



Erasmus

**ACTION
PLAN
AGAINST
SEXUAL
VIOLENCE**

DIVERSITY AND INCLUSION

FEBRUARY 2022

Action plan against sexual violence among students

1 The Goal

The shocking report by Amnesty International from June 2021 revealed that 1 in 10 students in the Netherlands have sex against their will during their studying period.¹ Given the severity and widespread nature of this problem, we need to promote a greater culture of dialogue and help students speak more frequently about sex based upon core principles of equality, voluntariness, and consent.

To reach this goal, we need to raise awareness and inform students on topics of consent, the importance of safety on campus, at student/study associations, etc. in a durable manner.² Also, we need to be certain our support network can offer support when dealing with these specific types of trauma.

The Executive Board has approved signing the manifesto. Nonetheless, several activities will need to be developed and implemented to accomplish our goals and those stated in the manifesto. Our recommendation includes an array of consecutive, targeted activities with students at the centre; as the main target audience, the primary initiators, and organisers. In addition, to these student-centred activities will be activities for our support staff and general activities focused upon raising awareness.

2 Consecutive and targeted activities

These activities listed below have been devised after a one-on-one consultation with various interested students and during the 'Townhall Meeting' we hosted on Diversity Day, where students representing the various study and student associations within the EUR community shared their experiences and ideas.

These activities:

- can be seen as pilots to see if they fit with our students and context;
- are given by (external/student) experts;
- are scalable;
- are offered consecutively to reach actual change.

Note that we involve experts as much as possible to ensure that any interventions are evidence based and backed with research.

Round table

Intention:	A talk on related topic, we propose to talk about LGBTQI+ topics.
When:	Quarter 1: 2022
Goal:	To investigate policy options to make the campus a safer work and study place for LGBTQI+ community members.
Target group:	Students and staff
Result/research:	Include experts in content.

¹ <https://www.amnesty.nl/actueel/een-op-tien-vrouwelijke-studenten-slachtoffer-van-verkrachting-tijdens-studie>

² Campaign and Manifest #Let's talk about yes, from Amnesty

Topical training

Intention:	To use targeted training to provide education on key topics. An example is bystander training, for which we have received many requests. However, we also foresee great value for training classes concerning the topic of 'toxic masculinity, provided by 'Our bodies, our voice' ³
When:	Quarter 1: 2022
Goal:	Provide attendees with skills to challenge unacceptable behaviours (including those which may have become normalised over time)
Target group:	Students
Result/research:	We will aim to offer a research-based training

Love lab Workshops

Intention:	To use the Love Lab to transfer knowledge and facilitate dialogue on these topics.
When:	Quarter 2: 2022
Goal:	Knowledge sharing on giving and asking for consent ⁴
Target group:	Students and other interested parties
Result/research:	Students who have designed these workshops based on literature and research on the topic as part of their study programme will offer these workshops.

Eurekaweek

Alongside these activity-/event-focused interventions, students we spoke to also indicated the need for attention for many of these topics during Eurekaweek (Q3). Consequently, we propose to raise awareness for these topics by referring students to the availability of training and the workshops mentioned above via a brief (D&I/consent) introductory movie (1 minute) shown in Ahoy, to all new students. A general awareness campaign accompanies this video via posters, leaflets, online posts, etc. The goal is to inform our new students on the values EUR adheres to concerning consent, encourage them to think critically about their own wishes and boundaries and those of others, and show the importance of communicating about this. These posters etc, can be dispersed and shared on 'campus-day' during Eurekaweek to all stand-holders at the information market and to all associations to use at their location (fraternity houses, living room, etc.) as to reach students in places where it matters.

In addition, a way to easily embed the topic is via skills training every student must follow. For instance, by using the assignment to learn how to do a presentation on 'giving and asking consent', in this way, a logical and solid manner of communicating about values are integrated into students' experiences of campus life.

3. Expertise of Support staff

Next to the more student targeted activities, we would like to look at the possible needs of staff on this topic: those who have regular contact with students, for example, staff in regular consultation with

³ <https://www.ourbodies-ourvoice.com/>

⁴ Mutual, voluntary, ongoing, enthusiastic and freely given in a safe space.

students and/or are involved in complaints procedures. For instance, are there new and innovative techniques available concerning conversations about trauma, and deciding how best to share this information amongst relevant stakeholder groups will present a continuing challenge. Note that HR, E&S, Safety Coordination and D&I are working on the 'central meldpunt zorgwekkend gedrag', which, when implemented, should also contribute to social safety on campus.

4. Raising awareness within the campus sphere

In addition, we note several activities that will take place in the public space on campus. As mentioned above, the relatable and highly visible campaign on consent and/or harassment, co-created with students and M&C, can further be used at Eurekaweek, at the campus, during D&I meetings etc.

In Q1 2022, we will reveal the first rainbow crossing path on Campus Woudestein. Furthermore, we will work with Studium Generale to produce greater differentiation in content, including topical films on gender, sexual orientation, and consent.

5. Raising awareness outside the campus sphere

Collaboration with the municipality of Rotterdam is a logical step that we are pursuing. We have contacted relevant parties at the municipality and discussed collaborating on (future) campaigns. In these future campaigns, it is vital that the messaging is relatable and relevant to students, as many students from our community frequent the nightlife in Rotterdam.

6. Stakeholders

The activities described above require several units' commitment, cooperation, and expertise outside of that provided by the D&I Office. For example, it would likely require the involvement of Marketing and Communication (M&C), Education and Students and Student Wellbeing.

7. Evaluation and lessons

The D&I Office will evaluate all activities after their initial execution, projected for the end of 2022. Based on the results and lessons learned, we will suggest a final approach.