holistic approach and changes in the cultural climate, and the way in which students and stakeholders are included in this approach.

On 19 October 2023, IDEA Center hosted a meeting with Amnesty and other Higher Education Institutions. Prof. Semiha Denктаş presented the approach of the IDEA Center, followed by presentations by Martin Blok (ISS) and Dr. Samira van Bohemen (Love Lab EUR).

On 30 November 2023, a second LetsTalkAboutYes conference was held at Amsterdam University of Applied Sciences<sup>17</sup>. Dr. Helen Tibboel gave a presentation in break-out sessions on the ways in which IDEA Center creates support in all layers of the EUR community.

## 6. Involving stakeholders

In line with the general view of the IDEA Center, the involvement of stakeholders is crucial. As mentioned earlier, we have several ways of involving stakeholders. First, we consult with students to be able to make an inventory of their needs, as we have done in the town hall meeting and round table discussions and through SCEDI and the student associations. Second, we are in contact with other higher education institutions and the Rotterdam municipality to share experiences, insights, and best practices. Third, we involve different departments and groups within the EUR (the Love Lab, HR, Marketing and Communication, E&S) to create more impact and a stronger support base. Furthermore, confidential advisors and student psychologists are by default invited to discussions with the municipality and other HE institutes.

## 7. Best practices at EUR

The International Institute of Social Sciences (ISS) of EUR is an international graduate school of policy-oriented critical social science with a strong focus on development studies. Within ISS, both the staff and student population are very diverse in terms of their origins, with the largest groups coming from Asia, Latin America, and Africa. Also, students live together in close proximity during their studies, highlighting the importance of having a safe community. This has strengthened the need to create an inclusive and safe climate. Over the years, ISS has become a forerunner regarding the implementation of initiatives to guarantee the social safety of its students and employees. Below, we share some of their best practices.

### 7.1. Mandatory course on preventing and addressing harassment, violence, and discrimination

In 1993, they started to offer a facultative gender workshop to their students. Over the years, this practice expanded: now, they organize a yearly obligatory course "Collectively preventing and addressing situations of harassment, violence, and discrimination", which includes six trainings: Intercultural Competencies for Awareness, Sensitivity and Communication; Consent; Safer Spaces; Bystander Intervention; Allyship; and Restorative Justice. Each year, the course is evaluated and improved. Students who participated in the workshops are asked for their input and to cocreate the courses for the subsequent year.

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<sup>17</sup> <https://www.amnesty.nl/wat-we-doen/campagnes/letstalkaboutyes/conferentie-2023>

## 7.2. Social contract

Furthermore, students are asked to sign a declaration for a safe and inclusive ISS, which contains a range of social rules, such as being respectful, open, kind, and empathetic; to celebrate diversity; to ask for consent; to refrain from bullying, harassment, discrimination, aggression, and intimidation; to be supportive of people who raise concerns about unwanted behaviors. One of the main goals of ISS is to make the topic of unwanted behaviors in general a topic of discussion and creating a safe space to report such behaviors.

## 7.3. Inclusive onboarding

ISS has an intense socio-cultural onboarding program for new students, which lasts an entire year. The goal of this program is to create an inclusive organizational climate, to increase students' sense of belonging, and to create ownership of their new home. Activities consist of storytelling events, expositions, and seminars.

## 8. Evaluation and next steps:

When we reflect on the points within the manifesto and the action plan, we can conclude that we have taken important steps into providing workshops for students, informing students about support services and reporting procedures, the code of conduct, and laws concerning sexual violence, the involvement of students and other stakeholders, and raising awareness. Our aim is to continue along this path.

For instance, we will continue to organize workshops during the Student Wellbeing week and on other occasions. We will also support bottom-up initiatives by student associations and study associations to inform their members on sexual safety and sexual health. We will explore the possibility to have a mandatory course on harassment, violence, and discrimination, similar to the one that takes place at ISS. We will also continue to have round table discussions, town hall meetings, and walk-ins so we can stay in touch with our staff and students and to understand their needs.

Furthermore, we consider the Eureka Week as a vital moment to raise awareness. This means that we plan to continue giving trainings to mentors, and if possible, to extend this to everyone who is involved with the Eureka Week. We will also continue using the bystander-video as a means to inform students. Furthermore, we explore other opportunities such as having an information stand on the 'Campus Day' of the Eureka Week, and to have a walk-in location where students can go if they have questions or concerns.

In order to cater to the needs of new incoming students, we have a new team-member, Veronika Norvaisaite, purely focused on this topic. We will organize focus-group meetings to discuss IDEA-related topics with first- and second-year students and we will specifically ask them to reflect on their experiences during onboarding activities and their first months at the university. This study will allow us to develop targeted activities and policies, and to advise faculties on steps they can take to create a more inclusive climate for their students. Inspired by ISS, it would be possible to consider developing a social contract for new EUR students and to focus on inclusive onboarding.

We will also work together with Safe@EUR to examine the challenges and needs of the case managers. Furthermore, researchers at the Love Lab are currently investigating the effectivity of interventions to promote sexual safety, which will help professionals within and outside the EUR.

Regarding raising awareness within the campus, it is important to continue our collaboration with the Love Lab. This way we can set up (research) projects with students and explore other options to stimulate students to reflect on sexual violence. We also plan to include special modules on sexual safety in our knowledge platform on inclusive education<sup>18</sup> and we will also continue to raise awareness outside the campus, through our collaboration with the Rotterdam municipality and other HEI in Rotterdam and continuing our conversations with Amnesty and attending their events.

Finally, we will continue to involve stakeholders; We will also keep working with HR, E&S, and other services within the EUR. Consistently involving student counselors, psychologists, and confidential advisors; also include the student wellbeing team, living room, SCEDI students, FDOs.

The manifest, action plan, and the research we have done have provided a valuable impulse to the way we approach this topic. The EUR will continue to further embed the actions we take to prevent sexual violence, both through interventions that directly concern this topic as well as through our actions to make the university a more inclusive organization.

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