

From policies to practice: Pathways to end gender-based violence in academia and research

UniSAFE Final Conference

Namur, 21-22 November 2023



#FCUniSAFE



Session 5: Where to start? Improving, implementing and assessing institutional policies



Session 5- Where to start?

Improving, implementing and assessing institutional policies



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Moderated by Siobán O'Brien Green
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Introduction to the UniSAFE toolkit

Session 5 - Where to start?
Improving, implementing and assessing institutional policies

Panagiota Polykarpou
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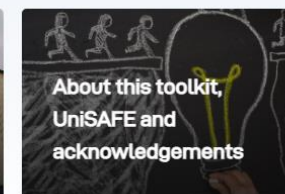
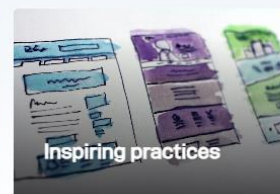
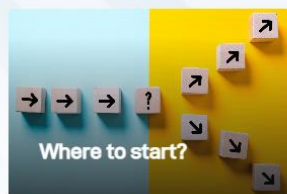
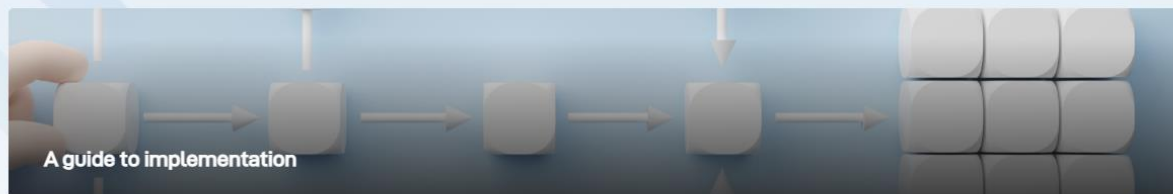
UniSAFE Toolkit

Welcome to the UniSAFE toolkit

Designed to address gender-based violence in higher education institutions and research organisations, this comprehensive resource is here to support you.

Whether you're just starting to reflect on the issue or seeking to improve existing policies, you're in the right place. Our toolkit offers guidance on designing effective policies and implementing concrete measures as we work together towards addressing gender-based violence.

Join us in creating a safe environment for students and staff.



www.unisafe-toolkit.eu



UniSAFE toolkit: The rationale behind

Key aim:

- Provide practical guidance for addressing gender-based violence;
- Provide useful resources for individuals and organisations involved in various stages of addressing the issue;
- Help in designing effective policies and implementing concrete measures.

Target audience:

- Higher Education Institutions and Research Organisations



UniSAFE Toolkit

Main elements of:

- The 7P Framework – Theorising gender-based violence policies
- A guide to implementation – Implementing the 7Ps in practice
- Where to start? Assessment tool and Action Plan

Supporting elements:

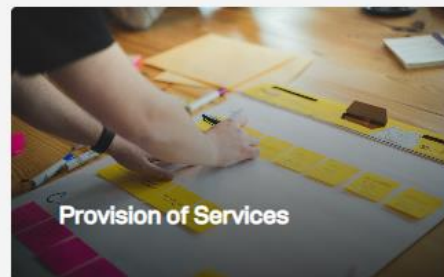
- Gender-based violence and other concepts
- Facts and figures
- Legal and policy framework on gender-based violence
- Inspiring practices
- Resources and capacity-building materials
- Information about the toolkit, UniSAFE project and acknowledgments
- Navigation page



7P Practice

Implementing the 7Ps in practice

How to implement each of the 7Ps? In this section of the toolkit, you can find guidance on the **design** and **effective implementation** of a **comprehensive policy framework to address gender-based violence**. It is structured according to the 7Ps, and for each P you will find **tips and suggestions**, along with **dos and don'ts**, references to **existing tools and resources**, as well as **materials for further reading and exploration**.



Implementing the 7Ps

Prevention

CHANGING BEHAVIOURS AND CULTURE

Easy navigation

- What does Prevention refer to?
- How to approach Prevention?
- Tips and Hints / Dos and Dont's
- Thinking intersectionally about Prevention
- Inspiring practices
- Resources and further reading

How to approach Prevention?

Here you can find **practical guidance and strategies** to promote a safe and respectful work environment, prevent incidents of violence, and raise awareness and understanding of gender-based violence within the community. By incorporating prevention efforts, organisations can foster a culture of safety and respect and prevent harmful behaviours from taking place. Below, the most common measures are presented.

