



University
of Glasgow



Together Against Gender-Based Violence.

#OneTeamUofG

glasgow.ac.uk/togetheragainstgbv

Resource Support Pack
November 2023

(updated Sept 2024)

This resource support pack has been designed to help you support the University's Together Against GBV campaign to raise awareness about gender-based violence and highlight the support and resources available to our community.

The University's aim is to ensure all students and colleagues have a safe and productive time whilst at work or study. Sexual violence and harassment, of any form, has no place on our campus and will not be tolerated. The University recognises that there will be survivors of sexual violence and harassment within our community and wants to ensure they are aware of the support available to them.

Since we released the [Morag Ross KC Report](#) in December 2022, which reviewed how we addressed gender-based violence, we have made considerable progress against the actions which came out of the report.

Over the past year we have introduced a range of new measures to improve our approach to tackling GBV, making our policies clearer, resources more accessible, and reporting processes more straightforward. Specifically, these include a full revision of the Student Conduct Policy, the creation of a Safeguarding Team, a restructure of Complaints and Conducts teams, the [revision of support and reporting webpages](#) and additional resources in the Students' Representative Council (SRC) Advice Centre and specialist counselling services.

The report also recommended a university-wide GBV campaign which we have been working on closely with the Students' Representative Council (SRC). This has involved consultation and focus groups with the other student bodies and societies, and specific colleague consultation to help shape our campaign. A huge thank you to all those who have contributed.

Key Messages

- Gender-Based Violence in any form is unacceptable on our campuses.
- If you experience or witness Gender-Based Violence, report it online.
- Support is available to anyone who experiences Gender-Based Violence.
- OneTeamUofG is an inclusive community.

Learning Resources

The following learning resources have been created for colleagues:

- [Bystander Intervention](#)
- [Gender Equality at Work](#)
- [Responding to a report of GBV](#)

What's in this resource pack?

All resources in this pack aim to support you in promoting the support available at the University.

The pack includes:

- Reporting Gender-Based Violence and guidance for receiving reports (video & weblink)
- A template email for leaders
- Communications template for your local MS Teams channel or newsletter
- A short video introducing the campaign
- Printable flyers for students
- Printable posters and flyers for staff
- Templates for social media
- Email footers

Definition of Gender-Based Violence

“any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women...” and is “violence that is directed at a woman because she is a woman or that affects women disproportionately”.¹

Definition of Sexual Violence

“any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed, against a person’s sexuality using coercion, by any person regardless of their relationship to the victim, in any setting, including but not limited to home and work.”²

Definition of Sexual Harassment

Unwanted conduct of a sexual nature which has the purpose or effect of violating the recipient’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Definition of Controlling and Coercive Behaviour

‘the use of force or threats to compel or dispel a particular response’ and the control element refers to ‘structural forms of deprivation, exploitation, and command that compel obedience indirectly’.

[Other definitions are available on our webpages](#)

1. United Nations Declaration on the Elimination of Violence Against Women
2. World Health Organisation

Reporting Gender Based Violence

We urge anyone experiencing harassment and/or sexual violence on our campuses to report this, so it can be investigated, and support can be offered. We recognise that not everyone is comfortable with reporting, and therefore the student and colleague systems in place allow for any issues to be raised anonymously.

Staff

[Report a Gender Based Violence incident that affected you or a colleague](#)

