



## **STOP ! SV – TRAINING OF TRAINERS - WORKSHOP**

### **SESSION 1 – Understanding sexual harassment and sexual violence in nightlife settings**

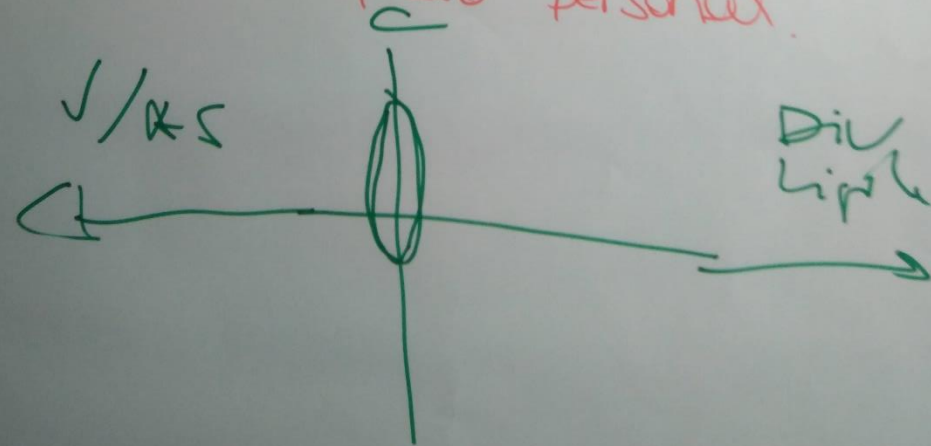


# Objectives

- **Consider the nature of sexual harassment and violence in nightlife**
- **Identify prevalence and consequences of sexual harassment and violence in nightlife, and associated factors**
- **Identify staff roles** in identifying and preventing sexual harassment and violence, **and areas for development** based on current practices
- **Explore of if and how the workplace can facilitate or prevent sexual harassment and violence**

# 1. What is sexual

- Violación
- Aprovecharse de la vulnerabilidad química.
- Lenguaje verbal y no verbal sucio
- Tocamientos oportunistas
- Exhibicionismo
- Invasión espacio personal.



# 1. What is sexual harassment and violence? (cont.)

**The WHO defines sexual violence as:**

*“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”*

World Health Organization, 2010

# 1. What is sexual harassment and violence? (cont.)

## SH and SV in the nightlife context

- Rape or attempted rape;
- Unwanted sexual contact, such as groping, kissing and touching;
- Unwanted non-contact sexual attention or harassment, such as verbal comments and sexual gestures;
- Coerced sexual activity, such as through threats, verbal pressure or the surreptitious provision of alcohol and drugs;
- Engaging in sexual activity with someone who is unable to give consent due to intoxication through alcohol or drug use; and,
- Sexual exploitation (e.g. providing underage access to clubs in exchange for sexual favours).

# 1. What is sexual harassment and violence? (cont.)

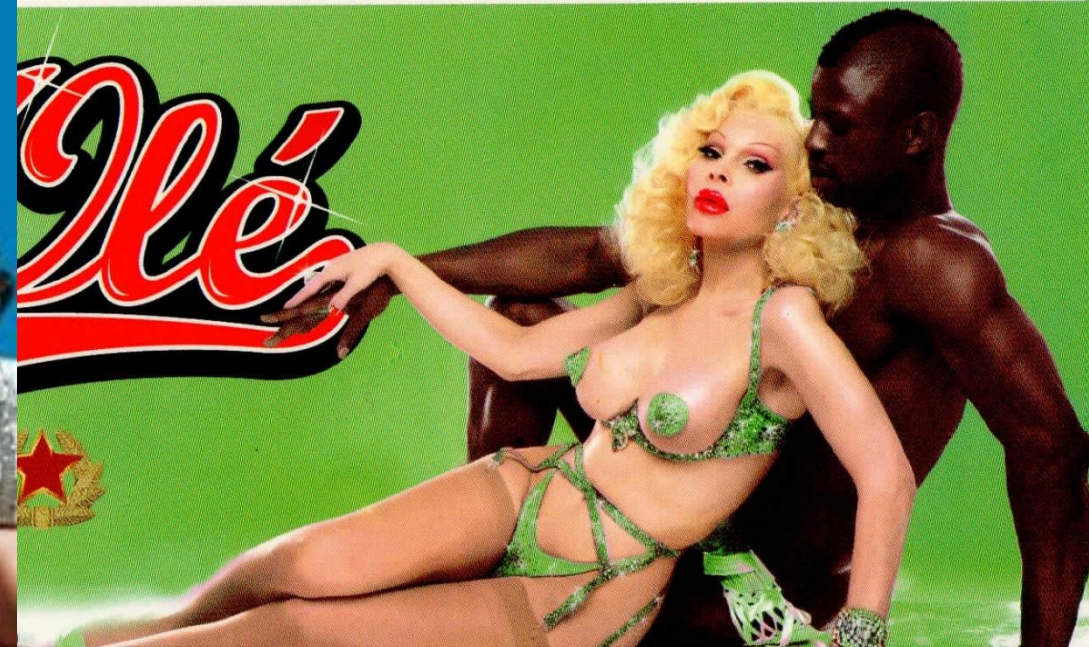
**Insert information on local country legislation**