Code of conduct



Communication about the policies/measures adopted to address gender-based violence



Awareness-raising campaigns



Implementing the 7Ps

Prevention

CHANGING BEHAVIOURS AND CULTURE

Easy navigation

- What does Prevention refer to?
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Easy navigation

- What does Prevention refer to?
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7P Theory

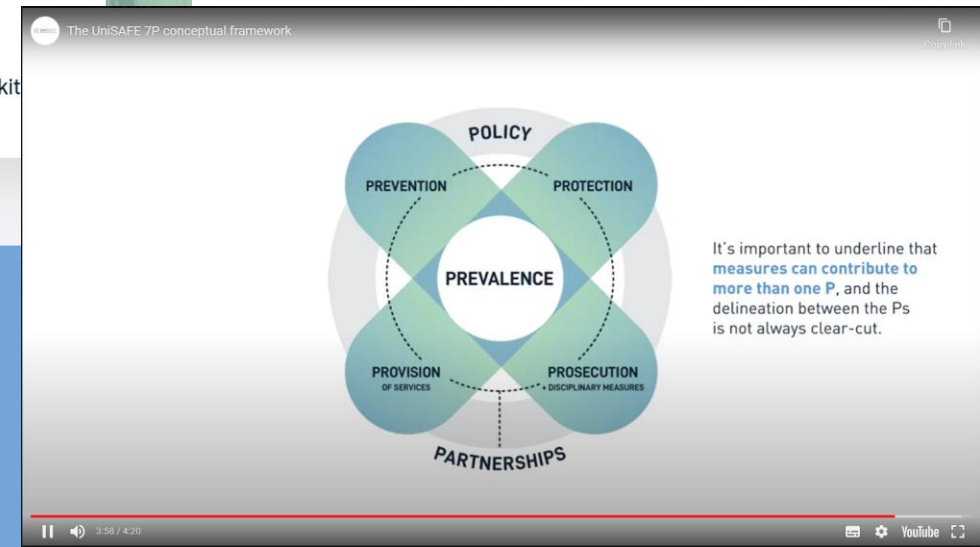
Easy navigation

- What is the 7P Framework?
- A short video presenting the 7P model
- The definitions of the 7 Ps
- What is intersectionality and how is it addressed in this toolkit

The 7P Framework Theorising gender-based violence policies

UniSAFE uses a **holistic framework** for the analysis, assessment and development of comprehensive policies aimed at **ending** and **addressing gender-based violence**, called the **7P model**. The seven Ps refer to **Policy, Prevalence, Prevention, Protection, Prosecution** and internal disciplinary measures, **Provision of services** and **Partnerships**. This model thus extends the conventional UN's and EU's 3P approach (prevention, protection, prosecution) (UN 2017; EU 2019, 2020), as well as the Council of Europe's (2011) Istanbul Convention's 4P approach (prevention, protection, prosecution, policies).

It is important to emphasise that within the 7P framework, measures can have an impact on multiple Ps, and the boundaries between these Ps are not always clearly defined.



Action Plan for setting up a comprehensive policy framework

This guidance is particularly helpful for those who are at the **beginning stages** of **creating** and **implementing** a **policy framework to address gender-based violence**. It offers a good **starting** point with clear and **easy-to-understand instructions**, and **practical tips** to help organisations design, implement, monitor and evaluate their plan.

Template

[Introduction of the Organisation: scope, mission, values]

[Assessment Report (not mandatory)]

[What is the aim of this Action Plan?]

Action Plan Template


Prevention

Identify the challenges and weaknesses identified in relation to [Thematic Identified In Stage 2]

The goal is to design a comprehensive prevention strategy that aims: 1) to raise awareness for students and academic & admin staff on the different types of gender-based violence, and the available services offered at the university; and, 2) design an educational programme for bystanders and build a network of at least 50 across the different functions of the university.

Priority	Timeline	Target	Indicators	Resources Required
Prevention & Awareness	December 2023	At least 50 students attend all the series of workshops	Indicators	Trainer/Facilitator; HR Budget

Reference: Promotion of Equality in Research and Academia, No.787829)

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What is an Action Plan and how to use this Guidance document?