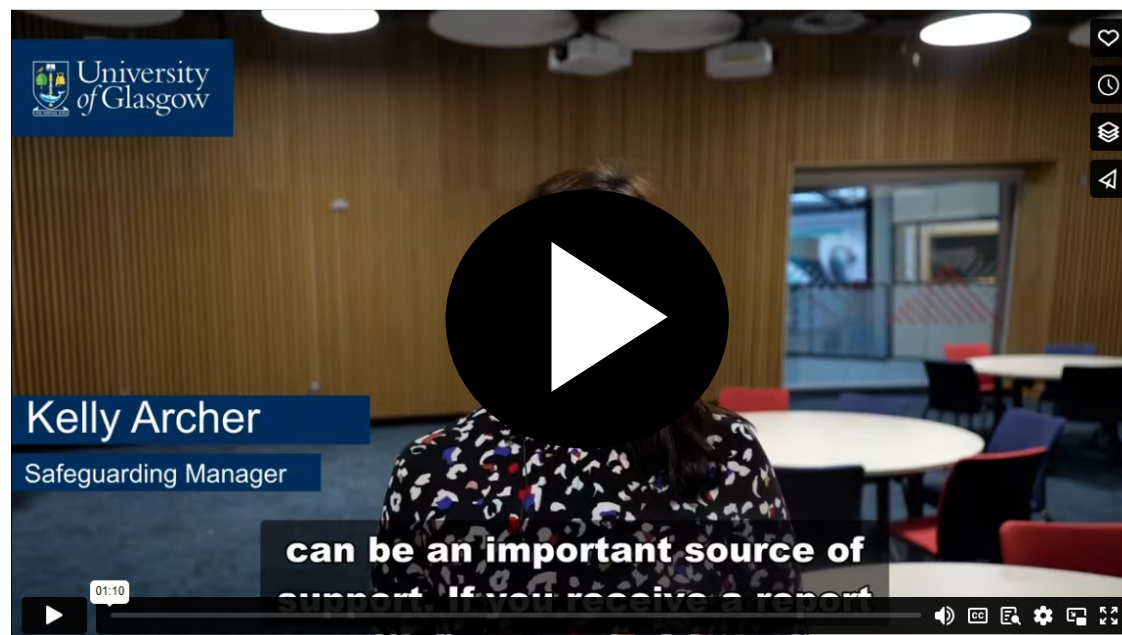
Students

[Report a Gender Based Violence incident that affected a student](#)

Responding to a report of Gender Based Violence

Receiving reports of gender-based violence from a student or colleague can be difficult, these step-by-step guides will guide you through what you should do when you have been entrusted with this information.

[Watch the video and find further information on the website](#)



Teams Channel/ Newsletter Copy

Sample copy text to encourage colleagues to support.

NEW: Together Against Gender-Based Violence

The University has launched our Together Against Gender-Based Violence campaign, aimed at raising awareness and fostering a safe and supportive environment for all members of our community.

Your support can make a difference.

How You Can Help:

- **Spread the Word:** Share campaign materials from our resource pack with colleagues and in your social media channels.
- **Report Incidents:** If you witness or experience GBV, [report it online](#).
- **Be Informed:** Explore the resource pack for essential tools and templates. [Watch the short video on how to respond to a report of GBV.](#)

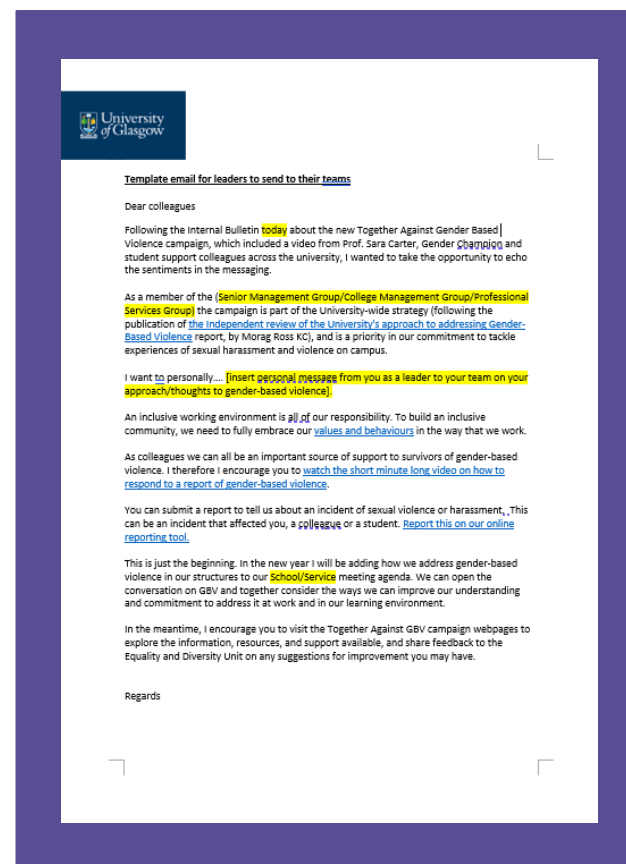
Let's build a safe and inclusive campus together!
Together Against Gender-Based Violence!
#OneTeamUofG

