

**Gender-based Violence Prevalence Rates, and Perceptions of Policies, Procedures
and Support Structures: A Descriptive Study in Campus Fryslân of the University
of Groningen.**

Augustina Schick, S4513444

Campus Fryslân, University of Groningen, the Netherlands

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Supervisor: Dr Pelin Gül

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Abstract

Gender-based violence (GBV) encompasses acts, behaviours or attitudes directed towards an individual due to their (perceived) gender or sexuality while rooted in gender inequality, harmful norms and power disbalances. GBV is understood as a significant and globally recognised public health issue manifested in diverse practices in society. Importantly, GBV is a central issue in universities, research institutions and especially in Dutch academia. These are considered high-risk spaces due to their particular organisational structure characterised by asymmetric power relations and hypercompetition. This research aims at investigating the prevalence rate of GBV, the provided resources, their usage and their effectiveness to GBV among students and staff of one of the University of Groningen's faculties, Campus Fryslân (CF) in Leeuwarden. Lastly, the study aspires to highlight possible recommendations and suggestions that can be implemented or improved for addressing GBV. Therefore, this study conducts a literature review about GBV in educational institutions, especially in Dutch academia, an initial analysis of the provided resources for GBV incidents at CF, followed by a quantitative survey. The data analysis process proceeds through the application of SPSS.

The study found that more than the majority experienced any form of GBV since starting at CF. Results identify a high prevalence of psychological violence and sexual harassment at CF. Additionally, the findings show a lack of awareness and knowledge of the provided resources, support structures, policies and procedures. The survey also revealed a need for more preventive, responsive and curative action. Lastly, the results display several improvements and suggestions for creating an accessible system for GBV incidents at CF.

Keywords: prevalence rates of gender-based violence, policies and support structures, Dutch academia, higher educational institutions, Campus Fryslân

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Gender-based Violence Prevalence Rates, and Perceptions of Policies, Procedures and Support Structures: A Descriptive Study in Campus Fryslân of the University of Groningen.

Gender-based violence (GBV) is one of the world's most common human rights violations (UNFPA, 2023). The European Union Agency for Fundamental Rights reports that one in two women, since the age of 15, experience sexual harassment, one in five has been stalked, and one in 20 women, since the age of 15, has been raped (FRA, 2014). Yet, only 14% of victims reported serious partner violence incidents to authorities. Likewise, about one in four men experience sexual violence in the U.S. and nearly 41% of men (before age 25) experience stalking (CDC, 2020). Moreover, nascent research indicates a high GBV prevalence rate of 7% to 89% among the transgender population in the U.S. (Wirtz, 2020). GBV is a significant and globally recognised public health issue, and it is crucial to outline that GBV is manifested in diverse practices in society.

GBV cannot be reduced to only private or domestic settings but appears and evolves in multidimensional settings and diverse organisational contexts. Consequently, academic literature on GBV varies from domestic to institutional, crises, humanitarian, and refugee contexts across the globe while focusing on different target groups. As such, the Covid-19 pandemic drastically changed the socio-economic environment, which also enormously influenced vulnerable groups and, especially, exposed women to the magnitude of violence in the domestic setting (Ashraf et al., 2021).

Importantly, numerous studies also examined the occurrence of GBV in educational settings. Education institutions are considered high-risk spaces for GBV incidents (Beyene et al.,

2019). Extensive literature, such as reports and surveys, reports large quantities of GBV experiences among women and men, especially within research organisations and universities (McDonald, 2012; Anitha & Lewis, 2018; Bondestam & Lundqvist, 2020ab; SWG GRI, 2020). It is a severe problem, specific for staff in higher educational institutions, because GBV decreases productivity in research and educational work, impedes learning and teaching performance, decreases productivity, hinders career development (Johnson et al., 2018), and likewise contributes to a reduced quality of work conditions (Strid, 2021). Ultimately, GBV affects the nature and excellence of teaching, learning and research (Strid, 2021).

The existence of GBV in educational settings is an area of concern as it infringes on the rights of individuals and comprises developmental goals in the context of reducing poverty and inequality in the future (Beyene et al., 2019). Furthermore, the widespread nature of GBV significantly impacts students' participation, performance, and retention in educational institutions (FAWE, 2004).

A great deal of research also explored how the experience or threat of GBV influences the student's school performance, personality traits, and various life cycles after the incidents. Research describes a wide range of direct and indirect effects, from dropout rate, truancy, and low self-esteem to pregnancy, HIV, and AIDS infection (Beyene et al., 2019). Research from the last decade also showed that GBV is closely associated with a "subsequent culture of impunity and systematic cover-ups" by expressing the fear of reputational damage in various institutions (Alleyne, 2012; Ruhl & Ruhl, 2015; Martinson & Grierson, 2016; Rumsby, 2016).

Moreover, a European Research Area and Innovation Committee report revealed that all EU Member States or Associate Countries lack sufficient knowledge, measures, infrastructure,

and actions that enable the estimation and evaluation of GBV and prevent and protect GBV incidents in higher educational institutions (Strid, 2021).

The specificity of GBV in universities and research organisations is based on a distinct organisational structure, such as a lower level of students, a middle layer of gender-equal academics, and a male-dominated senior layer of positions that can stimulate violence in this context (Strid, 2021). GBV, in this context, goes beyond partner or stranger violence and includes other types, such as colleague violence or bystander violence (Chandra & Erlingsdottir, 2021). Thus, GBV results from structural inequality, hierarchical structures, elitism, dependencies, toxic masculinity, and hypercompetition (Strid, 2021). Bondestam and Lundqvist (2020) argue that “sexual harassment is an epidemic throughout global higher education systems” and that GBV cases are predominantly driven by the normalisation of GBV, existing hierarchical structures, a culture of silencing, toxic academic masculinities such as hypercompetitiveness, and a lack of active leadership (p. 397).

Considering the purpose of educational institutions, which includes the possibility of educating students about power dynamics and equity, it is most important to raise awareness of the possible GBV incidents and to reform and change education by eliminating sexism, prejudices, or unequal opportunities (Itegi & Njuguna, 2013). Therefore, this research aims to investigate GBV in a singular university setting in the Netherlands.

Defining GBV

In recent years, GBV has been increasingly acknowledged and identified as a serious and global issue (Graaff, 2021), yet, defining GBV is challenging as its definition transforms along with the larger political, cultural, social and historical changes (Read-Hamilton, 2014; Henry, 2018; Mergaert et al., 2016). According to the comprehensive EU-funded project UniSafe, the concept of GBV is described as “a continuum of violence, violations, and violent behaviours and

attitudes based on sex and gender and always intersects with other dimensions of inequalities, such as age, ethnicity, disability, and sexuality” (UniSafe, 2022b; Hearn et al., 2020; Bodenstam & Lundqvist, 2019; Strid et al., 2021). Consequently, this understanding of GBV recognises the roots of GBV and forms a symbiosis with its external environment in which GBV is influenced by and also influences behaviour and attitudes towards substantial inequalities in society (Sundaram, 2018; Bodenstam & Lundqvist, 2019). Although women and girls constitute the majority of victims (Hester, 2009), it is vital to use an inclusive definition to recognise all forms of GBV (Graaff, 2021). In practice, organisations predominantly focus on “men’s violence against women” (VAW), excluding violence against gender non-conforming people, the LGBTQIA+ community, and violence against boys and men. This exclusive narrow focus poses a danger to effectively addressing “a full range of gendered violence” (Graaff, 2021, p. 1).

Therefore, this research will follow the definition of Unisafe and the scholars Hearn et al. (2020), Bodenstam and Lundqvist (2019), and Strid et al. (2021) as it accepts the underlying root causes of GBV, the necessity of inclusiveness, and the continuum of GBV experiences and incidents as stated in the following.

GBV can be placed upon a continuum with varying behaviours and attitudes, and it can take various forms, such as physical, sexual, psychological, verbal, economic and financial violence, sexual harassment, and online violence (UniSafe, 2022b). This continuum of experiences and incidents (Kelly, 1988, 1989) includes the conceptual connections of the varying incidents, such as the specific behaviours or expressions experienced during everyday life and the commonly recognised and harmful severe acts. As such, the whole continuum is stimulated and supported by gendered inequalities and power hierarchies (Kelly, 1988, 1989). Bates (2014) concludes that it is impossible to underpin only one end of the continuum (e.g. rape) without

considering the embedded contextualisation and manifestations of hierarchies, sexism and inequalities.

According to UniSafe's definition, there are six types of GBV (Lipinsky et al., 2022). First, physical violence is *“any act which causes physical harm as a result of unlawful physical force, e.g. somebody threatened to hurt you physically or pushed you.”* (Lipinsky et al., 2022, pp. 32-33). Second, psychological violence is *“any act which causes psychological harm to an individual, e.g. somebody directed abusive comments towards you, interrupted you or spoke over you.”* (p. 42). Third, economic violence is related to *“any act or behaviour which causes psychological harm to an individual, e.g. harmed your work/studies through restricting access to financial resources”* (Lipinsky et al., 2022, p.51). Fourth, sexual violence can be described as *“any sexual act performed on an individual without their consent”* (p.60). Fifth, sexual harassment *“includes unwanted verbal, nonverbal or physical conduct of a sexual nature, such as comments on looks or body, sending of images with sexual content, making sexist jokes or touching you”* (p.69). Lastly, online violence includes *“many forms, e.g. cyberbullying, internet-based sexual abuse, non-consensual distribution of sexual images and text”* (Lipinsky et al., 2022, p. 79).

Prevalence Rates of GBV in Higher Educational Institutions

The main aim of the current research is to investigate prevalence rates. Empirical work and efforts to understand the prevalence rates are essential for several reasons. First, students experiencing any form of GBV tend to graduate with a lower level of education which may enhance the likelihood of experiencing and perpetrating GBV (Fergus & Van 't Rood, 2013). Thus, strategic prevention of GBV in educational institutions and effective response measures will likely contribute to better educational outcomes and a higher educational level while reducing the likelihood of experiencing or perpetrating GBV later in life (Fergus & Van 't Rood,

2013). Consequently, effective detection of prevalence rates and prevention and response measures are crucial for diminishing GBV in educational institutions.

Moreover, it enables effective responses regarding educational or institutional policies to prevent, reduce and address GBV prevalence in higher education institutions (Lang, 2023). A lack of prevalence rates prevents efficient policies while disabling the opportunity to assess existing targets (Pereda et al., 2009). An analysis of prevalence rates indirectly promotes a calm, safe, and respectful environment which is key to the faculty's overall well-being and academic success (France Universités, 2022). Asked differently: "How can universities become learning and working-friendly environments where students and staff can feel safety, support, trust and confidence?"

With these efforts in mind, several large-scale studies were conducted to investigate prevalence rates. A prominent study conducted within the Unisafe project among 15 European countries found that two-thirds (62 per cent) of 42,000 students and employed staff at approximately 46 higher educational institutions experienced GBV at some point since they started to work or study at the respective institution (UniSafe, 2022). The most prevalent forms of GBV were psychological violence (57%) and sexual harassment (31%), followed by economic violence with 10% (Lipinsky et al., 2022). Essentially, only 13% of those reported experiencing GBV (Lipinsky et al., 2022). Another study with a dataset of about 21,000 responses conducted in five European countries showed that 60.7% of participants experienced at least one sexual harassment incident at university (Feltus et al., 2012). Another report concluded that "gender-based violence in higher education is, with a few exceptions, an unrecognised issue and an underdeveloped field of knowledge in the European Research Area" (SWG, 2020, p.70).

Exposure to GBV has been shown in the substantial collection of evidence from student communities and university campuses in the US as well (Cantor et al., 2015). Early studies already raised awareness of the widespread phenomenon of violence in the workplace in 1980 (Chapman, 1981). Dziech and Weiner pointed out (1984): “Sexual harassment of college students by their professors is a fact of campus life that many educators learn to ignore, and, in their silence, accept” (Dziech & Weiner, 1984, p. 1). Moreover, data from 27 higher educational institutions in the US found that 23% of women students experienced sexual contact incidents such as incapacitation or physical harm, and 62% reported sexual harassment incidents (Cantor et al., 2015). It has been demonstrated through several studies that especially, women and sexual minorities are victims of GBV on university campuses, in night clubs neighbouring universities (Brooks, 2011; Nicholls, 2015), in online communities and social media platforms (Lewis et al., 2017; Jane, 2017), and in the learning environment provided by the university (Jackson et al., 2015).