An Action Plan is a detailed document that outlines the steps and actions necessary to achieve a specific goal or objective. In the context of implementing a comprehensive policy framework combatting gender-based violence in academia, an Action Plan would be a roadmap that provides a clear and detailed plan of actions for how to design, implement, enforce, monitor and evaluate the plan. It should be comprehensive, realistic, and flexible, with clear goals, roles, timelines, and monitoring mechanisms to ensure its success.

This guidance is particularly helpful for those who are at the beginning stages of creating and implementing a policy framework to combat gender-based violence. It offers an excellent starting point with clear and easy-to-understand instructions, and practical tips to help you design, implement, monitor and evaluate your plan.

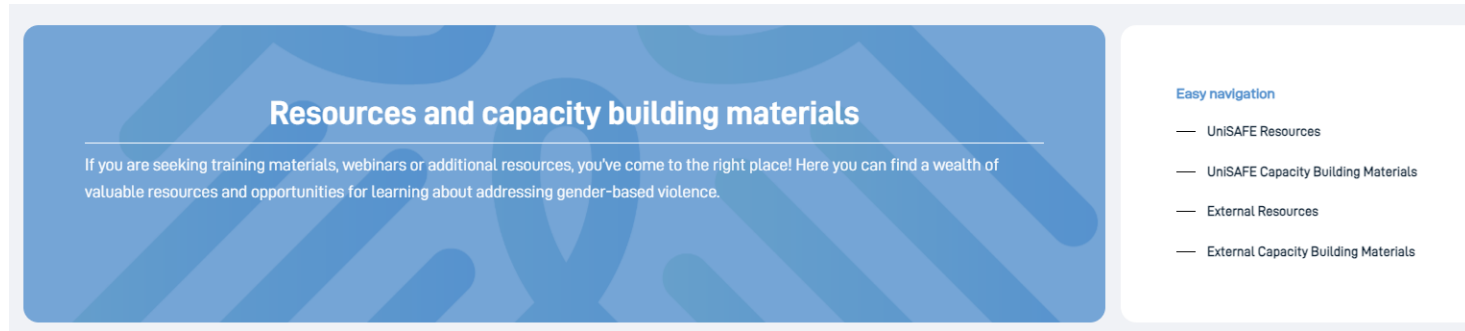
Important

The Action Plan is not meant to be a stand-alone document, but rather to serve as a working tool. The aim is to integrate measures relating to gender-based violence into the broader policies and practices of the organisation to ensure a comprehensive and consistent approach to addressing gender-based violence.

Resources and capacity-building materials

Resources

- Step-by-step guide to awareness-raising campaigns on gender-based violence
- Guidelines for developing a Protocol for addressing gender-based violence
- Set of case stories guide for co-creation activities
- Set of persona stories addressing gender-based violence for co-creation activities
- Set of recommendations



Resources and capacity building materials

If you are seeking training materials, webinars or additional resources, you've come to the right place! Here you can find a wealth of valuable resources and opportunities for learning about addressing gender-based violence.

Easy navigation

- UniSAFE Resources
- UniSAFE Capacity Building Materials
- External Resources
- External Capacity Building Materials



Facilitating change: addressing gender-based violence in co-creation activities through fictional characters

The **guide on the use of personas** introduces a range of fictional characters that represent diverse individuals who have different backgrounds, experiences and perspectives related to gender-based violence in research and higher education. These personas serve as **a dynamic tool to enrich co-creation and participatory activities** as well as training sessions, promoting discussions and a better understanding of the challenges faced in addressing gender-based violence. The use of personas also allows to check the application of (planned) measures by verifying how they would affect the different personas. The guide is meant for **a variety of professionals** to help them review and develop policies and build skills.

[Download the guide](#) >

Guide to awareness-raising campaigns on gender-based violence

This guidance is a **practical tool** for universities and research organisations across Europe who would like to **learn more about setting up awareness-raising campaigns** and **replicating the inspiring practices** presented. It is meant for **communication officers, gender equality/equality and diversity officers, or any staff interested.**



Developing a Protocol for addressing gender-based violence

This document aims to give guidance to research and higher education institutions in designing a protocol to address gender-based violence. The guidelines explain **what a protocol is** and **which elements it should cover**, along with **practical tips** and **sample practices**.

