



Staff training  
on prevention of  
sexual violence



## STOP-SV: An evaluation of a training programme for nightlife workers in Europe

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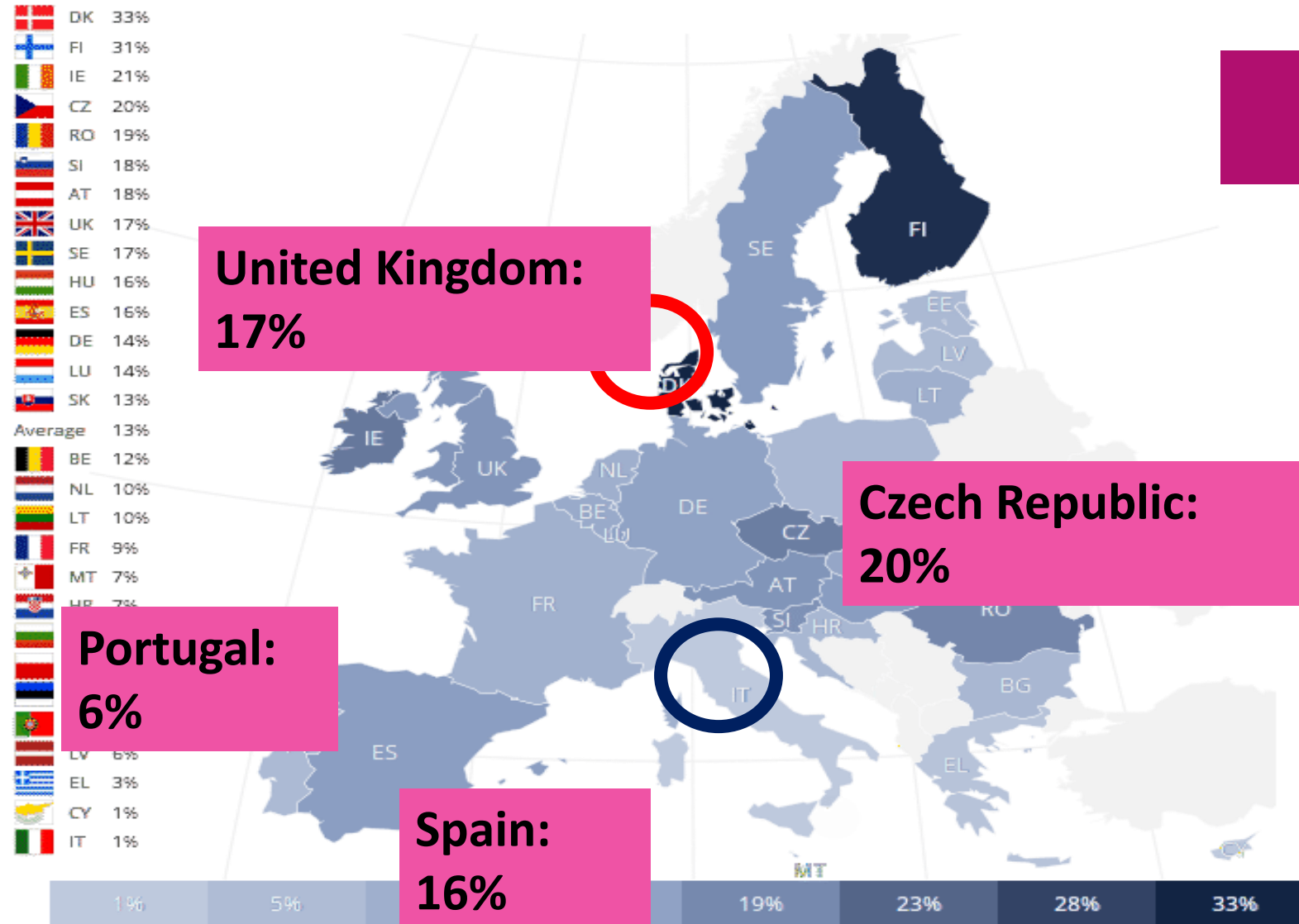
IREFREA, UIB, LJMU



*Co-funded by the Rights, Equality and Citizenship (REC) Programme of the European Union.*



# Place where the most serious incidents of sexual violence perpetrated by a stranger have occurred



**United Kingdom:  
17%**

**Czech Republic:  
20%**

**Portugal:  
6%**

**Spain:  
16%**

**Nightlife environment:  
18 – 29 years**

**Denmark: 33%**

**UE Average: 13%**

**Italy: 1%**

# Sexual violence in nightlife environments in Mallorca

## TRAVELS – Tourism, Recreation and Violence: A European Level Study

	Study average	Mallorca
Sexual harassment	8.6%	15.4%
Non-consensual sex	1.5%	2.2%

Gender (sexual orientation)	Sexual harassment	Non-consensual sex
Man (heterosexual)	6.4%	1.4%
Woman (heterosexual)	10.1%	1.0%
Man (gay / bisexual)	12.9%	7.8%
Woman (lesbian / bisexual)	13.5%	1.0%