In 2015, a study by the French Institute for Demographic Studies evaluated GBV incidents suffered by men and women in four French universities (Petrini & Brouder, 2020). Results showed that 23% of male and 32% of female students reported experiencing any form of violence in the last year (Petrini & Brouder, 2020). The most prevalent form of violence for female students included psychological violence, such as sexualised language or behaviour, with 10% to 16%, followed by social exclusion, mockery, and insults. In contrast, mockery with 6% to 10%, followed by insults with 5% to 10%, was the most common violence among male students (Petrini & Brouder, 2020).

Meanwhile, GBV has also been recently issued in an online academic setting (Kavanagh, 2020). In a study conducted by Amnesty International (2017), 1000 of 4000 participants reported

online abuse experiences, including, for many, fears for safety (Amnesty International, 2017). Gendered online harassment is increasing (Jane, 2012), becoming a common issue in academia (Kamenetz, 2018).

Predominantly, higher educational institutions in the Netherlands reported outrageous prevalence rates among students and staff (I&O Research, 2021). A study on the “phenomena of sexual violence in the Netherlands” enabled a clear insight into the prevalence rate of sexual harassment and sexual violence in the Netherlands (Joemmanbaks & Graaf, 2022, p.1). Results indicated that young women between 16 to 24 years old and bisexual men and women represent the primary target group for victimisation. For instance, 24.9% of young women (18-24 years), which is almost a quarter of all participants, reported experiences of “offline nonverbal sexual harassment” (Joemmanbaks & Graaf, 2022, p.3). Additionally, 26.2% of bisexual women and 12.5% of bisexual men experienced offline verbal sexual harassment last year (Joemmanbaks & Graaf, 2022). Therefore, the following section provides a comprehensive insight into the existing problem of GBV in the Netherlands while explicitly zooming in on GBV in the context of Dutch academia.

GBV in Dutch Academia

The Dutch Government announced: “Gender-based violence is the biggest pandemic of all” (Ministerie, 2021). A recent publication by the Dutch government refers to GBV as a global and local problem by pointing out that “If this had been a disease, alarm bells would have been ringing long ago.” (Ministerie, 2021). A recent publication by the Dutch National Network of Women Professors (LNVH) highlights the extensive and outrageous prevalence rate of female academics experiencing harassment, intimidation, abuse of power, and bullying (Naezer et al., 2019). Amnesty International published a 2021 report in which students from Dutch higher

education institutions participated in surveys concerning sexual violence experiences (I&O Research, 2021). The reported results showed a high number of incidents of sexual violence, thus, exceeding previously held expectations. According to Amnesty International, one in every ten university students has been raped, and one in every five experienced “being sexually touched against their will” (I&O Research, 2021, p. 10). In addition, the University of Maastricht conducted a study investigating the prevalence of sexual violence and sexual harassment among university students (Wellum et al., 2021). The resulting data concluded that approximately 46.9% of students experience at least one case of sexual violence and/or sexual harassment at Maastricht University. Surprisingly, 51.2%, thus 1290 students, were “not at all knowledgeable” about where to seek help, meaning that the students were unaware of the provided services and resources (Wellum et al., 2021, p.8). The report concluded that there is a high prevalence rate of sexual violence and harassment affecting all predominantly female and genderqueer students (Wellum et al., 2021).

Recent worry concerning the accumulation of GBV across universities has also been expressed by the University of Groningen (UG). The Young Academy Groningen conducted research within the UG across multiple faculties by analysing UG staff experiences of harassment, bullying and discrimination. Results presented a specific pattern in which all but one perpetrator were male, Dutch, and superior, and the typical complaint procedure protected the described perpetrator (YAG, 2021). Victims faced substantial re-victimization, including silencing, blame, and bullying, which was also performed and assisted by superior management positions and HR. The paper concluded that UG's organisational and cultural structures are inherently incomplete and ineffective and face a lack of accountability, creating a hurting environment with a tremendous impact on victims (YAG, 2021). Despite the accumulated cases

and reports of harassment, sexual violence, discrimination and power abuse in Dutch academia, coupled with media attention and outrage, no further meaningful action has been taken, and progress is lacking (YAG, 2021). Notably, the Young Academy Groningen report gained further public awareness through the widespread movement of “#AmINext?” among students and staff members studying or working at the UG.

GBV at Campus Fryslân

The chosen context of this study is the UG, particularly Campus Fryslân (CF), based upon the following reasons: First, the UG provides an interesting academic context as it is located in the Netherlands. Previous reports show that GBV is a prevalent and urgent problem at higher educational institutions in the Netherlands (UniSafe, 2022; I&O Research, 2021; Wellum et al., 2021). In addition, Dutch academia has taken action to create a safe, inclusive, and learning and working-friendly environment for all academics in higher education through social safety policies, diversity officers, and codes of misconduct (Naezer et al., 2019). Therefore, this present study contributes to this strand of research by analysing the issue of GBV, the provided resources and their effectiveness in combating GBV incidents.

Second, examining this behaviour in the context of UG is interesting as the UG has received widespread media attention due to a recent report investigating and showing the recent cases of sexual harassment among the UG staff. The paper concluded that UG's organisational and cultural structures of UG are incomplete and ineffective and face a lack of accountability, creating a hurting environment for victims (YAG, 2021). The UG's decision to fire one of the report writers, Susanne Täuber, contributed to the public outcry. To get a coherent and more transparent insight into the prevalence of GBV among students and staff at the UG, the current

research focuses on further evaluating the prevalence rate of students and staff and the usage and effectiveness of provided resources.

Third, this research focuses on the branch campus CF because of its isolated and remote location in another city. It is important to specifically focus on the student's and staff's health at CF faculty because students and staff built strong social connections and communities while interacting daily and students partly living in residence together. This is a potential risk of GBV as gender-related conflict most commonly occurs among acquaintances and intimate or close relations (Pieters, 2019).

Fourth, a recent survey conducted among staff at UG showed that undesirable behaviour that has been observed and experienced is higher among the CF staff than at other faculties (University of Groningen, 2023). Especially survey results showed a large quantity of staff experiencing and observing abuses of power (University of Groningen, 2023). This calls for further research to understand and investigate the prevalence rate of GBV and the awareness, knowledge, and perception of procedures, support structures and policies.

GBV Policies and Support Structures at the University of Groningen's Campus Fryslân

Principally, understanding what services and support structures are provided through UG, especially CF, is essential. At the time of this study, CF does not have its faculty-specific policy or strategy. All faculties, including CF, are subjected to the primary protocol and policy for undesirable behaviour and experiences provided centrally by the UG, referred to as the Code of Conduct. The Code of Conduct lays out all faculties' core values and standard behaviours for all faculties (YAG, 2021; see Code of Conduct (Gedragscode) by University of Groningen, 2020). The Code of Conduct, applying to all students and employees of the UG, serves as a preventive and curative policy targeting undesirable expressions and behaviour (Groningen, 2021;

University of Groningen, 2020). Specifically, it defines sexual harassment, aggression and violence, discrimination, and bullying and specifies that these forms of violence can differ according to the individual's subjective experience (University of Groningen, 2020). Moreover, the Code of Conduct includes seven formulated targets to ensure the realisation and effectiveness of this preventive policy: (1) realising the publication of that Code; (2) providing information, policy, and risks of unwelcomed behaviour; (3) charting the dangers of unwelcome behaviour; (4) reducing or eliminating risks associated with unwanted behaviour; (5) observing conformity with the Code of Conduct; (6) educating and training managers as well as lecturers; (7) incorporating the Code of Conduct in career development policy and assessment interviews for employees (University of Groningen, 2020).

In addition, the University provides one independent, confidential advisor for the whole university who contributes to the communication, development and implementation of the Code of Conduct and enables support and aftercare for individuals (University of Groningen, 2020). The confidential advisor also provides support while filing a complaint according to the Complaint Regulation regarding (Sexual) Harassment, Aggression, Violence, and Discrimination (SIAGD) (University of Groningen, 2020). The Complaint Regulation can be divided into three components. First, the confidentiality of the complaint is ensured. Second, the Board of the University, which can take measures, is advised by the complaints committee. Third, retaining the complaint period is necessary (University of Groningen, 2020).

Lastly, the UG created a new position to establish a more impartial and independent support system called Ombudsperson (University of Groningen, 2023). The Ombudsperson's position includes advising students or staff, mediating conflicts, leading discussions, and the task to carry out in case necessary and requested internal investigations. Predominantly, it is a guiding

position that clarifies directions and identifies trends, difficulties or wrongdoings (University of Groningen, 2023).

CF is a unique faculty of the UG in Leeuwarden. Therefore, the confidential advisor comes to the faculty once a month on Thursdays. Her contact details are on the UG website and at the end of the weekly CF newsletter.

The Present Study

The present study provides an account of GBV at UG's CF faculty in Leeuwarden. To better understand GBV among students and staff at CF, it is crucial to evaluate GBV, investigate its prevalence rate, and assess the provided resources, their usage and effectiveness in addressing GBV. Therefore, the research aims to answer three specific research questions (RQs). Firstly, it aims at investigating the prevalence rate for GBV, resulting in the first research question: "*What is the prevalence rate of GBV among the CF faculty (students and staff)?*" (RQ1). Secondly, it aims at evaluating if students and staff are aware of the provided resources at the faculty and if these are used: "*Do students and staff report GBV incidents, aware of the provided resources at CF, and do these resources get used when students and staff experience GBV?*" (RQ2). Thirdly, this research aspires to highlight possible recommendations or solutions that can be implemented or improved for addressing GBV: "*What does the CF faculty think can be improved?*" (RQ3).

Following the initial analysis of UG, including the provided services at UG and CF, this descriptive study focused only on staff and students working or studying at the faculty. In addition to the literature review about GBV, especially in educational institutions and in Dutch academia and to the analysis of provided services, an in-depth survey with close-and open-ended questions was conducted among the CF faculty.

Methodology

Participants

Participants were either staff (professional and academic staff, postdoctoral researchers, PhDs etc.) or students at the CF who were at least 18 years old. Participants were recruited through a convenience sampling method via social media (What's App, Instagram), e-mailing, other online channels (CF chat, newsletters) and offline channels (asking peers to participate). The supervisor of the thesis distributed the survey among the staff. Due to the international character of CF, the survey was conducted in English.

In total, 142 participants consented to participate in the survey (but due to permission to skip questions, there is missing data in different questions). In total, 75.4% (107 respondents) were students, and 21.1% (30 respondents) were staff at CF. Likewise, 70.4 % (100 respondents) were women, 16.9% (24 respondents) men, 2.8% (4 respondents) identified as gender-variant, non-conforming, 3.5% (5 respondents) chose to prefer not to say, and one person said other than listed. 62.7% (89) also stated that they were 18-22 years old, 15.5 % (22 respondents) were 23-27 years, 11.2% (16 respondents) were 28-42 years old, and 7% (10 respondents) reported being older than 43 years. Table 1 displays the socio-demographics of the respondents.

	Frequency	Percent (%)
Gender		
woman	100	70.4
man	24	16.9
gender-variant/ non-conforming	4	2.8

other than listed	1	0.7
prefer not to say	5	3.5
Total	134	94.4
Position		
Student at CF	107	75.4
Staff at CF	30	21.1
Total	137	96.5
Age		
18-22	89	62.7
23-27	22	15.5
28-32	6	4.2
33-37	5	3.5
38-42	5	3.5
43+	10	7.0
Total	138	97.2
Total number of participants giving consent	142	100.0

Design, Procedures and Measures

The current descriptive study used closed and open-ended questions using the survey platform, Qualtrics. The complete survey, all measures and items are reported in Appendix I.