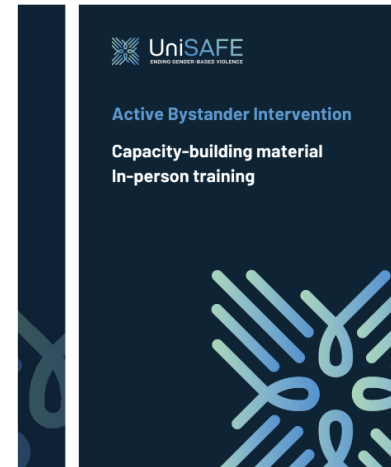
The primary audience for this guide includes **staff members responsible for developing and implementing a protocol within their institutions**.



Resources and capacity-building materials

Capacity-building materials

- Setting up and Implementing Institutional Policies to Address Gender-Based-Violence in Academia (in-person)
- Webinar Series (pre-recorded) on Setting up and Implementing Institutional Policies to Address Gender-Based-Violence in Academia
- Bystander Intervention (in-person and online)
- Webinar series for teachers and students
- Recommended reading lists



Active Bystander Intervention Training (In-person)

The training on active bystander intervention aims to educate institution members (staff and students) on gender-based violence and provide them with the necessary skills to recognise and intervene in risky and inappropriate situations. The programme includes interactive exercises, examples of the gender-based violence continuum, role-playing and discussions on identifying risk and inappropriate situations and making safe interventions. The material have been designed for an **onsite session** with an estimated **total duration of 3 hours**.

A training for:

- Administrative staff
- Faculty members
- Researchers and students
- Anyone wishing to be empowered as active bystanders and to take preventive actions by intervening in potentially harmful situations

[Download the training material](#) >



UniSAFE Webinar: The 7Ps Framework

This three-part webinar series aims to present UniSAFE's 7P model with featured guest speakers sharing inspiring practices that have been successfully implemented by European institutions.

Target groups:

- Gender equality officers/focal points/equality and diversity officers
- Human Resources officers
- Ombudspersons
- Gender Equality Plan team members
- Health and safety officers
- Heads of Department/Unit in charge or involved in gender-based violence.

[Check out the playlist](#) >

Resources and capacity-building materials

Capacity-building materials



Setting up and Implementing Institutional Policies to Address Gender-Based-Violence in Academia (In-person)

The aim of this training is to provide participants with a comprehensive understanding of gender-based violence and its impact on academic environments and demonstrate the prevalence of gender-based violence in the research field and highlight its specific characteristics. This session aims to introduce the 7P model of UniSAFE and to share successful practices that have been implemented by European research-performing organisations in establishing and executing institutional policies and practices addressing the issue. The material have been designed for an **in-person session** with an estimated **total duration of 6 hours**.

A training for:

- Gender equality officers/focal points/equality and diversity officers
- Human Resources officers
- Ombudspersons
- Gender Equality Plan team members
- Health and safety officers
- Heads of Department/Unit in charge or involved in gender-based violence.

[Download the training materials](#) >

[Download the presentation in Czech](#) >

[Download the training materials in Lithuanian](#) >

[Download the training materials in Spanish](#) >

Additional materials:

[Setting up a comprehensive policy framework addressing gender-based violence in academia: a step-by-step guide](#) >

[Facilitating change: addressing gender-based violence in co-creation activities through fictional characters](#) >

[Facilitating change: a guide to using case stories in co-creation activities for addressing gender-based violence](#) >

Set of recommendations

- Recommendations for **policy-makers**
- Recommendations for **higher education and research institution associations and umbrella organisations**
- Recommendations for **higher education and research institutions**
- Recommendations for **research funding organisations**
- Recommendations for **staff associations and unions**
- Recommendations for **student associations and unions**



Thank you for your attention!

Find more at www.unisafe-gbv.eu & www.unisafe-toolkit.eu

Panagiota Polykarpou, Yellow Window



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Introduction to awareness-raising campaigns

Session 5 - Where to start?
Improving, implementing and assessing institutional policies

Vasia Madesi
Yellow Window



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Step-by-step guide

A practical tool to learn how to set up and replicate successful awareness-raising campaigns on gender-based violence.

For communication officers, gender equality/equality and diversity officers, or any staff interested.