Template Email

We recommend leaders send an email to their teams to raise awareness and encourage support.

Here is some template text that can be used and edited to fit with your own communication style and message.

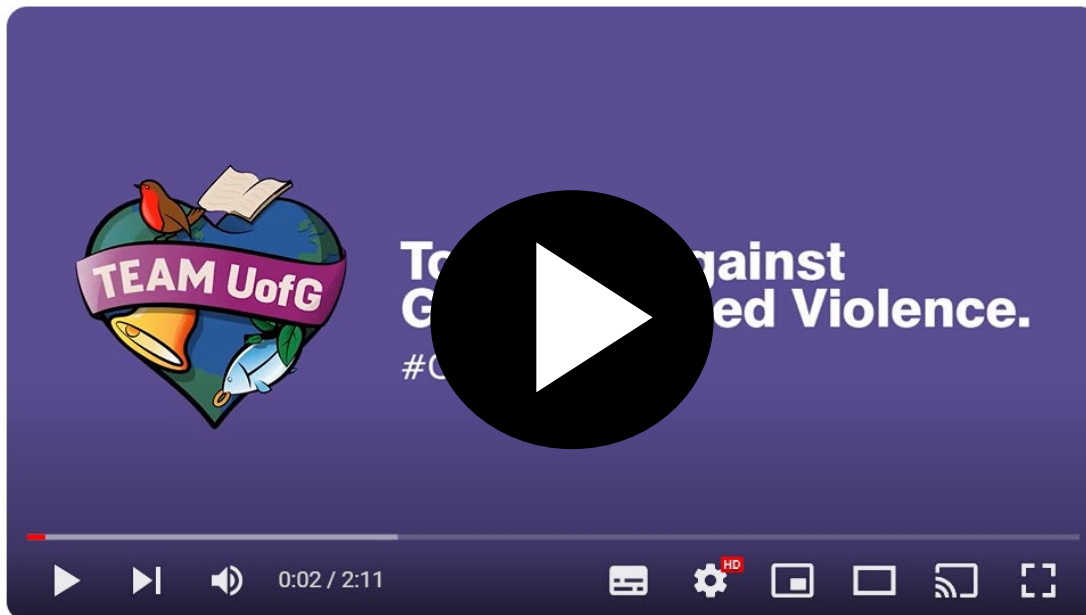
- [Template Email \(November 2023\)](#)



Video

Gender Champion Professor Sara Carter with colleagues from across the university and SRC introduce the campaign.