After reading the consent page and giving explicit consent to participate in the study (see Appendix I, p. 47-48), participants first reported demographics, including position (student or staff at CF), age, and gender (p. 49). Then, the prevalence rate of GBV (from the target and bystander perspectives) and the location of the incident were assessed through several Likert scale questions using the measures developed by the global organisation UniSafe (Lipinsky et

al., 2021). Accordingly, the following themes of GBV were assessed: (1) Physical Violence, (2) Psychological Violence, (3) Sexual Violence, (4) Sexual Harassment, (5) Economic Violence, and (6) Online Violence. For instance, *“In the next set of questions, we would like to ask you about your experiences of psychological violence and harassment with persons connected with your institution. Since you started at your institution, has someone ever done any of the following to you?; e.g. Directed abusive comments towards you (e.g. demanding, humiliating, offensive or ridiculing comments); Made threatening comments towards you; Gave you hostile looks, stares, or sneers; Interrupted you, spoke over you or addressed you in disrespectful terms in front of others”*. Participants could choose between 5 items for each type of violence. As such, the response scale entailed “none” (0), “once” (1), 2-5 times (3), “6+ times” (4), and “prefer not to say” (5) (p. 52-53). If participants stated that they experienced GBV, thus, choosing items 1,2,3 or 4 in the response scale, a follow-up question asked about the specific location, for instance in *“Campus Fryslân”, “Other faculties/buildings of the university”, “Nearby the university premises”, and in “another context”*. Lastly, the survey asked participants to specify the location in CF (p. 54-55). The survey also asked everyone for a bystander perspective for each GBV subcategory, including questions such as: *“Since you started at your institution, have you ever seen that someone else was physically abused?”*. Here, participants could choose between three items: “yes” (1), “no” (2), or “prefer not to say” (3). After choosing “yes”, a follow-up question asked to identify the victim, for example, *“One or more women” or “One or more men”* etc. and to state where it happened (p. 55-56).

Next, whether participants reported their GBV experiences and used the provided resources were assessed using the questions derived from Unisafe: *“Thinking now of the incident(s) of violence that you have experienced since you started at your institution, did you*

report it/any of them?”. If participants reported that they have experienced GBV, open-end questions asked: *“How and where did you report it or get help at Campus Fryslân?”* and *“What happened after reaching out for support at Campus Fryslân?”* (p.70-71). If participants have not reported experiences of GBV, the survey asked: *“Why did you not report the incident(s)? Was it for any of the following reasons?”* (p.71). In addition, the survey questioned the individual’s perception of GBV in the context of the institution: *“How confident are you in your institution’s ability to intervene in gender-based violence and harassment-related incidents in your institution?”* and *“Do you think that gender-based violence and harassment is a problem at Campus Fryslân?”* (p.71-72).

In order to analyse and evaluate the student’s and staff’s awareness and knowledge about the respective policies, procedures, and support structures, various questions were derived from the Unisafe survey: *“Do you know that Campus Fryslân has a confidential advisor?”*; *“Do you know where to find or how to reach out to the confidential advisor?”* and *“Are you aware of any policies at Campus Fryslân which seek to tackle and eliminate gender-based violence and harassment?”* (p.72-73).

Lastly, the survey asked for improvements and recommendations through open-end questions such as: *“What is the role of Campus Fryslân in creating an accessible system for gender-based violence and harassment victims?”* and *“How can we change the system in order to develop more accessible help and support for GBV cases?”*(p.73). Finally, participants were thanked and fully debriefed (p.73-74).

Ethical Considerations

This research project dealt with sensitive issues such as GBV and gender harassment and especially asked for indicating previous experiences concerning these sensitive issues. Thus,

participants were warned about the sensitive nature of this research project. Moreover, links related to support, hotlines, and advisors were provided in the debriefing block at the end of the survey. Participants' information was anonymous and confidential, and no personal information, despite of age, gender, and student or staff identification, was asked. Before starting the survey, participants were thoroughly informed about the research and getting their consent. Participants below 18 were excluded from the analysis of the result.

Data Analysis

The data collection took place from the 6th of April until the 14th of May, 2023. After the data collection, I used the statistical program for social sciences SPSS to analyse the prevalence rate among the CF faculty statistically. I used descriptive statistics and frequency analysis. For instance, the frequency analysis calculated the number and percentage of respondents who experienced any GBV at least once starting at the institution. Moreover, the frequency analysis was sorted by position to differentiate between students and staff. The open-end questions were thematically reported. It is important to note that not all participants answered all questions in the survey, and thus there were missing values. The pairwise deletion was used to maximise all data available on an analysis basis; therefore, the exact frequencies and percentages differed across prevalence rate questions.

Results

Prevalence Rates of GBV

The following section addresses the frequency of GBV cases at CF to assess RQ1: “*What is the prevalence rate of GBV among the CF faculty (students and staff)?*”. All statistics in the text are presented in percentages, followed by frequencies (participant numbers) in parentheses. 142 responses for assessing all forms of GBV incidents were recorded, with a missing data of

25% (37 responses). Overall, out of the 107 responses (74.3%), 53.5% of respondents (57 students and 20 staff) experienced any form of GBV since they started studying at CF. 20.8% of respondents (30) did not experience any form of GBV. Table 2 reports the prevalence rates per student and staff for all forms of GBV.

Physical Violence

Out of the 107 respondents, 70.4% (100) reported no experiences of physical violence at all, and 4.9% (7), which were all students, indicated experiences of physical violence since they started at the institution (see Table 2). 25.7% (37) responses were missing.

Looking more specifically at the type of physical GBV reported by students, 6 indicated they were “*threatened to be hurt physically*”. Specifically, 2 students reported these experiences with a frequency of 6+ times. 3 students reported having experienced that someone “*pushed or shoved you, slapped you, grabbed, or pulled your hair*” at least once. In addition, out of the 7 students, 4 reported that someone “*threw a hard object towards them, beat them with a fist or hard object, or kicked them*” since they started at the institution. Lastly, 2 students experienced that someone “*tried to suffocate, strangle, cut or stabbed, or shot them*” at least once.

Regarding where these physical GBV incidents happened, 4 students reported that the incident took place in CF, 2 in other faculties/buildings of the university, and 3 reported nearby the university premises. Specifically, 2 respondents reported that it took place in the canteen, cafeteria or break room in CF.

Considering the bystander perspective, 6.3% (9) reported seeing someone else being physically abused (see Table 2). Out of these 9 responses, 7 were students, and 2 were staff. Among students, 1 student has seen it in CF, 2 students and 3 staff have seen it in other faculties or buildings of the university, and 1 student nearby the university premises. When asked who the

victim(s) were, 4 respondents identified the victim(s) as a group of women and men, 2 chose one or more men, and 1 participant identified the victim(s) as one or more women and other people.

Psychological Violence

Out of the 108 respondents, 44.4% (63) indicated experiences of psychological violence since they started at the institution, and 31.7% (45) reported no experiences of psychological violence at all. Out of the 63 respondents, 19 were staff, and 44 were students at CF (see Table 2). 25% (36) responses were missing.

Looking more specifically at the type of psychological GBV, 22 students reported that “*someone directed abusive comments towards them (e.g. demanding, humiliating, etc.)*” at least once, and 12 students at least twice. In addition, 12 staff experienced “*directed abusive comments*” at least once. Notably, 27 students and 7 staff reported experiencing “*hostile looks, stares, or sneers*”. Likewise, 34 students and 12 staff experienced “*someone interrupted, spoke over them, or addressed them disrespectfully in front of others*”.

Regarding the place of the incidents, 36.1% (37 students and 15 staff) reported that psychological GBV experiences took place in CF, 6 students and 3 staff chose other faculties/buildings of the university, and 9 students reported nearby the university premises and another context. Students specified the context: *in Kanaalstraat, online communication*.

Taking the context of CF into consideration, 15 respondents reported the breakroom, canteen, or cafeteria, 36 in the classroom, lecture, theatre, seminar or meeting room, and 6 in the lab or staff office as the location of the incident.

Regarding the bystander perspective, 26.4% (38) reported seeing someone else being psychologically abused (see Table 2). Out of these 38 responses, 26 were students, and 12 were staff. 19 students and 10 staff have seen it in CF. 2 students reported Kanaalstraat.

Sexual Violence

Of the 98 respondents, 5.6% (1 staff and 8 students) reported having experienced sexual violence since starting at the institution, and 63.4% (90) reported no experiences of sexual violence at all. 31.9% (46) responses were missing (see Table 2).

Looking more specifically at the type of sexual GBV reported by respondents, 1 staff and 1 student reported that “*someone attempted to extort sexual favours from them in exchange for something within their power to grant or withhold, e.g. grant, a contractor etc*”. Importantly, 6 students experienced that “*someone made them participate in any form of sexual activity when they did not want to, or they were unable to refuse or were afraid*”. Likewise, 4 students reported that “*someone made them take part in any form of sexual activity without giving consent*”.

Regarding the place of the incidents, 1 student reported CF as a location of experience, and 2 students and 1 staff selected other faculties/buildings of the university. It is crucial to note that 1 student reported experiences of sexual violence in the toilets of CF. Likewise, 1 respondent specified the context: *in Kanaalstraat*.

Moreover, 8.3% (11 students and 1 staff) have seen someone else being sexually abused (see Table 2). Out of these 12 respondents, 10 students and 1 staff reported identifying the victim as one or more women. Taking the place of the online violence incident into account, 5 students and 1 staff indicated that it happened in other faculties or buildings of the university. Importantly, 6 students reported sexual violence incidents in another context, and 4 specified the context as Kanaalstraat.

Economic Violence

Out of the 105 respondents, 5.6% (8) reported experiencing economic harm since starting at the institution, and 68.3% (97) reported no experiences of economic violence at all (see Table

2). Out of the 8 students reporting economic violence, 4 respondents were staff, and 4 were students. 27.1% (39) responses were missing.

Looking more specifically at the type of economic GBV, 2 students and 4 staff reported experiencing that “*someone harmed their work or studies by unfairly restricting access to financial resources (e.g. by withholding a grant, a contract, a promotion etc.)*”. 3 students also reported that “*someone harmed their work or studies by intentionally deleting or removing access to files or information*”.

Regarding the location of these economic GBV incidents, 7 out of the 8 incidents in total happened in CF. It is crucial to note that 2 staff reported that it took place in the classroom, lecture theatre, seminar, or meeting room, for 1 staff in an online setting, such as on virtual learning platforms, and one while conducting fieldwork.

The bystander frequency analysis shows that of the 104 respondents, 6.3% (9) have seen someone else being financially harmed. Of the 9 respondents, 4 were staff, and 5 were students (see Table 2). Notably, 6 respondents (three staff and three students) mentioned seeing it in CF.

Online Violence

Of the 107 respondents that answered the questionnaire concerning online violence, 10.6% (15) reported having experienced some online violence since starting at the institution, and 61.3% (87) reported no experiences of online violence at all (see Table 2). Out of the 15 respondents, 4 were staff, and 11 were students at CF. 29.2% (41) responses were missing.

Looking more specifically at the type of online GBV, 5 students reported “*being unlawfully photographed or recorded*” at least once, and 5 students and 3 staff experienced “*offensive or threatening comments on learning and working or collaborative platforms*”.

Regarding the place of the incidents, 5 students and 3 staff reported experiencing online violence in CF, 3 nearby the university premises, and 4 in another context. Respondents specified the context: *in Kanaalstraat, in the city centre during intro week, and on the computer.*

Moreover, those who reported experiences of online violence in CF could specify the exact location in the follow-up question. Notably, 4 responded that the incident occurred in the classroom, lecture theatre, seminars or a meeting room, two reported the canteen, cafeteria, or break room, and four chose online, for instance, threats via social media, e-mail.

Regarding bystander experiences, 10.6% (12 students and three staff) have seen someone else being online harassed (see Table 2). Out of these 15 respondents, more than half reported identifying the victim(s) as one or more women. 5 respondents reported identifying the victim(s) as a group of both women and me. Taking the place of the online violence incident into account, 6 students and one staff indicated that it happened in other faculties or buildings of the university. In contrast, only one student reported CF as a place. Importantly, 3 respondents chose another context specified in the following: *Google Meet, What's App, in online comments of university-related organisations such as Ukrant and other platforms.*

Sexual Harassment

Out of the 104 respondents that answered the questionnaire, 29.6% (42) experienced sexual harassment since starting at the institution, and 43.7% (62) reported no experiences of sexual harassment at all (see Table 2). Out of the 42 respondents experiencing sexual harassment, 32.7% (35) were students, and 23.3% (7) were staff. 27.8% (40) responses were missing.