Awareness-raising campaigns on gender-based violence: A step-by-step guide for universities

UniSAFE Toolkit



Steps

CREATE

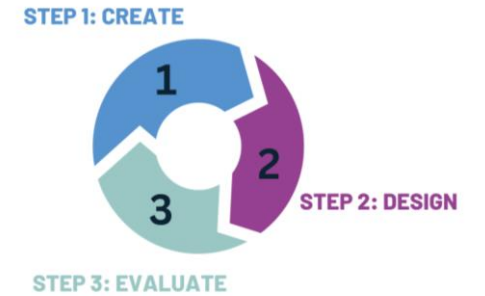
The creation phase starts from the idea and it ends with the **strategy** and the development of a **total set of materials** to launch a **campaign** on GBV. During this phase, it is important to **find allies** and **actors** to help you define an **effective campaign strategy** and move on to the next stage.

LAUNCH

Launch your campaign using the **channels** and **materials** you have developed in the **timeframe** you have set.

EVALUATE

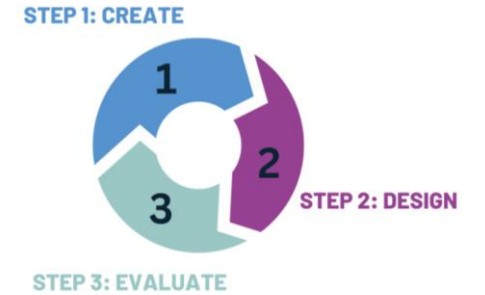
Track the **effectiveness** of your campaign, including **metrics** such as the number of views, interactions, use of any emergency numbers or **feedback from the audience**. Use this information to **improve future campaigns** and embed this activity in institutional planning for GBV.



Step 1: CREATE



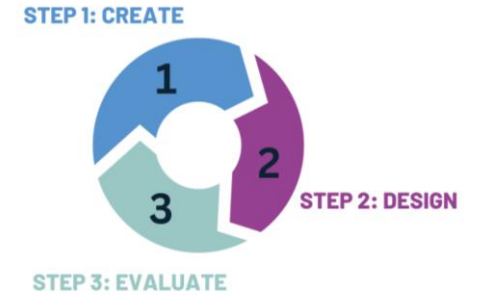
- Set up a Working Group/Team
- Set up the campaign's objectives
- Find your target audience
- Define the costs/resources needed
- Develop a clear message
- Find the suitable channels (online/offline)
- Focus on designing an eye-catching, visually-appealing and SMART campaign
- Define the timeframe
- Get approval
- Think about the impact
- Think intersectionally



Step 2: LAUNCH



- Press release
- Event
- Word of mouth / influencers
- Explore other media channels (online and offline)



Step 3: EVALUATE

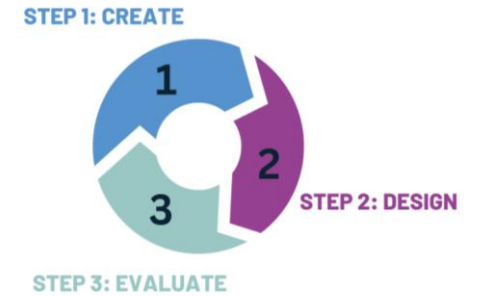


Evaluating the campaign is key

- Qualitative and quantitative indicators
- Engagement metrics, awareness, knowledge, and behaviour
- Evaluation report
- Results to key stakeholders and decision-makers

Think beyond the campaign: sustainability of efforts

- Incorporate the campaign into ongoing initiatives/ policies
- Provide resources and support



Tips, dos and don'ts

- Emergency call numbers
- Psychological support to victims/survivors and bystanders
- Engagement opportunities (e.g. pledges, etc.)
- Give a platform to share stories
- Align the messages with the university's policies
- Tone of voice used in messaging (slang language, humour, serious tone, etc.)
- Accurate & up to date information
- Use storytelling, multimedia, and art installations
- Eye-catching visual design
- Collaborative approach with stakeholders for shared ownership

Key takeaway

Gender-based violence is a complex issue, and your campaign is just one step towards addressing it. Ensure you follow up with your target audience by providing them with resources and support and continuing the conversation about gender-based violence at your institution.

Inspiring practices



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“Don’t turn a blind eye”
 #UNIUNIE Contre le harcèlement
 The University of Geneva,
 Switzerland

Poster campaign
 to raise awareness
 about sexual harassment
 The University of Namur, Belgium



Poster exhibition



#FCUniSAFE





Awareness-raising campaigns

LUIS*A on Campus

A Campaign against Sexual Harassment and Violence by the Office of the Working Group for Equal Opportunities (AKGL)

Introduction and Objectives

What is LUIS*A on Campus?
A campaign against sexual harassment and violence on the campus of the University of Graz.