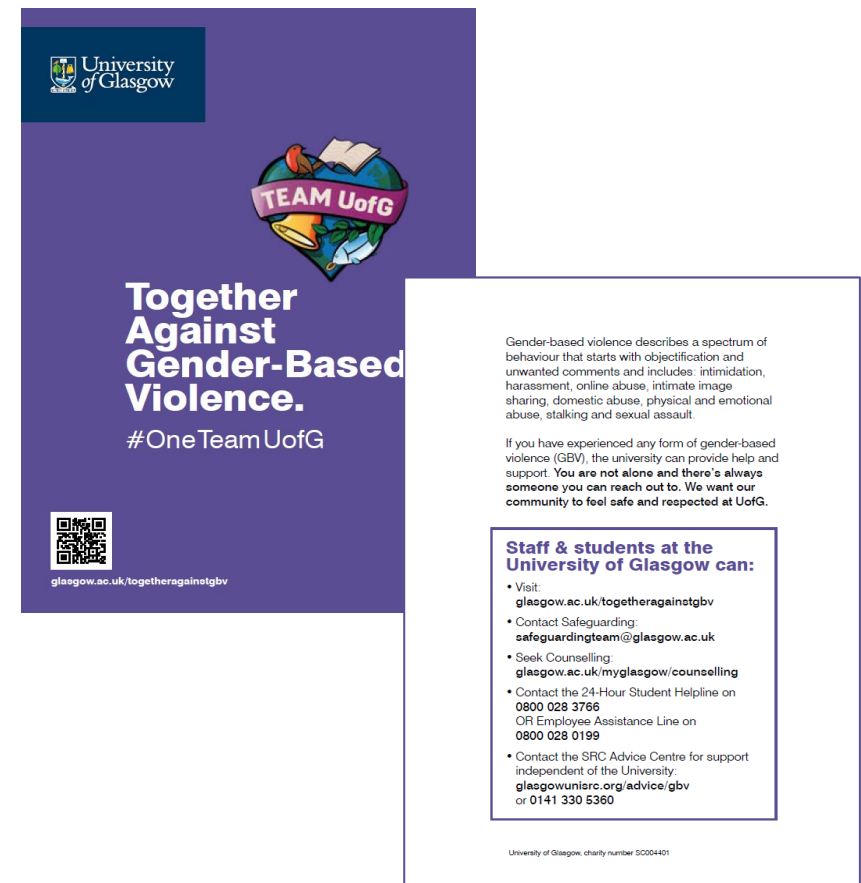
- [Watch and share the video](#)



Flyers for students

Flyers have been created. These have been provided across many student traffic areas, however you can also print a copy using the link.

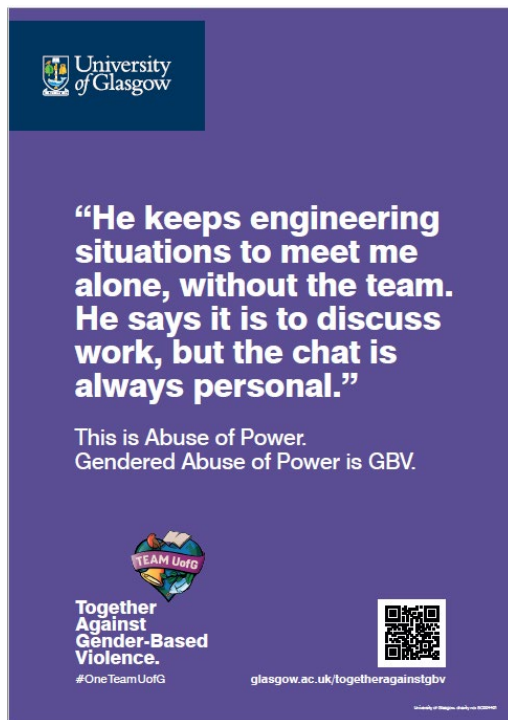
- [Printable Flyers](#)



Posters for staff areas

These posters have been created to highlight various behaviours that constitute sexual harassment within the workplace, from the overt to the more subtle and pervasive.

• Printable Posters for staff areas



Flyers for staff

Smaller versions of the posters have been created into flyers with helpful information on the back.

• Printable Flyers



Email Footers

Graphical email footers are available for downloading to include in your email signature.

- [Download email footers](#)
- [How to change your email signature](#)



Social Media

Our campaign will also feature across our UofG social media platforms. You can support the campaign by posting in your College/School/Service social media page.

- [Download social media materials](#)
(November 2023)



For more information and support:

- [Visit glasgow.ac.uk/togetheragainstgbv](http://glasgow.ac.uk/togetheragainstgbv)
- Contact genderchampion@glasgow.ac.uk



#OneTeamUofG