Looking more specifically at the type of sexual harassment, 19 students and 4 staff reported that *“someone connected to their institution asked intrusive questions about their private life”* at least once. Moreover, 22 students and 2 staff reported that *“someone stared or*

leered inappropriately at them” at least once. Importantly, 18 students and 4 staff reported that “someone made sexually suggestive comments or jokes”.

Taking the location of sexual harassment incidents into account, 16 respondents (12 students and four staff) stated that it took place in CF. In addition, 7 students and 3 staff also reported that it happened in other faculties/buildings of the university. The option to choose another context as a location gives a clear insight: *at a partner company, during my living lab, intro week, introweek group activities (2 times), kanaalstraat*. Specifically, 6 students and 2 staff reported that it happened in the break room, cafeteria, or canteen in CF. Also, 4 respondents (three students and one staff) indicated that it took place in seminars, lecture theatres, meeting rooms, or classrooms.

Of the 100 respondents, 11.1% (four staff and 12 students) reported seeing someone else sexually harassed (see Table 2). Every 2 students and staff stated that these incidents took place in CF. It is crucial to note that 6 students specified the location as Kanaalstraat. 11 students and 4 staff also identified the victim(s) as one or more women.

Table 2						
<i>Prevalence of GBV structured by type of GBV, position at CF and bystander experiences. The total value includes all students and staff experiences of GBV at CF. Experiences and bystander experiences are divided into the frequency of respondents and percentage in parentheses.</i>						
Type of GBV	Experiences of GBV			Bystander experiences of GBV		
	Yes	No	Total	Yes	No	Total
Physical Violence (total)	7 (4.9%)	100 (70.4%)	107 (75.4%)	9 (6.3%)	97 (68.3)	107 (75.4%)
Staff at CF	0 (0%)	28 (93.3%)	28 (100%)	2 (6.7%)	26 (86.7%)	28 (93.3%)
Student at CF	7 (6.5%)	72 (67.3%)	79 (73.8%)	7 (6.5%)	71 (66.4%)	79 (73.6%)
Psychological Violence (total)	63 (44.4%)	45 (31.7%)	108 (76.1%)	38 (26.4%)	65 (45.1%)	104 (72.2%)

Staff at CF	19 (63.3%)	9 (30%)	28 (93.3%)	12 (40%)	16 (53.3%)	28 (93.3%)
Student at CF	44 (41.1%)	36 (33.6%)	80 (74.8%)	26 (24.3%)	49 (45.8%)	76 (71%)
Sexual Violence (total)	8 (5.6%)	90 (63.4%)	98 (69%)	12 (8.3%)	82 (56.9%)	98 (68.1%)
Staff at CF	1 (3.3%)	26 (86.7%)	27 (90%)	1 (3.3%)	26 (86.7%)	27 (90%)
Student at CF	7 (6.5%)	64 (59.8%)	71 (66.4%)	11 (10.3%)	56 (52.3%)	71 (66.4%)
Economic Violence (total)	8 (5.6%)	97 (68.3%)	105 (73.9%)	9 (6.3%)	93 (64.6%)	104 (72.2%)
Staff at CF	4 (13.3%)	25 (83.3%)	29 (96.7%)	4 (13.3%)	24 (80%)	28 (93.3%)
Student at CF	4 (3.7%)	72 (67.3%)	76 (71.0%)	5 (4.7%)	69 (64.5%)	76 (71%)
Online Violence (total)	15 (10.6%)	87 (61.3%)	102 (71.8%)	15 (10.6%)	87 (61.3%)	103 (72.5%)
Staff at CF	4 (13.3%)	23 (76.7%)	27 (90%)	3 (10%)	24 (80%)	27 (90%)
Student at CF	11 (10.3%)	64 (59.7%)	75 (70.1%)	12 (11.2%)	63 (58.9%)	76 (71.0%)
Sexual Harassment (total)	42 (29.6%)	62 (43.7%)	104 (73.2%)	16 (11.1%)	82 (56.9%)	100 (69.4%)
Staff at CF	7 (23.3%)	21 (70%)	28 (93.3%)	4 (13.3%)	24 (80%)	28 (93.3%)
Student at CF	35 (32.7%)	41 (38.3%)	76 (71%)	12 (11.2%)	58 (54.2%)	72 (67.3%)

Policy, Procedures, and Support Structure

The following section reports on the survey questions concerning the knowledge, usage, and effectiveness of the provided policy, procedures and support structures (RQ2), and also aims at identifying the perceived role of CF and possible suggestions for creating an accessible system for GBV incidents (RQ3).

Reporting GBV

Out of 54.2% (78), 9.7% (5 students and 9 staff) respondents indicated that they reported any incident related to GBV. 3 students reported it to the study advisor. 2 students went to the lecturer or teacher to explain the issue. Reaching out to the academic advisor and reporting it in the course evaluation was also mentioned. 2 staff responded by telling colleagues about the experience; two contacted the Dean and the supervisor. The line manager, as well as the Faculty Board (FB), was also contacted, according to the staff.

In addition, 10 respondents elaborated on what happened after reaching out for support at CF through an open-end question. Notably, 2 students and 1 staff member reported that “*nothing happened*” after reaching out for support. Respondents stated that a “*conversation took place, but nothing happened*” and “*I do not think anything happened*”. Also, 1 respondent concluded that getting support for changing courses but “*this always took a lot of effort*”. In contrast, another student stated, “*the lecturer had a meeting with me, where I stated that I didn’t want or push it any further, just wanted to make the university aware (...)*”. Additionally, 1 staff had a meeting with the FB so far, another staff member stated that official steps by the FB were taken, and for another, a mediation meeting was held.

The open-end question concerning the stated barriers in reaching out to support structures reveals that power structures and established hierarchies are embedded within the institutional organisation. Respondents report that “*it is hard to complain about lecturers as they have power over your grades*”, “*people in power were unwilling to see that it was unfair*”, “*I was just 6 months into my job at CF on a temporary contract, and I didn’t want to make enemies*”, or “*stories of colleagues being bullied after filing a complaint at CF*”. Likewise, 1 staff member at CF said that “*the behaviour did only stop after the official steps*”.

Moreover, 1 student reported that there are “*quite difficult forms and how they work at rug website for study delay and it’s finances*”. This raises awareness of the reasons for not reporting GBV incidents at CF.

The survey questions concerning the reasons for not reporting GBV incidents show that 18.8% (19 students and 8 staff) did not report a GBV case because they were unsure if the behaviour was serious enough to report. 6 students reported that they did not know who to tell. Likewise, 8 students and one staff were uncomfortable talking about the experience. Interestingly, 9 students and 3 staff thought nothing would have happened if they had reported it.

Perception of GBV as a Problem at CF & Confidence in the Institution

Tables 3 and 4 report on the respondents’ perception of GBV as a problem at CF and show the level of confidence in CF’s ability to intervene in GBV incidents.

Table 3 <i>Frequency and percentage of respondents answering the question “Do you think that gender-based violence and harassment is a problem at Campus Fryslân?”.</i>		
	Frequency	Percent (%)
Not at all	18	12.7
To a small extent	41	28.9
To a moderate extent	13	9.2
To a very large extent	3	2.1
Can’t Say.	13	9.2
Total	88	62.0
Missing System	56	38.9

Table 4 evaluates the staff and students’ confidence in the institution’s ability to intervene in GBV and harassment incidents.

Table 4 <i>Frequency and percentage of respondents answering the question “How confident are you in your institution’s ability to intervene in gender-based violence and harassment-related incidents in your institution?”.</i>		
	Frequency	Percent (%)
Not at all confident	14	9.9
Not confident	18	12.7
Somewhat confident	36	25.4
Very confident	14	9.9
Can’t say	6	4.2
Total	88	62.0
Missing Data	56	38.9

Awareness & Knowledge of Existing Policies and Support Structures

In order to evaluate the second RQ, the following section will mainly focus on the part: “Are students aware of the provided resources at CF?” through multiple questions concerning the awareness of existing resources and the knowledge about these support structures (see Table 5). Interestingly, 4 out of 8 questions show a higher frequency and percentage of respondents saying “no” to being aware and having the knowledge. For instance, 55 out of 90 respondents are unaware that help and support for GBV are provided at CF. Specifically, more than 50% are unaware of any policies at CF and do not know what happens after filing a complaint.

Table 5 <i>This table displays the frequency and percentage (in parenthesis) of the respondents who reported yes or no regarding the awareness and knowledge of existing policies and support structures. The left column summarised the main point of the survey questions.</i>			
	Yes	No	Total
<i>Awareness of support structures at CF</i>	35 (24.6%)	55 (38.7%)	90 (63.4%)

<i>Knowledge on “how and “where” to get help in CF</i>	31 (21.8%)	59 (41.5%)	90 (63.4%)
<i>Knowledge about confidential advisor (CA)</i>	48 (33.8%)	42 (29.6%)	90 (63.4%)
<i>Follow-up question: Knowledge where to find or how to reach CA</i>	34 (24.9%)	14 (9.9%)	48 (33.8%)
<i>Awareness of policies at CF</i>	17 (12.0%)	73 (51.4%)	90 (63.4%)
<i>Follow-up question: Familiar with the code of conduct</i>	13 (9.2%)	4 (2.8%)	17 (12.0%)
<i>Follow-up question: Familiar with the complaint procedure</i>	10 (7.0%)	7 (4.9%)	17 (12.0%)
<i>Knowledge about what happens after submitting/filling in a complaint</i>	13 (9.2%)	77 (54.2%)	90 (63.4%)

Moreover, an open-ended questionnaire asked: “*What can you tell about getting help at CF?*”. As a result, 20 respondents reported different ideas and knowledge. These results overlap with the previous question of how and where respondents reported GBV incidents and sought help. The majority of respondents named the study advisor (Maaike Moltzer): “*You can go to Maaike for help*”, “*E-mail Maaike*”. Likewise, the study and confidential advisor were mentioned several times. However, respondents also report: “*the psychologist is almost nonexistent (...)*” or “*I know you can go to Maaike Moltzer, the study advisor. But I would not*

know where to go elsewhere". Likewise, another respondent reported, *"I feel like the support institutions, other than colleagues I trust, only serve to protect people at the top of the ladder and the university itself"*.

Besides that, respondents reported that it is possible to go to the FB, teachers, academic advisors, psychologists, superiors, and supervisors.

The Perceived Role of CF & Thoughts and Suggestions for Prevention

The following section reports on the RQ3: *"What does the CF faculty think can be improved?"*. First, the role of CF will be evaluated, followed by improvements and suggestions for CF & GBV.

The open-end question: *"What is the role of CF in creating an accessible system for GBV and harassment victims?"* allowed a clear view of the role of CF. First and foremost, several respondents emphasise that CF should take on a leading role that is proactive and an initiator in creating an accessible, safe, and trustworthy system for GBV incidents. According to the responses, CF should acknowledge the existing problem of GBV and actively promote accessible resources and *"(...) communication channels and support"*. This relates to the second main feature of being responsible for a safe, learning and working-friendly environment that cares, listens, and simultaneously creates a safe space for everyone. Specifically, *"to give them a safe space where they are not judged and feel comfortable"*, and *"where any violent behaviour can safely and easily be reported without fear of retaliation"*. In addition, respondents reported on the necessity to provide a supportive, easy, accessible, transparent and trustworthy system of resources with a clear vision and policy at CF.

Considering the second open-end question on how the system regarding GBV incidents can be improved, it is evident that policies and support structures need to become more

transparent, salient, and straightforward. Furthermore, respondents stated that policies and support structures need to be better communicated, including information on how and where to find these and, for instance, what happens after filling in a complaint. This includes “*having consent workshops about trauma, sensitive language, active bystander training for everyone, and using a victim-based approach*”. Additionally, further recommendations surround the notion of “*providing information sheets and contact information*” on the website, in the Beurs, or on the blackboard. Also, another respondent presented the idea of creating a zero-tolerance policy specifically for CF, making mandatory courses for students and staff (especially in the intro week for first years) that educate about current policies, consent, understanding, personal space, boundaries and cultural differences.