Text

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"



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

BUY 2017 TICKETS HERE

## 2. How does sexual harassment and violence manifest in nightlife? (cont.)

- **Opportunistic** – if someone takes advantage of crowding to touch another person, or if someone's intoxication is exploited sexually by another person (including a partner, date, friend, acquaintance or stranger).
- Through **misperceptions** – such as when an individual incorrectly perceives another person to be sexually interested in them or a sexual action to be acceptable to them. Violence may also arise as part of the response to such misperceptions, such as through an aggressive rejection of an advance or an aggressive reaction to a rejection.
- **Predatory** – some individuals may target nightlife venues as easy locations for finding victims; in particular, those who have been drinking heavily or using drugs
- **Normative** – Certain social norms (formal/informal) may support sexual harassment and violence and prevent people from recognising this as such

## 2. How does sexual harassment and violence manifest in nightlife? (cont.)

### Findings from research

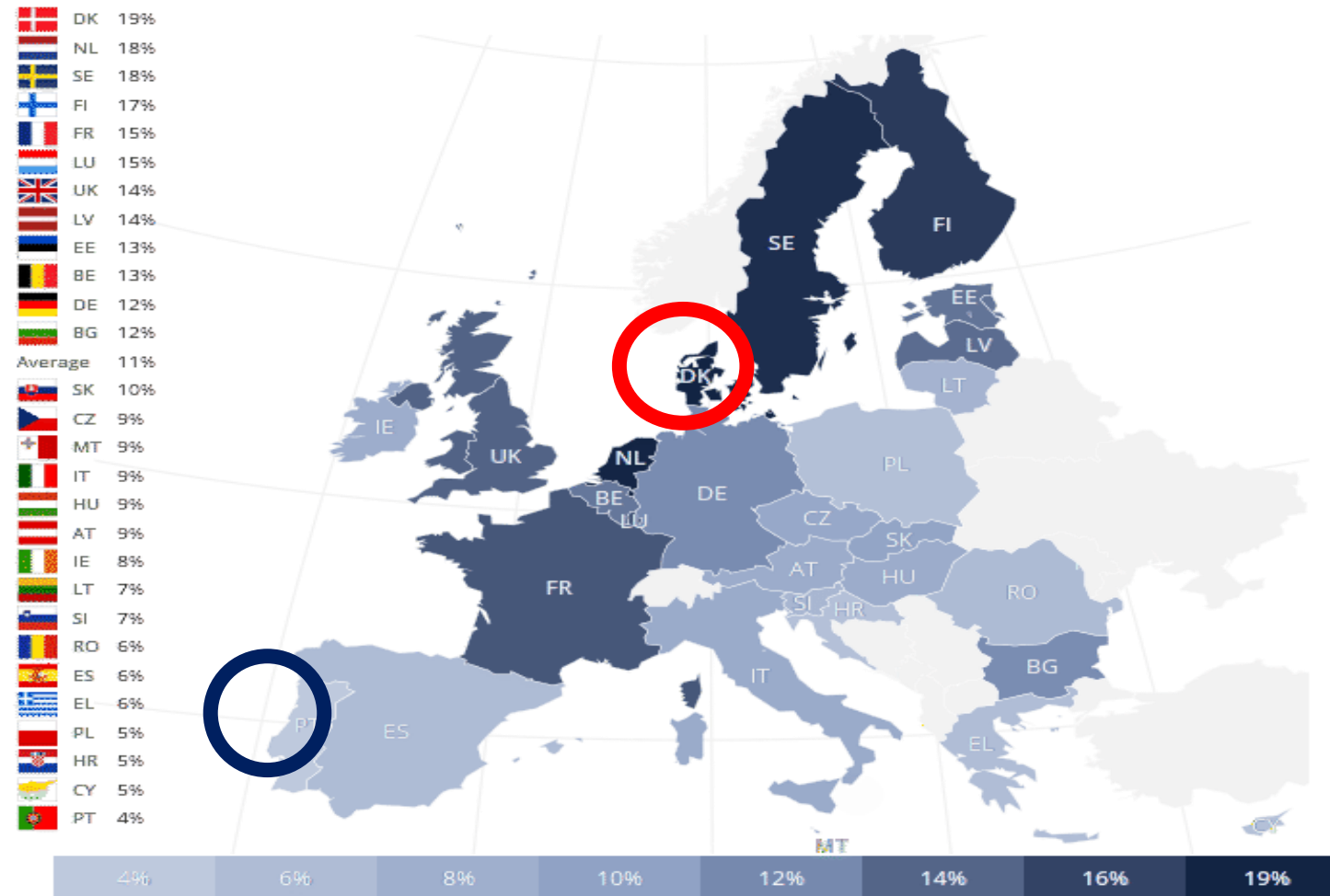
- Most commonly perpetrated by male patrons towards female patrons, or female staff.
- It can be committed by individuals of both genders towards both opposite and same sex victims
- Can also be committed by and to staff – towards both patrons and other staff members.

