

UNIBL grounding action towards gender equality: Guidelines for the prevention of sexual and gender-based harassment

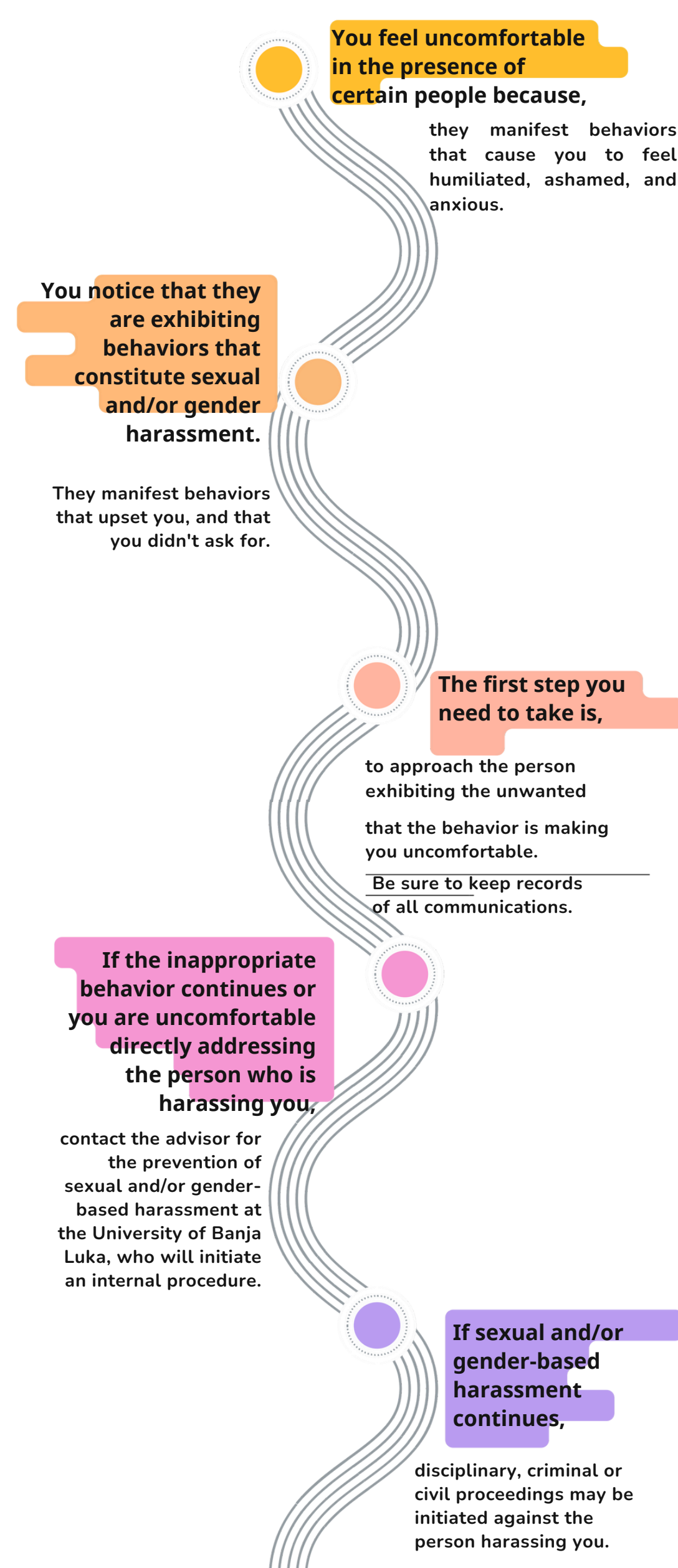
The Faculty of Physical Education and Sport at the University of Banja Luka has taken a transformative step toward combating gender-based violence (GBV) and sexual harassment (SH) by creating a mechanism of support and setting the standards.

Setting standards for safety and support

- **Formal adoption of procedures for the reporting of gender-based violence:** a clear protocol that protects survivors and holds perpetrators accountable.
- **Appointment of two trained “Persons of Trust”:** Their role is essential in ensuring that individuals are listened to, supported, and guided through the reporting process with empathy and professionalism.
- **Workshops and awareness-raising activities:** These events actively engage students, professors, and administrative staff, fostering open dialogue and encouraging shared responsibility in preventing violence and harassment.
- **Panel discussions and personal testimonials:** Events panel discussions with personal testimonials from students and staff, fostering empathy and mutual understanding.
- **Student-centered solutions:** The initiative is co-developed with student participation, ensuring it reflects real needs and encourages ownership among the student body.

Guidelines for the prevention of sexual and gender-based harassment

University of Banja Luka



Creating a culture of trust

- **Anonymous surveys show growing trust:** Anonymously conducted surveys revealed a significant increase in trust towards institutional mechanisms.

→ The results showed that the majority of students and staff now feel more informed about their rights and more confident in the university's commitment to protecting them.

- **Increased awareness:** Workshops and events led to higher understanding of gender-based violence and sexual harassment.



Sport without violence: prevention and support event organised to raise awareness about the guidelines