Finally, it has also been mentioned that more immediate support should be provided, such as a first access point in the form of an emergency contact for Kanaalstraat, more visiting hours for the confidential advisor, or a specialised contact person for just GBV incidents.

Moreover, long-term support can be understood as academic, financial and psychological help that protects victims in the academic and social sphere, such as giving the victim the priority of choosing courses. Lastly, respondents pointed out that it is crucial to diversify the bodies working on that matter or even to create a body or committee solely focussing on GBV incidents without intertwining with the rest of the faculty. This also stresses the involvement of students in the whole process and discussion about providing a safe environment for the whole faculty.

Discussion

The present study aimed to investigate the GBV prevalence rates among CF students and staff (RQ1), their awareness and usage of policies and support procedures (RQ2), and suggestions for improving the aforementioned (RQ3).

Regarding RQ1, results showed that more than 50% (77 out of 107) had experienced any form of GBV since they started studying at CF. Specifically, the present study revealed high prevalence rates for psychological violence and sexual harassment. For example, 44.4% (63) experienced psychological violence since starting at the institution, and 36.1% (52) reported that GBV experiences occurred in CF. Similarly, 29.6% (42) experienced sexual harassment, and 16 respondents stated it occurred in CF. Additionally, the analysis showed high frequencies for the bystander perspective as well. These results highlight that GBV is a prevalent issue at CF and confirm previous literature that highlighted GBV as being a severe concern, specifically in the UG (YAG, 2021) and in Dutch academia and higher educational institutions in general (Naezer et al., 2019; I&O Research, 2021). These rates are comparable to the University of Maastricht's findings, which revealed 46% of sexual violence and/or sexual harassment among students (Wellum et al., 2021). In terms of the highest form of GBV prevalence, the European UniSafe project also stated that the most prevalent forms of GBV were psychological violence (57%) and sexual harassment (31%) (Lipinsky et al., 2022).

Regarding RQ2, it is clear that there is a lack of knowledge and awareness of existing policies and support structures. For instance, 51.4% are unaware of any policies concerning GBV incidents at CF. Additionally, among those who experienced GBV, there is a low reporting rate of 9.7%. The low reporting rate corresponds with the UniSafe findings, which found that only 13% reported GBV incidents. The few students and staff who decided to report GBV experience partially used the support structures in place, such as talking to the academic and study advisor, the Dean, and the FB. None of them mentioned talking to the confidential advisor or the Ombudsperson.

These findings also correspond with the general sense of belief and respondents' experiences that nothing happens if one reports. Several respondents elaborated that nothing happened after reaching out to support structures at CF, and interestingly, 13 respondents also thought that nothing would have happened if they reported. Maastricht University also found a lack of awareness and knowledge, with 51.2% being "not at all knowledgeable" about where to seek help (Wellum et al., 2021, p.8). It is evident that despite the existing Code of Conduct and other provided support, these structures and policies are neither playing a preventive nor a curative role in GBV incidents in CF. The lack of transparency and consequences for people who reported a GBV incident raises awareness of the clear need to change responses towards GBV cases actively. The institution is responsible for providing preventive policies and support structures while educating and raising awareness of the existing policies, procedures, and support structures.

The analysis of the open-end questions concerning possible barriers in reaching out to support structures revealed that power structures and established hierarchies are embedded within the institutional organisation of CF. Therefore, students and staff faced further fears of victimisation and retaliation coupled with the general belief that nothing would happen. These results confirm previous literature findings stating that GBV is closely associated with the fear of reputational damage in various institutions if GBV cases were found out or perpetrators were punished (Alleyne, 2012; Ruhl & Ruhl, 2015; Martinson & Grierson, 2016; Rumsby, 2016) and that victims faced substantial re-victimisation including silencing, blame, and bullying at the RUG (YAG, 2021).

Regarding RQ3, results identify the need to create a safe learning, study and work environment built upon trust and confidence in provided resources, support structures and

policies. This has also been emphasised by the perceptions of respondents and CF's perceived role in creating an accessible system for GBV incidents. For example, only 12.7% (18) of respondents believe that GBV and harassment are not “at all” a problem at CF, and only 9.9% (14) are very confident in CF's ability to intervene in gender-based violence and harassment-related incidents. Likewise, respondents elaborated that CF should take on a proactive role and initiator in creating an accessible, safe, caring, listening, and trustworthy system for GBV incidents.

Additionally, an explicit theme in the results was that policies and support structures need to become more transparent, salient, and clear through better communication channels and mediums. This can be done through (mandatory) workshops or lectures for students and staff focusing on raising awareness of the current policies and support structures. Thus, a concrete preventive solution would involve organised mandatory workshops that take a victim-based approach into account and inform students and staff on consent, trauma, active-bystander training, and sensitive language training. Moreover, preventive and curative support should be ensured through a transparent information sheet on emergency contacts and support structures in Kanaalstraat, in the Beurs, and on the website. As this study has shown, GBV incidents frequently happen in Kanaalstraat. Thus, a concrete preventive solution against GBV in Kanaalstraat would be having mandatory workshops for the first years in the intro week and providing immediate emergency contact for Kanaalstraat residents.

Furthermore, long-term support can be understood as academic, financial and psychological help that protects victims in the academic and social sphere, including more or longer visiting hours for the confidential advisor. Significantly, the result revealed that students should be involved in creating preventive measures such as developing and diversifying bodies

on GBV matters or creating a body that works independently and separately to eliminate fears of re-victimisation and retaliation.

These results and recommendations provide new insight into addressing GBV and harassment in CF and create ideas for making CF a more learning and working-friendly environment and safe space for students and staff. There is a need to acknowledge and address GBV incidents in CF and to improve preventive, responsive, and curative action in the future.

Limitations and Future Research Suggestions

There are several limitations to this study. First, most respondents are students, raising awareness of the reasons for the lack of staff participation. Lack of participation may indicate an unawareness of GBV incidents or a lack of perceived importance on this issue. Alternatively, lack of staff participation could be related to the tendency to silence or ignore the issue, perceiving GBV as a taboo topic and therefore being afraid or uncomfortable participating in the research. Generally, it is crucial to note that CF is regarded as a small community, possibly leading to the fear of a lack of anonymity. Additionally, previous results revealed barriers concerned with power relations and hierarchies, which could have been amplified by the small community character and the lack of anonymity, leading to a lack of participation and altered results in the survey.

Moreover, most respondents identify as female, which reflects the number of enrolled women studying at CF. Consequently, it could have influenced the results resulting in a higher prevalence rate as women are likelier to be GBV victims than men. The prevalence rate could have also been amplified by CF students and staff who want to participate and have a voice in this study.

The study could also entail response biases stating that respondents may answer inaccurately or alter the respondent's behaviour. For instance, respondents desired to perform per the study's objectives and aims triggered by the demand characteristics such as title or questions. Likewise, questions concerning GBV earlier in the survey could have affected the subsequent questions and how respondents interpreted the follow-up questions. Additionally, the survey was relatively long, affecting the respondent's willingness and interest in this survey. Respondents might have chosen "no" due to the desire to finish the survey quickly. All these limitations could have influenced the results concerning GBV incidents in this study.

In addition, there is missing data which varied for each question. The missing data could result from respondents' lack of interest, time constraints, and concerns about anonymity, as CF is a small faculty. Moreover, this survey entailed sensitive issues and touched upon personal experiences, which could have led to higher non-response rates. Respondents might have felt uncomfortable revealing sensitive information and discussing personal GBV experiences.

Likewise, the question: "*Do you think that gender-based violence and harassment is a problem at Campus Fryslân?*" was missing the "moderate extent" category for most of the duration. Therefore, people may have chosen "*to a small extent*" instead of "*to a large extent*".

Further research could be done with a bigger sample size focussing on an intersectional approach. For instance, future studies could investigate how gender, sex, ethnicity, and religion influence and interact with GBV incidents. Significantly, how hierarchical structures and power relations play a role in GBV incidents, including the perpetrator's background. This could be done through focus group discussions to get a deeper insight, and possibly, the survey should be conducted continuously, for instance, every two years, to identify significant trends.

Also, it is essential to analyse further how GBV incidents can be prevented and responded to, especially in an educational setting. This study also raises awareness of the need to implement and continuously work and improve policies and support structures in universities, especially in CF.

Conclusion

GBV is one of the world's most common human rights violations, manifested in diverse societal practices (UNFPA, 2023). It is a significant public health issue prevalent in universities and research organisations as these are considered high-risk spaces for GBV incidents due to a distinct organisational structure (Beyene et al., 2019; Strid, 2021). Consequences for students and staff in academic and higher educational institutions vary tremendously, from decreased productivity, learning and teaching performance (Johnson et al., 2018) to mental health effects and dropout rates (Beyene et al., 2019). Importantly, research shows an extensive prevalence rate of GBV incidents in a Dutch context (Naezer et al., 2019; I&O Research, 2021).

Therefore, this research investigated GBV among students and staff at CF by investigating its prevalence rate (RQ1), evaluating if students and staff report GBV incidents, are aware of the provided resources at the faculty and if these are used (RQ2). Thirdly, this research highlighted possible recommendations and improvements for making CF an accessible system for GBV victims (RQ3). An in-depth survey with close-and open-ended questions was conducted among the CF faculty.

The study found that more than the majority experienced any form of GBV since starting at the institution. There is a high prevalence rate of psychological violence and sexual harassment among CF students and staff at CF comparable to findings from other universities. Incidents of any form of GBV were also reported to happen in CF. Additionally, findings show a

low reporting rate of GBV incidents. However, provided resources and support structures were partially used by those who reported. The results identify an evident lack of awareness and knowledge of the provided resources and support structures, existing barriers, and a lack of action in response to GBV incidents.

Respondents described the ideal role of CF as taking on a leading role that is proactive and an initiator in creating an accessible, safe, and trustworthy system for GBV incidents. Policies and support structures must become more transparent, salient, and clear through better communication channels and mediums, such as workshops lecturing about consent, bystander training, or information sheets providing emergency contacts, especially for Kanaalstraat. Significantly, results suggest the importance of student involvement and the diversification and creation of an independent body working on GBV incidents. This study contributed to new insights and recommendations for addressing GBV and harassment in CF and created ideas for making CF a more learning and working-friendly environment and safe space for students and staff.

(9957 words)

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Appendix I - Survey

Gender-Based Violence at Campus Fryslân.

Start of Block: Consent Block

PROJECT TITLE: Investigating gender-based violence prevalence rates, and awareness and perception of policies, procedures and support structures in Campus Fryslân.

INVESTIGATORS: The project is being conducted by Augustina (Nini) Schick (BA thesis student) and Dr. Pelin Gül (Supervisor) at the Sustainable Health Department, Campus Fryslân, University of Groningen, Netherlands. We are researchers interested in gender equality and diversity issues including gender-based violence and harassment in public, work and domestic settings.

WHAT IS THIS STUDY ABOUT?

This research is about gender-based violence (GBV) with a specific focus on GBV in institutions such as in academia. The aim of this study is to 1) measure the prevalence rates of GBV in Campus Fryslân among staff and students, 2) identify the extent of knowledge and awareness regarding policies, procedures and support structures provided for GBV incidences at Campus Fryslân, 3) record your opinion on how to improve the access and implementation of existing policies and procedures.

You are being asked to participate in this survey because you are a student or a staff member at Campus Fryslân.

WHAT DOES PARTICIPATION INVOLVE?

Your participation is entirely voluntary. If you agree to participate in this study, you will be asked to respond to a series of questions about your experiences of GBV (sexual, physical, cyber, economic, and mental harm) at the faculty, whether you are aware of policies and procedures and know how to access the support resources provided by Campus Fryslân, whether you have faced any barriers in the process of seeking help, and your opinions on how to improve the resources provided at Campus Fryslân.

We will also ask you to provide demographic information about yourself (e.g., gender, age, position at the campus). Demographic information such as age will be collected only in ranges, not in exact format. Your participation will last about 15 minutes.

ARE THERE ANY RISKS IN PARTICIPATING?

The risks of participation in this study are minimal. However, some participants may experience discomfort due to the sensitive nature of the questions we ask. If this is the case, you may skip questions you do not wish to answer. Also, remember that your participation in this study is voluntary, meaning you are free to stop or discontinue your participation at any time. It is possible that participants may experience legal risk if they disclose information about engaging in aggressive behaviours if their responses were made public. To mitigate this risk, no identifying information will be collected during the study.