In a study of observed aggressive incidents involving sexual advances (n=258) in bars and clubs in Canada, **2.2% of perpetrators and 6.5% of victims were employed by the venue** (e.g. bar staff or entertainers)

(Graham et al, 2014)

### 3. What is the incidence of SH/SV in nightlife?

Sexual violence by a partner or a non-partner since the age of 15



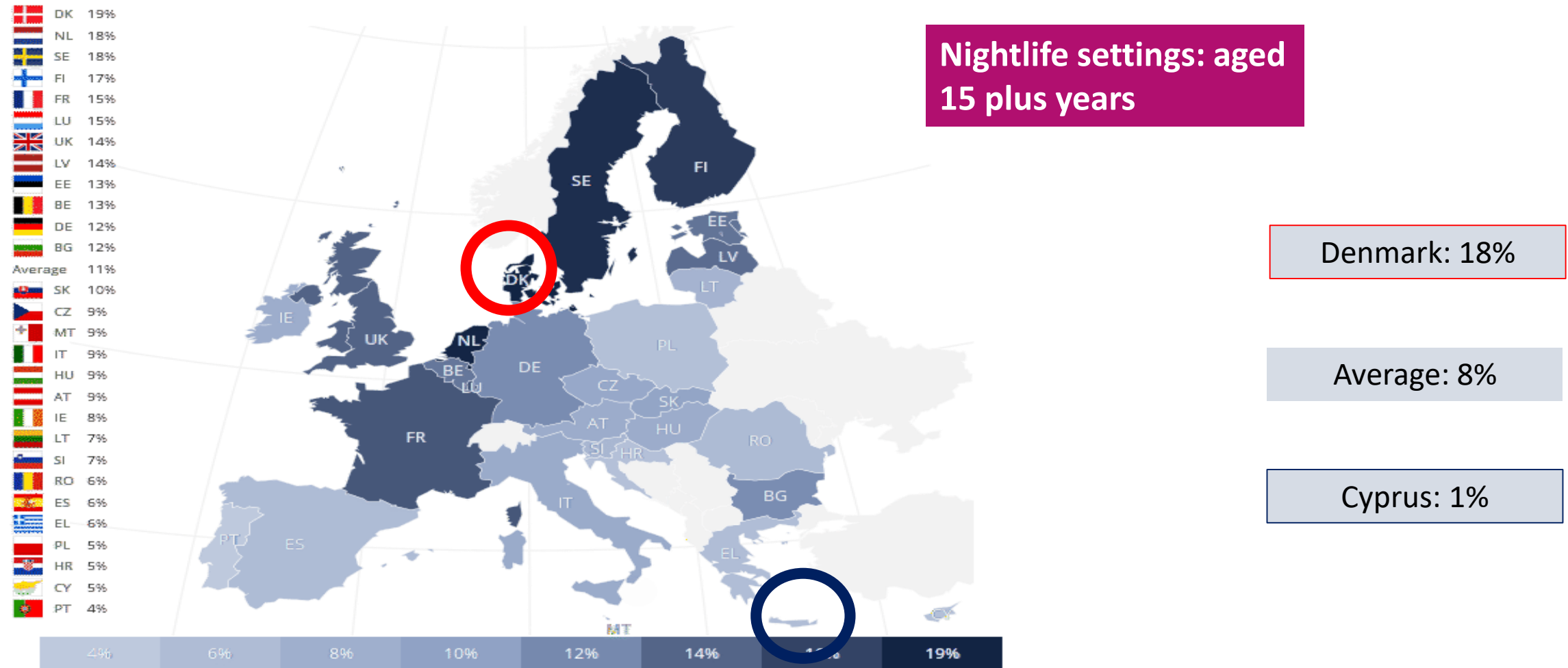
Denmark: 19%

Average: 11%

Portugal: 4%

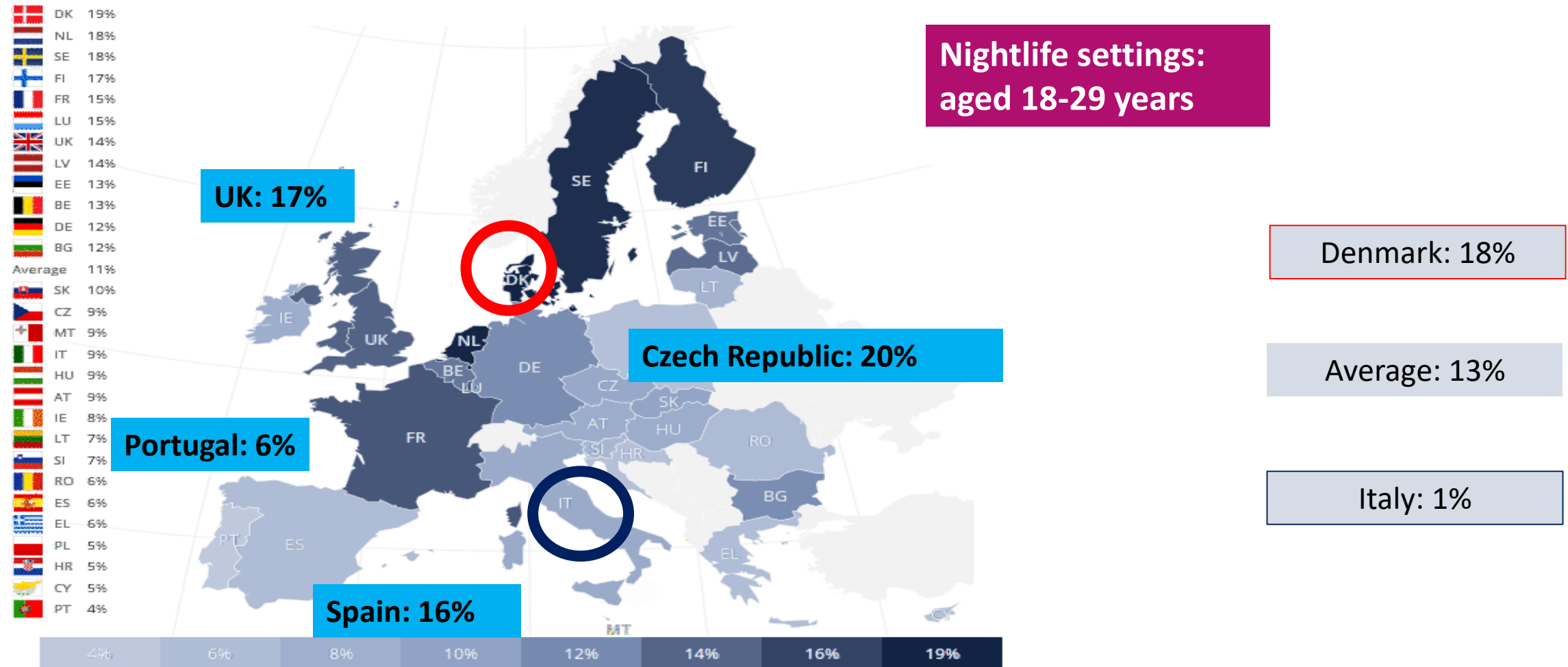
### 3. What is the incidence of SH/SV in nightlife? (cont.)