Who is LUIS*A supposed to help?
All students, university employees and persons located on campus who have been affected by sexual harassment.

Where can you ask for LUIS*A?
You can ask the staff for LUIS*A at all LUIS*A spots established on campus. There are 21 spots with trained staff, evenly distributed on the campus. All LUIS*A spots are consistently signposted.

What do we want to achieve with LUIS*A?

- Support for those affected by sexual harassment in acute situations by creating safe
- Prevention as a key element in making campuses safer
- Awareness-raising through information campaigns

As a university, we take a firm stance against sexual harassment and offer protection and support to those affected in situations that cross boundaries.

Mireille van Poppel
Vice-Rector for
Internationalisation and Equal Opportunities

Idea and first steps

In 2019, the city of Graz successfully initiated the „LUISA is here“ campaign (modeled on the „Ask for Angela“ safety initiative) to help those affected by sexual harassment and violence in bars. People who feel unsafe can discreetly seek help by approaching venue staff and asking them for „LUISA“.

In 2022, this campaign was extended to all public open-air and indoor swimming pools of Graz.

was extended:
Graz is now offering rapid
support for those
affected by sexualized
violence.

Impact of LUIS*A

21 LUIS*A spots
of numerous staff members by
the TARA
in German and English website including
sexual harassment (LUIS*A's)

LUIS*A spots on Google Maps
on campus and posts

initial evaluation (first results)

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HAVE YOU
SUFFERED
DISCRIMINATION
FOR YOUR GENDER
IDENTITY OR SEXUAL
ORIENTATION

IS SOMEONE
FOLLOWING
YOU OR
CHECKING
YOU

HAS SEXUAL
ACT BEEN
FORCED
AGAINST
YOUR WILL

If the
you can
safe, c

We are the
Gender Base
is open to the
community,
campuses, a
from an inte
approach, B
Per Non Sub
Bologna.

**Sans Oui,
c'est interdit**

Le consentement est indispensable
avant toute relation sexuelle.
Il ne se présume pas. Demandez
le consentement à vos partenaires.

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Sister projects and initiatives

SUPPORTER
 Education through Innovative and Inclusive Gender Equality Plans
 In Sports Higher Education Institutions

Supporter is an EU-funded project aiming to support eight sports higher education institutions in developing their own intersectional, innovative, inclusive and impactful Gender Equality Plans to address gender-based violence and sexual harassment. This will be achieved through a series of activities that also address gender-based violence and sexual harassment.

Key problems related to gender equality within sports education:

- While sports have historically championed ethics, fair play, and integrity, they also have a long history of gender inequality and gender-based violence.
- Supporter has published a feature media briefing on the state-of-the-art on gender equality, gender-based violence in sports education institutions. It also highlights key problems and suggests recommendations towards solutions which will be addressed in the capacity building activities of the project. Key problems include the following:

- The organisational culture of research and higher education is characterised by asymmetric power relations, hierarchical structures and strong dependence on senior staff, enabling inequalities.
- Women have several challenges related to their career opportunities in sport higher education, due to a lack of diversity in leadership and administrative positions and in recruitment for these positions.
- Women from ethnic backgrounds face intersectional challenges due to both racism and racism, policies focus on singular cases of oppression instead of addressing the complexity of discrimination.
- Experiences of racism and misogyny emerge primarily across multiple studies. There is solid research evidence of inequalities related to race/ethnicity, gender, and socioeconomic class. Highlighting issues like racism and discrimination, and hindering the conditions and opportunities of student athletes.

Recommendations for gender equality policies to address inequalities:

- Secure educational courses in sport education where gender equity and social justice are highlighted. This includes practices for discrimination based on age, disability, ethnicity/race, gender, LGBT, and religion, dealing not only with individual rights but referring to the whole organisational culture of sport institutions/universities.
- Identify internal strategic change, provide them with resources and capacity building initiatives.
- Ensure leadership of institutions/higher education actively commit to gender equality, supporting strategies and change agents, and challenging inequality and behavioural norms.
- Build an action plan around policies and practices in relation to gender-based violence, including prevention, protection, prosecution, provision of services, partnerships, policies.