# Factors associated with sexual violence

<b>Individual level</b>	<b>Alcohol consumption</b>	<ul style="list-style-type: none"> <li>Reduces victim skills</li> <li>Influences people's behaviours</li> <li>Drunk woman interpreted as greater availability</li> </ul>
	<b>Demographic characteristics</b>	<ul style="list-style-type: none"> <li>Being a woman</li> <li>Being young</li> <li>Cultural / ethnic group</li> </ul>
	<b>Previous victimisation</b>	<ul style="list-style-type: none"> <li>Increase prevalence</li> </ul>
	<b>Others</b>	<ul style="list-style-type: none"> <li>Man, young, heterosexual, single, assertive, dominant and willing to take risks</li> </ul>
<b>Relational level</b>	<b>Group dynamics</b>	<ul style="list-style-type: none"> <li>If the group gets drunk frequently</li> <li>Social status within the group</li> </ul>
<b>Community and societal level</b>	<b>Attitudes, expectations and social norms</b>	<ul style="list-style-type: none"> <li>Provocative attitudes</li> <li>Transactional sex</li> <li>Permissive environments where anything is allowed / promoted</li> <li>Cultures of machismo</li> </ul>
	<b>Nightlife venues</b>	<ul style="list-style-type: none"> <li>Social interaction / environment</li> <li>Role of the staff</li> <li>Alcohol promotions</li> <li>Permissiveness</li> <li>Physical characteristics of the premises</li> </ul>



*Keep On dancing*

THURSDAY 20<sup>TH</sup> JULY

LUCA CAZAL B-DAY  
TRIL CLAUDEL + SECRET GUEST

RACE PRE PARTY FROM 11PM TO 2AM · JONNY N'TRAVIS  
KEEP ON DANCING SHOW BY "LAS CHICAS BONITAS"



I CAN'T WAIT TO BE ASHAMED  
OF ALL THE THINGS I DO IN  
**MAGALUF 2015**



**F ★ ★ ★ ME**  
**I P'M FAMOUS!**  
DAVID GUETTA & FRIENDS  
**I B I Z A**

BUY 2017 TICKETS HERE



## Why do we work with the industry? (2)

Sexual violence:

- Most commonly **perpetrated by male patrons towards female patrons or staff.**
  - It is **also committed by individuals of both genders, towards opposite and same sex victims.**
  - It can be **committed by the staff, towards clients or towards other co-workers.**
- **Staff of the premises** – A study conducted in Canada, in bars and clubs, shows that out of the 258 incidents observed, **2.2% of the perpetrators and 6.5% of the victims were employees of the venue** (bar staff and entertainment staff).

# Why do we work with the industry? (3)

## Student raped in busy Newcastle city centre bar was on Freshers' Week night out

Sexual harassment is constant in clubs and it must stop, students say

From 'underhanding' to 'violate a fresher' nights, sexual assault is common in clubs - but students won't put up with it any more

## Magaluf bar where British girl was filmed performing sex acts on 24 men is shut down after police investigation into video

Spain's running of the bulls festival overshadowed by sexual assault claims

Gender equality group Amedna said the festival encouraged "jungle behaviour" and put women's safety at risk

## New charges on alleged pub rape

NEWCASTLE detectives have laid a further 19 charges against a barman accused of repeatedly raping and indecently assaulting a woman in a pub who was either unconscious, or barely conscious, throughout the two-hour incident.