As researchers are interested in prevalence rates and perception of policies and procedures, not in any individual's identities, please do not report any personally identifying information to us. We have no responsibility or legal obligation to disclose inappropriate, discriminatory or criminal behaviour. At the end of the survey, you will be presented with the current initiatives that the University has in place to deal with complaints and problems.

ARE THERE ANY BENEFITS IN PARTICIPATING?

There are several benefits to participating in this research. Your participation will contribute to our understanding of people's experiences of GBV in academia, as well as solutions to prevent it or ameliorate victims'/survivors' pain or suffering. Participating in this research can also be a vehicle for giving potential victims a voice and providing them with a platform to share their experiences which can help and support mental resilience.

HOW WILL INFORMATION YOU PROVIDE BE RECORDED, STORED, PROTECTED AND USED?

Confidentiality will be maintained by having the study filled out anonymously and by not sharing the data with anyone other than the researchers (only the student and her supervisor will have access to the data). No personally-identifying information such as student or staff numbers or contact information will be asked and the relevant demographic questions will be asked in ranges. Therefore, there will be no way to link answers to an individual. The results of this study will be used in the aggregate in reports or presentations and may be shared with the interested committees of the faculty (DEI or NCF).

ETHICAL APPROVAL

This research study has obtained ethical approval from the Campus Fryslân Ethics Committee and the researchers will uphold themselves to relevant ethical standards.

QUESTIONS AND CONTACT

For further information about this study, you may contact the persons in charge of this research study: Augustina (Nini) Schick, BA student, a.schick.1@student.rug.nl, or Dr. Pelin Gül, Assistant Professor in Social Psychology, p.gul@rug.nl. If you would like to talk with someone other than the researchers to discuss problems or concerns, to discuss situations in the event that a member of the research team is not available, or to discuss your rights as a research participant, please contact the Campus Fryslân Ethics Committee, University of Groningen, Netherlands, ethics-cf@rug.nl.

CONSENT AND AUTHORIZATION PROVISIONS

You may or may not choose to participate in this study. If you choose to participate, please read the following statement and acknowledge your voluntary consent by selecting **“Yes, I agree and consent to participate in the study”**. If you do not wish to participate in this study please select **“No, I do not want to participate in the study”**.

I hereby consent to my participation in this study. I have been informed and understand the purposes and procedures of this study. I understand that my participation is completely voluntary and that I am free to withdraw consent and discontinue participation at any time without giving a reason or any consequences. I agree to participate in this study as described above.

- Yes, I agree and consent to participating in this study.** (1)
- No, I do not want to participate in this study.** (2)

End of Block: Consent Block

Start of Block: Demographics Block

Position: Who are you?

- student at Campus Fryslân (1)
- staff at Campus Fryslân (2)

Age: What is your age?

- below 18 (1)
- 18-22 (2)
- 23-27 (3)
- 28-32 (4)
- 33-37 (5)
- 38-42 (7)
- 43 + (8)

Skip To: End of Block If What is your age? = below 18

Gender: My gender is

- woman (2)
- man (3)
- transgender female (4)
- transgender male (5)
- gender-variant/non-conforming (6)
- other than listed (7) _____
- prefer not to say (8)

End of Block: Demographics Block

Start of Block: Information Block

Info In the following pages, you will be asked a series of questions regarding your experiences of conflict and harassment (physical, sexual, cyber, economic, and mental harm) in your institution. We ask you to answer them with complete confidence and sincerity. Please remember that all of your answers will be confidential. Additionally, feel free to skip any questions that you are not comfortable answering.

We believe this research will be an important contribution to our understanding of conflicts and harassment in academic institutions, and we are so grateful to you for helping us reach that goal.

End of Block: Information Block

Start of Block: Physical Violence Block

PhyVioFreq: We would like to ask you about your experiences of **physical violence** with persons connected with your institution. Since you started at your institution, has someone ever done any of the following to you?

	Never (0)	Once (1)	2-5 times (2)	6+ times (3)	prefer not to say (4)
Threatened to hurt you physically (1)	0	0	0	0	0
Pushed or shoved you, slapped you, grabbed or pulled your hair (2)	0	0	0	0	0
Threw a hard object at you, beat you with a fist or a hard object, or kicked you (3)	0	0	0	0	0
Tried to suffocate or strangle you, cut or stabbed you, or shot at you (4)	0	0	0	0	0

Display This Question:

If We would like to ask you about your experiences of physical violence with persons connected with... = Threatened to hurt you physically [Once]

Or We would like to ask you about your experiences of physical violence with persons connected with... = Threatened to hurt you physically [2-5 times]

Or We would like to ask you about your experiences of physical violence with persons connected with... = Threatened to hurt you physically [6+ times]

Or We would like to ask you about your experiences of physical violence with persons connected with... = Pushed or shoved you, slapped you, grabbed or pulled your hair [Once]

Or We would like to ask you about your experiences of physical violence with persons connected with... = Pushed or shoved you, slapped you, grabbed or pulled your hair [2-5 times]

Or We would like to ask you about your experiences of physical violence with persons connected with... = Pushed or shoved you, slapped you, grabbed or pulled your hair [6+ times]

Or We would like to ask you about your experiences of physical violence with persons connected with... = Threw a hard object at you, beat you with a fist or a hard object, or kicked you [Once]

Or We would like to ask you about your experiences of physical violence with persons connected with... = Threw a hard object at you, beat you with a fist or a hard object, or kicked you [2-5 times]

Or We would like to ask you about your experiences of physical violence with persons connected with... = Threw a hard object at you, beat you with a fist or a hard object, or kicked you [6+ times]

Or We would like to ask you about your experiences of physical violence with persons connected with... = Tried to suffocate or strangle you, cut or stabbed you, or shot at you [Once]

Or We would like to ask you about your experiences of physical violence with persons connected with... = Tried to suffocate or strangle you, cut or stabbed you, or shot at you [2-5 times]

Or We would like to ask you about your experiences of physical violence with persons connected with... = Tried to suffocate or strangle you, cut or stabbed you, or shot at you [6+ times]

PhyVioPlace: You stated that you experienced physical violence in the previous question. Where did the incident happen? You can select multiple options.

- Campus Fryslân (1)
- Other faculties/buildings of the university (2)
- Nearby the university premises (3)
- Another context: (5) _____
- Prefer not to say (4)

Display This Question:

If You stated that you experienced physical violence in the previous question. Where did the incident... = Campus Fryslân

PhyCF: You stated that you experienced physical violence at Campus Fryslân. Where did this incident take place?

(please choose all that apply.)

- break room, canteen or cafeteria (1)
- classroom, lecture theatre, seminar, or meeting room (2)
- library (3)
- in the lab or a staff office (4)
- while out conducting fieldwork (5)

- toilets (6)
- lift, stairs or corridor (7)
- outdoor spaces in the institution's premises (8)
- at a conference (9)
- in connection with a study or work-related activity in the evening (10)
- in connection with an activity not related to study or work in the evening but connected to your institution (11)
- online, e.g. threats via social media, e-mail, messages, or virtual learning platforms (12)
- at another place or in a situation other than those listed above (13)
- prefer not to say (14)

PhyBys: Since you started at your institution, have you ever seen that someone else was physically abused?

- Yes (1)
- No (2)
- Prefer not to say (3)

Display This Question:

If Since you started at your institution, have you ever seen that someone else was physically abused? = Yes

PhyBysVic: Did you identify the victim(s) as?

- One or more women (1)
- One or more men (2)
- A group of both women and men (3)
- Other person(s) (4)
- Prefer not to say (5)

Display This Question:

If Since you started at your institution, have you ever seen that someone else was physically abused? = Yes

PhyBysPlace: You stated that you witnessed someone else experiencing physical violence in the previous question. Where did the incident happen? You can select multiple options.

- Campus Fryslân (1)
- Other faculties/buildings of the university (2)
- Nearby the university premises (3)
- Another context (5) _____
- Prefer not to say (4)

End of Block: Physical Violence Block**Start of Block: Psychological Violence Block**

PsychVioFreq: In the next set of questions, we would like to ask you about your experiences of **psychological violence** and harassment with persons connected with your institution. Since you started at your institution, has someone ever done any of the following to you?

	Never (0)	Once (1)	2-5 times (2)	6+ times (3)	prefer not to say (4)
Directed abusive comments towards you (e.g., demeaning, humiliating, offensive or ridiculing comments) (1)	0	0	0	0	0
Made threatening comments towards you (4)	0	0	0	0	0
Gave you hostile looks, stares, or sneers (3)	0	0	0	0	0
Interrupted you, spoke over you or addressed you in disrespectful terms in front of others (5)	0	0	0	0	0
Unfairly rated you lower than you deserve in an evaluation or assessment (6)	0	0	0	0	0
Ignored you or did not speak to you (7)	0	0	0	0	0
Subjected you to an outburst of anger (8)	0	0	0	0	0

Display This Question:

If In the next set of questions, we would like to ask you about your experiences of psychological vi... = Directed abusive comments towards you (e.g., demeaning, humiliating, offensive or ridiculing comments) [Once]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Directed abusive comments towards you (e.g., demeaning, humiliating, offensive or ridiculing comments) [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Directed abusive comments towards you (e.g., demeaning, humiliating, offensive or ridiculing comments) [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Gave you hostile looks, stares, or sneers [Once]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Gave you hostile looks, stares, or sneers [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Gave you hostile looks, stares, or sneers [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Made threatening comments towards you [Once]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Made threatening comments towards you [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Made threatening comments towards you [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Interrupted you, spoke over you or addressed you in disrespectful terms in front of others [Once]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Interrupted you, spoke over you or addressed you in disrespectful terms in front of others [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Interrupted you, spoke over you or addressed you in disrespectful terms in front of others [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Unfairly rated you lower than you deserve in an evaluation or assessment [Once]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Unfairly rated you lower than you deserve in an evaluation or assessment [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Unfairly rated you lower than you deserve in an evaluation or assessment [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Ignored you or did not speak to you [Once]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Ignored you or did not speak to you [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Ignored you or did not speak to you [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Subjected you to an outburst of anger [Once]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Subjected you to an outburst of anger [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of psychological vi... = Subjected you to an outburst of anger [6+ times]

PsychPlace: You stated that you experienced psychological violence in the previous question. Where did the incident happen? You can select multiple options.

- Campus Fryslân (1)
- Other faculties/buildings of the university (2)
- Nearby the university premises (3)
- Another context: (5) _____
- Prefer not to say (4)

Display This Question:

If You stated that you experienced psychological violence in the previous question. Where did the in... = Campus Fryslân

PsychCF: You stated that you experienced psychological violence at Campus Fryslân. Where did this incident take place?

(please choose all that apply.)

- break room, canteen or cafeteria (1)
- classroom, lecture theatre, seminar, or meeting room (2)
- library (3)
- in the lab or a staff office (4)
- while out conducting fieldwork (5)
- toilets (6)
- lift, stairs or corridor (7)
- outdoor spaces in the institution's premises (8)
- at a conference (9)
- in connection with a study or work-related activity in the evening (10)
- in connection with an activity not related to study or work in the evening but connected to your institution (11)
- online, e.g. threats via social media, e-mail, messages, or virtual learning platforms (12)
- at another place or in a situation other than those listed above (13)
- prefer not to say (14)

PsychBys: Since you started at your institution, have you ever seen that someone else was psychologically abused?

- Yes (1)
- No (2)
- Prefer not to say (3)

Display This Question:

If Since you started at your institution, have you ever seen that someone else was psychologically a... = Yes

PsychBysVic: Did you identify the victim(s) as?

- One or more women (1)
- One or more men (2)
- A group of both women and men (3)
- Other person(s) (4)
- Prefer not to say (5)

Display This Question:

If Since you started at your institution, have you ever seen that someone else was psychologically a... = Yes

PsychBysPla: You stated that you witnessed someone else experiencing psychological violence in the previous question. Where did the incident happen? You can select multiple options.