Place where the most serious incident of violence by a non-partner happened



### 3. What is the incidence of SH/SV in nightlife? (cont.)

Place where the most serious incident of violence by a non-partner happened



### 3. What is the incidence of SH/SV in nightlife? (cont.)

**Please, include local country data (if available)**

Text

### 3. What is the incidence of SH/SV in nightlife? (cont.)



## 4. What is consent?

- **Consent:** “Words or overt actions by a person who is legally or functionally competent to give informed approval, indicating a freely given agreement to have sexual intercourse or sexual contact”.
- **Inability to consent:** “A freely given agreement to have sexual intercourse or sexual contact could not occur because of the victim’s age, illness, mental or physical disability, being asleep or unconscious, or being too intoxicated (e.g., incapacitation, lack of consciousness, or lack of awareness) through their voluntary or involuntary use of alcohol or drugs”.
- **Inability to refuse:** “Disagreement to engage in a sexual act was precluded because of the use or possession of guns or other non-bodily weapons, or due to physical violence, threats of physical violence, intimidation or pressure, or misuse of authority”.

(Basile et al, 2014)

## 4. What is consent? (cont.)



## 5. What factors are associated with SH/SV?

Examples of factors associated with sexual harassment and violence in nightlife		
Individual level	Gender	e.g. females are more likely than males to experience and males more likely to perpetrate than females.
	Age	e.g. victims and perpetrators tend to be of a younger age
	Alcohol consumption	e.g. reduces individual's abilities; enhances confusion between friendly and sexual behaviours; drunk person perceived to be sexually available
	Previous victimisation	e.g. increases risk of victimisation
Relationship level	Group dynamics	e.g. experience of harms within a group increases individual group members' risk of harm; more at risk if a/some member/s of the group get frequently drunk
Community and societal	Attitudes, expectations and social norms	i.e. around what is acceptable and/or an expected behaviour in nightlife settings can be a contributor to sexual harassment and violence e.g. cultures of machismo/transactional sex (e.g. exchanging/ accepting alcohol for sex)
	Nightlife venues	e.g. venue characteristics (e.g. dark, crowding), alcohol promotion (e.g. drinks specials), and permissive attitudes/behaviours of management and clients promote risks of sexual harassment and violence

## 6. Identification and reporting of SH/SV

What are the elements that might contribute to conceal/disclose the problem of sexual harassment and violence in nightlife?



## 7. Key partners and their roles in nightlife venues

### Proactive practices that management/staff can implement:

- **ensuring the physical and social conditions** of the premises;
- guaranteeing staff understand and engage in **responsible server practices**;
- **avoiding marketing strategies** that encourage **violent behaviours** and/or **excessive drinking**;
- **developing partnership strategies to reduce harm** by, for example, establishing good communication and cooperation between police, local authorities, public transport agencies, health services and the communities.

## 7. Key partners and their roles in nightlife venues (cont.)

### Which roles can these key players play towards prevention?

- Access and security admission staff
- Security and ambience controller staff
- Serving staff
- DJs and speakers
- Entertainment staff



## 8. The importance of collaborative work and networking

### What do we intend with the STOP-SV programme

That the **training and empowerment of staff** - as a proactive prevention agent - **transcends the walls of the venue having a preventive effect on the surrounding areas and populations.**

### The assessment of a prevention framework taking into consideration:

- **Culture** – the strength of an organisation understood as prevailing and interacting values and norms
- **Learning** – the ability to ‘read’ and interpret sexual harassment and violence as a fact that can be transformed and prevented
- **Coalition** – the construction of networks trained and self-directed for change
- **Quality** – a transversal vector for processes and products within the organisation
- **Vision** – the thinking that emerges from the global and shared learning

## 8. The importance of collaborative work and networking (cont.)

### SWOT analysis





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