## RVAP introduces sexual-assault prevention program for bars

JULY 18, 2016

**Bartenders in D.C. are learning how to stop sexual assault, and so far, it's working.**

*This new bartender program is showing sexual assault the door.*

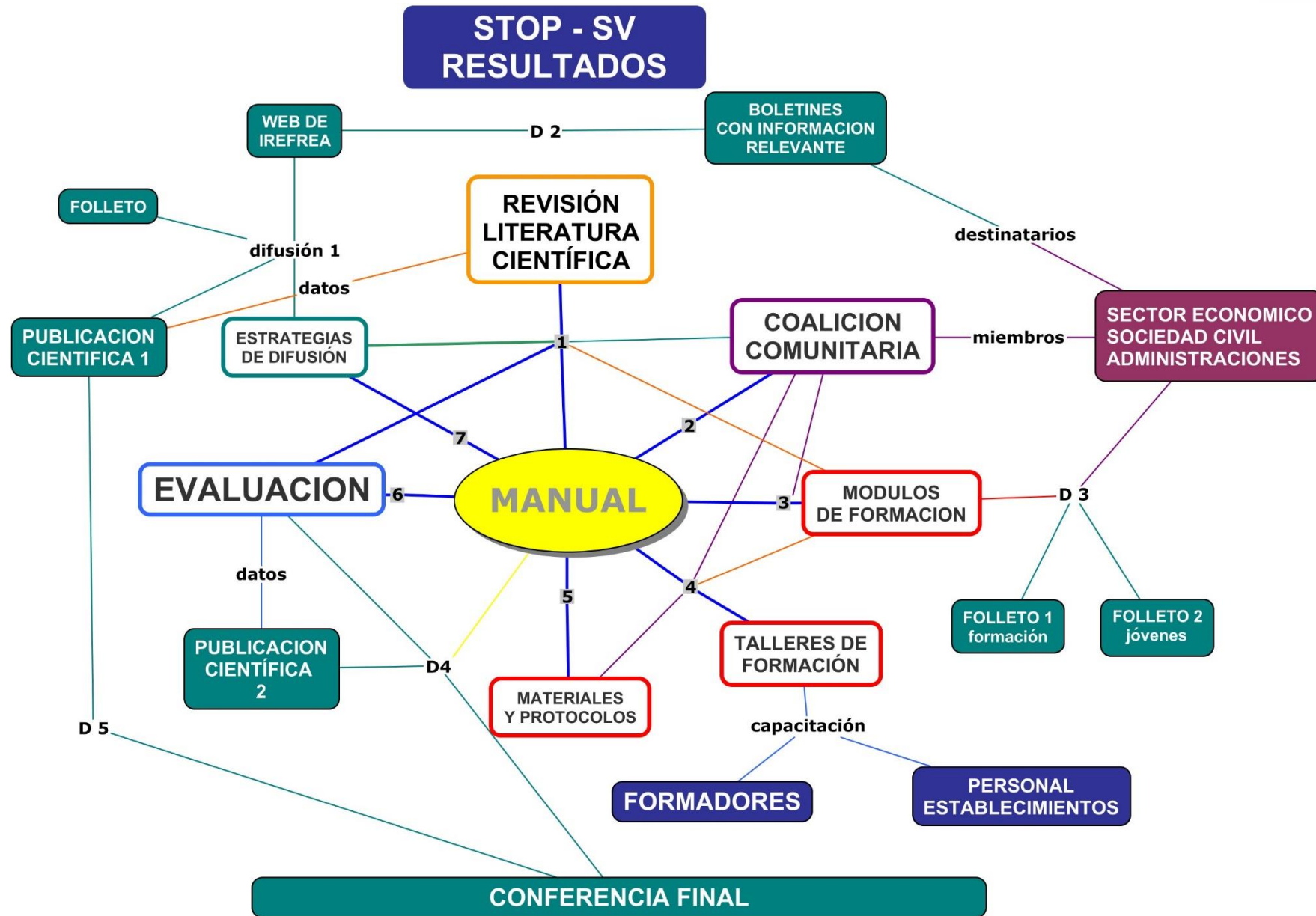
# Main objective of STOP-SV

Create a **strategy of intertwined actions aimed at:**

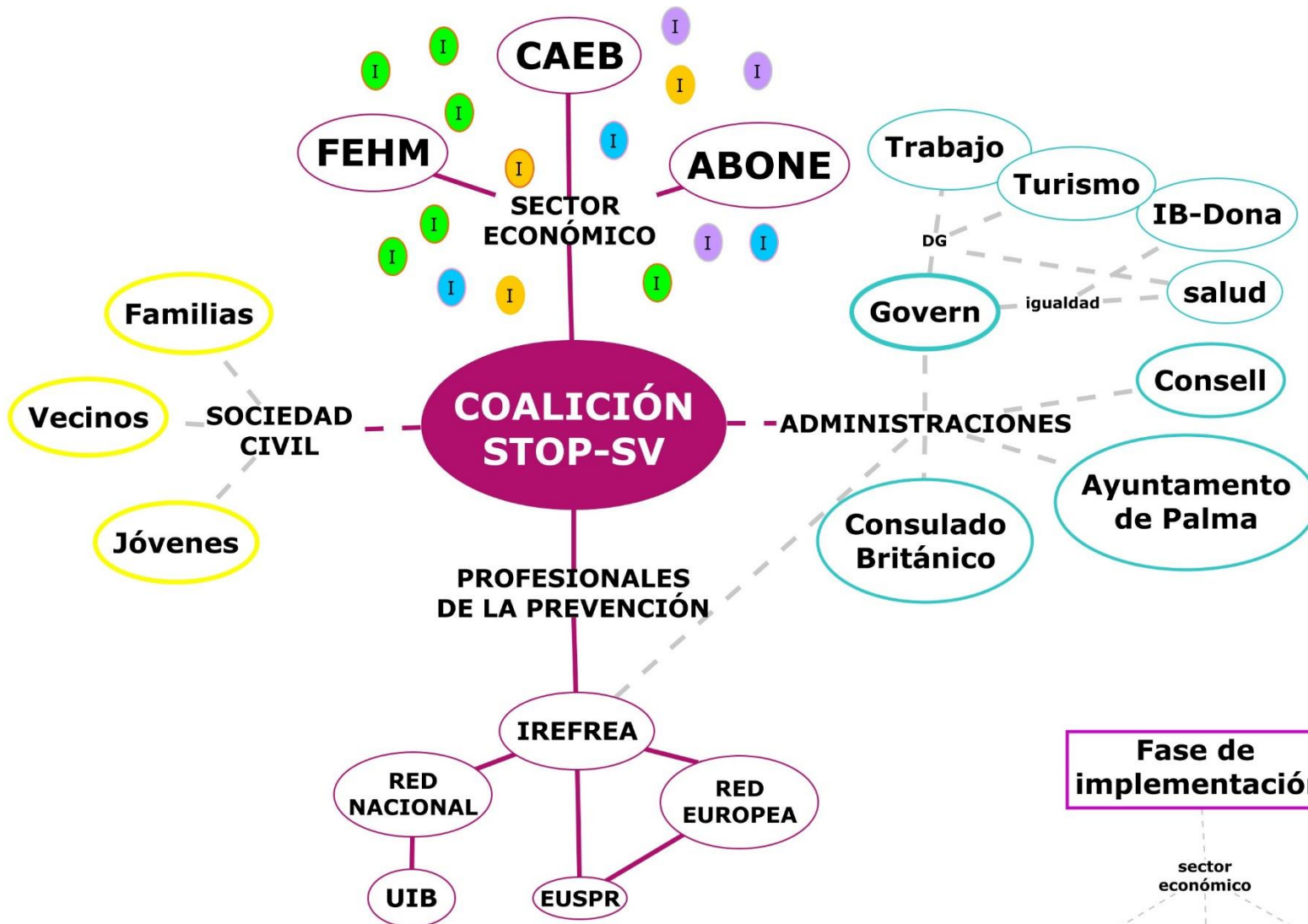
- **Explore the conditions that facilitate and / or promote sexual harassment (SH) and sexual violence (SV) in nightlife environments.**
- **Create a system to detect and prevent SH / SV through community coalitions that support the training of staff working in these environments.**
- **Socialize the problem and solutions** through a dissemination system that reaches the strategic groups to ensure the sustainability of the program after the conclusion of the project (industry, administrations, civil society).



# Pragmatic goals of STOP-SV



# STOP-SV coalition and its functions



Colaboración en red

Recogida de datos

Participación en el desarrollo de los materiales

Difusión social y sensibilización

Facilitar la implementación

Contribución en la evaluación

Comunicación intercambio/info

# What are we looking for working in coalition?

**→ Work together to prevent and address sexual violence in the nightlife environment**

**‘Socializing and drinking in venues is safer as well as they are well run’**

# STOP-SV prevention strategy

## 1. Active involvement of the industry as a preventive agent

- Strategy design and implementation logistics