- Campus Fryslân (1)
- Other faculties/buildings of the university (2)
- Nearby the university premises (3)
- Another context: (5) _____
- Prefer not to say (4)

End of Block: Psychological Violence Block

Start of Block: Sexual Violence Block

SexVioFreq: In the next set of questions, we would like to ask you about your experiences of **sexual violence** with persons connected with your institution. Since you started at your institution, has someone ever done any of the following to you?

	Never (0)	Once (1)	2-5 times (2)	6+ times (3)	prefer not to say (4)

Attempted to extort sexual favours from you in exchange for something within their power to grant or withhold, e.g. a grant, a contract, a promotion, a grade (1)	0	0	0	0	0
Extorted sexual favours from you in exchange for something within their power to grant or withhold, e.g. a grant, a contract, a promotion, a grade (3)	0	0	0	0	0
Attempted to force you into sexual intercourse by holding you down or hurting you in some way (6)	0	0	0	0	0
Forced you into sexual intercourse by holding you down or hurting you in some way (8)	0	0	0	0	0
Made you take part in any form of sexual activity when you did not want to or you were unable to refuse or you were afraid of what might happen if you refused (9)	0	0	0	0	0

Made you take part in any form of sexual activity when you could not consent because you were asleep, drunk or drugged (11)

0 0 0 0 0

Display This Question:

If In the next set of questions, we would like to ask you about your experiences of sexual violence... = Attempted to extort sexual favours from you in exchange for something within their power to grant or withhold, e.g. a grant, a contract, a promotion, a grade [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Attempted to extort sexual favours from you in exchange for something within their power to grant or withhold, e.g. a grant, a contract, a promotion, a grade [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Attempted to extort sexual favours from you in exchange for something within their power to grant or withhold, e.g. a grant, a contract, a promotion, a grade [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Extorted sexual favours from you in exchange for something within their power to grant or withhold, e.g. a grant, a contract, a promotion, a grade [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Extorted sexual favours from you in exchange for something within their power to grant or withhold, e.g. a grant, a contract, a promotion, a grade [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Extorted sexual favours from you in exchange for something within their power to grant or withhold, e.g. a grant, a contract, a promotion, a grade [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Attempted to force you into sexual intercourse by holding you down or hurting you in some way [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Attempted to force you into sexual intercourse by holding you down or hurting you in some way [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Attempted to force you into sexual intercourse by holding you down or hurting you in some way [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Forced you into sexual intercourse by holding you down or hurting you in some way [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Forced you into sexual intercourse by holding you down or hurting you in some way [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Forced you into sexual intercourse by holding you down or hurting you in some way [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Made you take part in any form of sexual activity when you did not want to or you were unable to refuse or you were afraid of what might happen if you refused [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Made you take part in any form of sexual activity when you did not want to or you were unable to refuse or you were afraid of what might happen if you refused [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Made you take part in any form of sexual activity when you did not want to or you were unable to refuse or you were afraid of what might happen if you refused [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Made you take part in any form of sexual activity when you could not consent because you were asleep, drunk or drugged [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Made you take part in any form of sexual activity when you could not consent because you were asleep, drunk or drugged [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual violence... = Made you take part in any form of sexual activity when you could not consent because you were asleep, drunk or drugged [6+ times]

SexVioPlace: You stated that you experienced sexual violence in the previous question. Where did the incident happen? You can select multiple options.

- Campus Fryslân (1)
- Other faculties/buildings of the university (2)
- Nearby the university premises (3)
- Another context: (5) _____
- Prefer not to say (4)

Display This Question:

If You stated that you experienced sexual violence in the previous question. Where did the incident... = Campus Fryslân

SexVioCF: You stated that you experienced sexual violence at Campus Fryslân. Where did this incident take place?

(please choose all that apply.)

- break room, canteen or cafeteria (1)
- classroom, lecture theatre, seminar, or meeting room (2)
- library (3)
- in the lab or a staff office (4)
- while out conducting fieldwork (5)
- toilets (6)
- lift, stairs or corridor (7)
- outdoor spaces in the institution's premises (8)
- at a conference (9)
- in connection with a study or work-related activity in the evening (10)

- in connection with an activity not related to study or work in the evening but connected to your institution (11)
- online, e.g. threats via social media, e-mail, messages, or virtual learning platforms (12)
- at another place or in a situation other than those listed above (13)
- prefer not to say (14)

SexVioBys: Since you started at your institution, have you ever seen that someone else was sexually abused?

- Yes (1)
- No (2)
- Prefer not to say (3)

Display This Question:

If Since you started at your institution, have you ever seen that someone else was sexually abused? = Yes

SexVioVic: Did you identify the victim(s) as?

- One or more women (1)
- One or more men (2)
- A group of both women and men (3)
- Other person(s) (4)
- Prefer not to say (5)

Display This Question:

If Since you started at your institution, have you ever seen that someone else was sexually abused? = Yes

SexVioBysPlace: You stated that you witnessed someone else experiencing sexual violence in the previous question. Where did the incident happen? You can select multiple options.

- Campus Fryslân (1)
- Other faculties/buildings of the university (2)
- Nearby the university premises (3)
- Another context: (5) _____
- Prefer not to say (4)

End of Block: Sexual Violence Block

Start of Block: Economic Harm Block

EcoHarmFreq: In the next set of questions, we would like to ask you about your experiences of **economic harm** with persons connected with your institution. Since you started at your institution, has someone ever done any of the following to you? (Please choose one answer for each line.)

	Never (0)	Once (1)	2-5 times (2)	6+ times (3)	prefer not to say (4)
Harmed your work or studies through unfairly restricting access to financial resources (e.g. by withholding a grant, a travel allowance, a contract, a promotion, etc.). (1)	0	0	0	0	0
Harmed your work or studies through intentionally damaging items (e.g. damaging lab equipment, a laptop computer, etc.). (3)	0	0	0	0	0
Harmed your work or studies through intentionally deleting or removing access to files or information etc.. (6)	0	0	0	0	0

Display This Question:

If In the next set of questions, we would like to ask you about your experiences of economic harm wi... = Harmed your work or studies through unfairly restricting access to financial resources (e.g. by withholding a grant, a travel allowance, a contract, a promotion, etc.). [Once]

Or In the next set of questions, we would like to ask you about your experiences of economic harm wi... = Harmed your work or studies through unfairly restricting access to financial resources (e.g. by withholding a grant, a travel allowance, a contract, a promotion, etc.). [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of economic harm wi... = Harmed your work or studies through unfairly restricting access to financial resources (e.g. by withholding a grant, a travel allowance, a contract, a promotion, etc.). [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of economic harm wi... = Harmed your work or studies through intentionally damaging items (e.g. damaging lab equipment, a laptop computer, etc.). [Once]

Or In the next set of questions, we would like to ask you about your experiences of economic harm wi... = Harmed your work or studies through intentionally damaging items (e.g. damaging lab equipment, a laptop computer, etc.). [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of economic harm wi... = Harmed your work or studies through intentionally damaging items (e.g. damaging lab equipment, a laptop computer, etc.). [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of economic harm wi... = Harmed your work or studies through intentionally deleting or removing access to files or information etc.. [Once]

Or In the next set of questions, we would like to ask you about your experiences of economic harm wi... = Harmed your work or studies through intentionally deleting or removing access to files or information etc.. [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of economic harm wi... = Harmed your work or studies through intentionally deleting or removing access to files or information etc.. [6+ times]

EcoHarmPlace: You stated that you experienced economic harm in the previous question. Where did the incident happen? You can select multiple options.

- Campus Fryslân (1)
- Other faculties/buildings of the university (2)
- Nearby the university premises (3)
- Another context: (5) _____
- Prefer not to say (4)

Display This Question:

If You stated that you experienced economic harm in the previous question. Where did the incident ha... = Campus Fryslân

EcoHarmCF: You stated that you experienced economic harm at Campus Fryslân. Where did this incident take place?

(please choose all that apply.)

- break room, canteen or cafeteria (1)
- classroom, lecture theatre, seminar, or meeting room (2)
- library (3)
- in the lab or a staff office (4)
- while out conducting fieldwork (5)
- toilets (6)
- lift, stairs or corridor (7)
- outdoor spaces in the institution's premises (8)
- at a conference (9)
- in connection with a study or work-related activity in the evening (10)

- in connection with an activity not related to study or work in the evening but connected to your institution (11)
- online, e.g. threats via social media, e-mail, messages, or virtual learning platforms (12)
- at another place or in a situation other than those listed above (13)
- prefer not to say (14)

EcoHarmBys: Since you started at your institution, have you ever seen someone else being financially harmed?

- Yes (1)
- No (2)
- Prefer not to say. (3)

Display This Question:

If Since you started at your institution, have you ever seen someone else being financially harmed? = Yes

EcoHarmBysVic: Did you identify the victim(s) as?

- One or more women (1)
- One or more men (2)
- A group of both women and men (3)
- Other person(s) (4)
- Can't Say (5)
- Prefer not to say (6)

Display This Question:

If Since you started at your institution, have you ever seen someone else being financially harmed? = Yes

EcoHarmBysPlace: You stated that you witnessed someone else experiencing physical violence in the previous question. Where did the incident happen? You can select multiple options.

- Campus Fryslân (1)
- Other faculties/buildings of the university (2)
- Nearby the university premises (3)
- Another context: (5) _____
- Prefer not to say (4)

End of Block: Economic Harm Block

Start of Block: Online Violence Block

OnlineVioFreq: In the next set of questions, we would like to ask you about your experiences of **online violence** with persons connected with your institution. Since you started at your institution, has someone ever done any of the following to you?

	Never (0)	Once (1)	2-5 times (2)	6+ times (3)	prefer not to say (4)
Unlawfully photographed or recorded you (1)	0	0	0	0	0
Distributed sexual images or texts of you without your consent (2)	0	0	0	0	0
Bullied, threatened or attacked you online, e.g. via social media (3)	0	0	0	0	0
Made offensive or threatening comments on learning or collaborative work platforms (4)	0	0	0	0	0

Display This Question:

If In the next set of questions, we would like to ask you about your experiences of online violence... = Unlawfully photographed or recorded you [Once]

Or In the next set of questions, we would like to ask you about your experiences of online violence... = Unlawfully photographed or recorded you [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of online violence... = Unlawfully photographed or recorded you [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of online violence... = Distributed sexual images or texts of you without your consent [Once]

Or In the next set of questions, we would like to ask you about your experiences of online violence... = Distributed sexual images or texts of you without your consent [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of online violence... = Distributed sexual images or texts of you without your consent [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of online violence... = Bullied, threatened or attacked you online, e.g. via social media [Once]

Or In the next set of questions, we would like to ask you about your experiences of online violence... = Bullied, threatened or attacked you online, e.g. via social media [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of online violence... = Bullied, threatened or attacked you online, e.g. via social media [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of online violence... = Made offensive or threatening comments on learning or collaborative work platforms [Once]

Or In the next set of questions, we would like to ask you about your experiences of online violence... = Made offensive or threatening comments on learning or collaborative work platforms [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of online violence... = Made offensive or threatening comments on learning or collaborative work platforms [6+ times]

OnlineVioPlace: You stated that you experienced online violence in the previous question. Where did the incident happen? You can select multiple options.

- Campus Fryslân (1)
- Other faculties/buildings of the university (2)
- Nearby the university premises (3)
- Another context: (5) _____
- Prefer not to say (4)

Display This Question:

If You stated that you experienced online violence in the previous question. Where did the incident... = Campus Fryslân

OnlineVioCF: You stated that you experienced online violence at Campus Fryslân. Where did this incident take place?

(please choose all that apply.)

- break room, canteen or cafeteria (1)
- classroom, lecture theatre, seminar, or meeting room (2)
- library (3)
- in the lab or a staff office (4)
- while out conducting fieldwork (5)
- toilets (6)
- lift, stairs or corridor (7)
- outdoor spaces in the institution's premises (8)
- at a conference (9)
- in connection with a study or work-related activity in the evening (10)
- in connection with an activity not related to study or work in the evening but connected to your institution (11)
- online, e.g. threats via social media, e-mail, messages, or virtual learning platforms (12)
- at another place or in a situation other than those listed above (13)
- prefer not to say (14)

OnlineVioBys: Since you started at your institution, have you ever seen that someone else was online harassed?