2 expert forums 2023
 4 sport education institutions
 Duration: April 2021 - September 2023
 Funded by the European Union

CALIPER
 Linking Research and Innovation for Gender Equality

Over the course of the last hand of the planning process, partners have led to...

Key findings:

- There is some evidence of good quality, specialist support being provided to students who were targeted for GBV. This does not appear to extend to support for staff reporting parties.
- There is a high level of variation between higher education institutions in how GBV is being handled.
- Lack of detailed guidance at sector-level means that staff responding to disclosures/reports of GBV are carrying a high level of risk.
- The most common outcome of a formal report among this sample was responding parties (both staff and students) leaving the institution or graduating during an investigation/disciplinary process.
- There are urgent sector-level or structural issues that need to be addressed in order to ensure that GBV reports are appropriately handled. These include:
 - The reporting party being structurally disadvantaged in reporting processes, with fewer rights than responding parties.
 - The reporting process being centred on the responding party, which includes a lack of remedy for reporting parties.
- Some Universities and Colleges Union (UCU) branches are prioritising representation for responding parties over reporting parties.

Recommendations:

- Use the existing model to assess current gender equality plans and ensure they are updated to reflect the latest research and best practice.
- Consider that sport is a high-visibility area for gender equality and ensure that it is a priority for institutions.

1080 WITHIN INSTITUTIONS
 139 WITHIN INSTITUTIONS

SCAN ME

Higher Education After #MeToo: Institutional responses to reports of gender-based violence and harassment

Anna Bull, Erin Shannon (University of York/The 1752 Group)
www.1752group.com
 @1752group

Background
 The 1752 Group is a UK-based research and campaigning organisation that aims to address gender-based violence in higher education, with a particular focus on staff/faculty sexual violence and harassment.

Data and methods
 The data sources were:

RESET 12 recommendations for implementation of procedures and gender-based violence in Higher Education

Author: Ninon Junca
 Topic: Tackling gender-based violence in higher education institutions

Introduction
 RESET is a coordination and support action funded by the European Commission under the Horizon 2020 programme, and the call "H2020-Swifts-2020-1". RESET support Higher Educ involves seven large multidisciplinary universities from across Europe and aims to address the challenge of gender-based violence in research institutions in a diversity of regular exchanges and a user-centered, impact-driven and inclusive vision of scientific excellence. One specific task is dedicated at dealing with gender-based violence (GBV) and discrimination.

Methodology
 From a literature review experience, we elaborated a methodology to design and implement regular exchanges and a user-centered, impact-driven and inclusive vision of scientific excellence. One specific task is dedicated at dealing with gender-based violence (GBV) and discrimination.

Key findings:

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Recommendations:

- Setting up and running of the reporting system should be collegial and supported by top-management
- Reporting procedure should be comprehensive for the entire community
- Role of the reporting unit should be clear for those who refer to it
- Implementation of an online reporting portal should enable fast and secure reporting
- Question of anonymity should be addressed
- Conflicts of interest should be anticipated
- Human resource ensure established reporting unit
- Potential user identified
- Special attention to doctoral students
- Institutions should ensure accountability
- Units should report on processes (in cases)
- Communication should be targeted

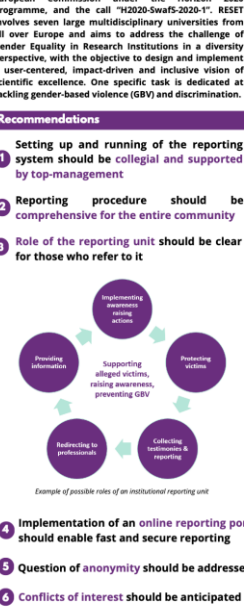
INSPIRE Knowledge and Support Hubs

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Poster exhibition format

Date & Time: Today at 14:00 after lunch

Location: In front of the posters

Presentation Format

Each poster owner will stand next to their poster, providing information, and answering questions.

Note

Posters will be exhibited throughout the conference.

Instructions:

- Attendees are encouraged to engage with presenters during the scheduled poster presentation.
- Explore the poster exhibition at your convenience throughout the conference and get more information using the QR codes in each poster.
- Post on your social media channels to raise awareness.



Thank you for your attention!

Find more at www.unisafe-gbv.eu & www.unisafe-toolkit.eu

Vasia Madesi, Yellow Window



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