- Facilitation of the training of trainers / staff of the venues
- Inclusion of models and protocols within CSR / prevention policies
- Sustainability

## 2. Creation of a support coalition as a local facilitating network

- Exploration of the issue and data register (facilitation / data collection)
- Facilitating changes in leisure contexts
- Contribution in the supervision and evaluation of the pilot implementation

## 3. Raise awareness of the issue and disseminate the preventive strategies.

- Community mobilisation (industry, administrations, civil society)
- Involvement of youth organizations



# Programme implementation

- ❑ **Piloting the staff training programme → Three workshops**
  - Group of managers
  - Group of employees (waiters, security staff, ...)
  - Staff from a single venue
  
- ❑ **Evaluation**
  - Review of materials
  - Facilitation of information exchange (post-workshop group)
  - Results presentation → Congress in Palma (30th of November 2018)
  
- ❑ **Accreditation**
  - Inclusion of protocols in CSR policies
  - Development of a 'quality badge' for the participating venues and organizations



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For further information about the project,  
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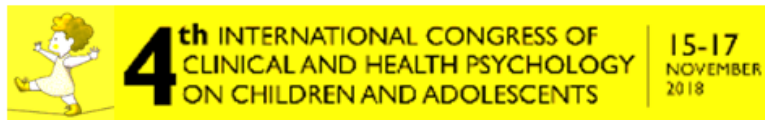
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**iThank you!**



**Universitat**  
de les Illes Balears