- Yes (1)
- No (2)

- Prefer not to say (3)

Display This Question:

If Since you started at your institution, have you ever seen that someone else was online harassed? = Yes

OnlineVioBysVic: Did you identify the victim(s) as?

- One or more women (1)
- One group or more men (2)
- A group of both women and men (3)
- Other person(s) (4)
- Can't say (5)
- Prefer not to say. (6)

Display This Question:

If Since you started at your institution, have you ever seen that someone else was online harassed? = Yes

OnlineVioBysPlace: You stated that you witnessed someone else experiencing physical violence in the previous question. Where did the incident happen? You can select multiple options.

- Campus Fryslân (1)
- Other faculties/buildings of the university (2)
- Nearby the university premises (3)
- Another context: (5) _____
- Prefer not to say (4)

End of Block: Online Violence Block

Start of Block: Sexual Harassment Block

SexHarFreq: In the next set of questions, we would like to ask you about your experiences of **sexual harassment** with persons connected with your institution. Since you started at your institution, has someone ever done any of the following to you?

(Please choose one answer for each line)

	Never (0)	Once (1)	2-5 times (2)	6+ times (3)	prefer not say. (4)
Asked intrusive questions about your private life (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stared or leered inappropriately at you (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Made sexually suggestive comments or jokes (3)	0	0	0	0	0
Made intrusive comments about your physical appearance (4)	0	0	0	0	0
Made inappropriate invitations to go out on dates (5)	0	0	0	0	0
Indecently exposed themselves to you (6)	0	0	0	0	0
Made you watch or look at pornographic material against your wishes (7)	0	0	0	0	0
Touched, hugged or kissed you in an unwelcome manner (8)	0	0	0	0	0

Display This Question:

If In the next set of questions, we would like to ask you about your experiences of sexual harassmen... = Asked intrusive questions about your private life [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassmen... = Asked intrusive questions about your private life [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassmen... = Asked intrusive questions about your private life [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassmen... = Stared or leered inappropriately at you [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassmen... = Stared or leered inappropriately at you [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassmen... = Stared or leered inappropriately at you [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassmen... = Made sexually suggestive comments or jokes [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassmen... = Made sexually suggestive comments or jokes [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassmen... = Made sexually suggestive comments or jokes [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Made intrusive comments about your physical appearance [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Made intrusive comments about your physical appearance [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Made intrusive comments about your physical appearance [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Made inappropriate invitations to go out on dates [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Made inappropriate invitations to go out on dates [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Made inappropriate invitations to go out on dates [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Indecently exposed themselves to you [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Indecently exposed themselves to you [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Indecently exposed themselves to you [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Made you watch or look at pornographic material against your wishes [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Made you watch or look at pornographic material against your wishes [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Made you watch or look at pornographic material against your wishes [6+ times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Touched, hugged or kissed you in an unwelcome manner [Once]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Touched, hugged or kissed you in an unwelcome manner [2-5 times]

Or In the next set of questions, we would like to ask you about your experiences of sexual harassment... = Touched, hugged or kissed you in an unwelcome manner [6+ times]

SexHarPlace: You stated that you experienced sexual harassment in the previous question. Where did the incident happen? You can select multiple options.

- Campus Fryslân (1)
- Other faculties/buildings of the university (2)
- Nearby the university premises (3)
- Another context: (5) _____
- Prefer not to say (4)

Display This Question:

If You stated that you experienced sexual harassment in the previous question. Where did the incident... = Campus Fryslân

SexHarCF: You stated that you experienced sexual harassment at Campus Fryslân. Where did this incident take place? (please choose all that apply.)

- break room, canteen or cafeteria (1)

- classroom, lecture theatre, seminar, or meeting room (2)
- library (3)
- in the lab or a staff office (4)
- while out conducting fieldwork (5)
- toilets (6)
- lift, stairs or corridor (7)
- outdoor spaces in the institution's premises (8)
- at a conference (9)
- in connection with a study or work-related activity in the evening (10)
- in connection with an activity not related to study or work in the evening but connected to your institution (11)
- online, e.g. threats via social media, e-mail, messages, or virtual learning platforms (12)
- at another place or in a situation other than those listed above (13)
- prefer not to say (14)

SexHarBys: Since you started at your institution, have you ever seen that someone else was sexually harassed?

- Yes (1)
- No (2)
- Prefer not to say (3)

Display This Question:

If Since you started at your institution, have you ever seen that someone else was sexually harassed? = Yes

SexHarVic: Did you identify the victim(s) as?

- One or more women (1)
- One or more men (2)
- A group of both women and men (3)
- Other person(s) (4)
- Prefer not to say (5)

Display This Question:

If Since you started at your institution, have you ever seen that someone else was sexually harassed? = Yes

SexHarBys: Since you started at your institution, have you ever seen that someone else was sexually harassed?

- Yes (1)
- No (2)
- Prefer not to say (3)

Display This Question:

If Since you started at your institution, have you ever seen that someone else was sexually harassed? = Yes

SexHarVic: Did you identify the victim(s) as?

- One or more women (1)
- One or more men (2)
- A group of both women and men (3)
- Other person(s) (4)
- Prefer not to say (5)

Display This Question:

If Since you started at your institution, have you ever seen that someone else was sexually harassed? = Yes

SexHarBysPlace: You stated that you witnessed someone else experiencing sexual harassment in the previous question. Where did the incident happen? You can select multiple options.

- Campus Fryslân (1)
- Other faculties/buildings of the university (2)
- Nearby the university premises (3)
- Another context: (5) _____
- Prefer not to say (4)

End of Block: Sexual Harassment Block

Start of Block: Policy, procedures, support structure questions Block

ReportGBV: Thinking now of the incident(s) of violence or harassment that you have experienced since you started at your institution, did you report it or any of them?

(only answer if you have experienced incidents of violence or harassment)

- Yes (1)
- No (2)
- Prefer not to say. (3)

Display This Question:

If Thinking now of the incident(s) of violence or harassment that you have experienced since you sta... = Yes

GettingHelpCF: How and where did you report it or get help at Campus Fryslân?

Display This Question:

If Thinking now of the incident(s) of violence or harassment that you have experienced since you sta... = Yes

ConsequencesCF: What happened after reaching out for support at Campus Fryslân?

Display This Question:

If Thinking now of the incident(s) of violence or harassment that you have experienced since you sta... = Yes

Barriers: What were the barriers in this process, if any?

Display This Question:

If Thinking now of the incident(s) of violence or harassment that you have experienced since you sta... = No

ReasonsNoReport: Why did you not report the incident(s)? Was it for any of the following reasons? You can select multiple answers.

- I was unsure if the behaviour was serious enough to report. (1)
- At the time I did not recognise the behaviour as violence. (2)
- I did not know who to tell. (3)
- I was uncomfortable talking about the experience. (4)
- I was afraid no one would believe me. (5)
- I didn't think anything would happen even if I reported it. (6)
- I was concerned that I would not be able to continue my studies or work. (7)
- I was concerned that my harasser would retaliate against me. (8)
- I was concerned that the complaints process would be hard for me. (9)
- I was discouraged from filing a complaint. (10)
- None of the above. (11)

ConfidenceCF: How confident are you in your institution's ability to intervene in gender-based violence and harassment-related incidents in your institution?

Reminder:

In this research, gender-based violence means "*Gender-based violence is violence directed towards a person because of their gender or violence that affects persons of a specific gender disproportionately. It is not limited to violence against women, and it may affect all people.*"

Gender harassment: "*Gender-based harassment is unwelcome conduct based on an individual's actual or perceived sex. It includes slurs, taunts, stereotypes, or name-calling as well as gender-motivated physical threats, attacks, or other hateful conduct.*"

- Not at all confident (1)
- Not confident (2)
- Somewhat confident (3)

- Very confident (4)
- Can't say. (5)

LevelOfProblemCF: Do you think that gender-based violence and harassment is a problem at Campus Fryslân?

- Not at all (1)
- To a small extent (2)
- To a moderate extent (3)
- To a very large extent (4)
- Can't say. (5)

AwarenessGBV: Are you aware that help and support for gender-based violence and harassment are provided at Campus Fryslân?

- yes (1)
- No (2)

HowWhereHelpCF: Do you know how & where to get help in Campus Fryslân?

- Yes (1)
- No (2)

Display This Question:

If Do you know how & where to get help in Campus Fryslân? = Yes

ExpCF: What can you tell about getting help at Campus Fryslân?

ConfAdvCF: Do you know that Campus Fryslân has a confidential advisor?

- Yes (1)
- No (2)

Display This Question:

If Do you know that Campus Fryslân has a confidential advisor? = Yes

ConfAdvWhereHow: Do you know where to find or how to reach out to the confidential advisor?

- Yes (1)
- No (2)

AwarePolicyCF: Are you aware of any policies at Campus Fryslân which seek to tackle and eliminate gender-based violence and harassment?

- Yes (1)
- No (2)

Display This Question:

If Are you aware of any policies at Campus Fryslân which seek to tackle and eliminate gender-based v... = Yes

AwareConduct: Are you familiar with the purpose/goal of the UG-wide Code of Conduct concerning Harassment, Sexual Harassment, Aggression, Violence and Discrimination?

Yes (1)

No (2)

Display This Question:

If Are you familiar with the purpose/goal of the UG-wide Code of Conduct concerning Harassment, Sexu... = Yes

Or Are you familiar with the purpose/goal of the UG-wide Code of Conduct concerning Harassment, Sexu... = No

ComplaintProc: Are you familiar with the complaint procedure for gender-based violence and harassment cases?

Yes (1)

No (2)

ConsComplaint: Do you know what happens after submitting/filing in a complaint?

Yes (1)

No (2)

Prefer not to say. (3)

RoleOfCF: What is the role of Campus Fryslân in creating an accessible system for gender-based violence and harassment victims?

ImprGBVCases: How can we change the system in order to develop more accessible help and support for gender-based violence and harassment cases?

RecommComments: Any further thoughts, comments or recommendations?

End of Block: Policy, procedures, support structure questions Block

Start of Block: Debrief Block

Debrief Title study: *Investigating gender-based violence prevalence rates, and awareness and perception of policies, procedures and support structures in Campus Fryslân.*

Researcher: Augustina Schick, a.schick.1@student.rug.nl

Supervisor: dr. Pelin Gül, p.gul@rug.nl

We want to thank you for participating in this research. You have made an important contribution to our understanding of the prevalence rates of gender-based violence and what improvements can be done in terms of information provision, policy and its implementation in Campus Fryslân. We are so grateful for the time and energy you have dedicated to helping us!

Of course, all the responses you provided to the questions you answered today will be kept confidential, and cannot be directly traced back to you as an individual. Further, we are not interested in the results of any one individual. Rather, we are interested in the collective responses of all participants in the study combined.

We apologize for any discomfort that may have resulted from your participation in this study. If you would like to speak to a mental health hotline or service provider, we suggest finding one near you by using one of the following contact details:

WHO SHOULD YOU CONTACT FOR FURTHER INFORMATION? Primary contact person: Augustina (Nini), a.schick.1@student.rug.nl

Research supervisor: dr. Pelin Gül, p.gul@rug.nl

If you would like to speak to a mental health hotline or service provider:

De Luisterlijn:

Tel: 088 0767 000

Deluisterlijn.nl

Emotional Support helpline:

Tel: 116123

Drs. M. (Maaïke) Moltzer: Study advisor at Campus Fryslân

Tel: +31 582055132

E-mail: m-moltzer@rug.nl

Drs. M.H.J. (Marjolein) Renker: Confidential advisor at the University of Groningen

Tel: + 31 50 36 35435

Tel: + 31611152213

E-mail: m.h.j.renker@rug.nl

Currently, you can go to the following places with complaints, problems and dissatisfaction:

- **Dissatisfaction, problems and complaints** (including undesirable behaviour and discriminatory treatment) (log in with your S- or P-digits)
- **Student well-being** (log in with your S- or P-digits)
- **Confidential advisor**
- **Ombudsperson**
- **Submit complaint, objection and appeal**

Again, we greatly appreciate your involvement in our research, and we encourage you to reach out if you have any questions or concerns. We truly value your contribution and thank you for it.

End of Block: Debrief Block