

Equinet Training on Gender Equality Combating Harassment and Sexual Harassment

23 – 24 September 2014

VENUE

InterContinental Hotel, ul. Emilii Plater 49, 00-125 Warsaw

AGENDA

DAY 1

08.30 – 09.00 **Registration and Welcome**

09.00 – 10.30 **OPENING SESSION**

Opening Address

09.00 – 09.30 **Evelyn Collins** – Chair of Equinet and Chief Executive of the Equality Commission for Northern Ireland

Stanisław Trociuk – Deputy Ombudsman, Human Rights Defender of Poland

09.30 - 10.20 **Keynote address - Harassment and sexual harassment: why it happens, how to stop it**

Kat Banyard – Co-Founder and Executive Director, UK Feminista

10.20 – 10.30 **Questions & Answers**

10.30-10.40 **Coffee break**

SESSION 1 – HARASSMENT AND SEXUAL HARASSMENT IN EUROPE

Chair: Sandra Ribeiro, Member of Equinet Board, Moderator of Equinet Gender Equality Working Group and President of CITE, Portugal.

10.40 – 12.10 *This session aims at discussing the current context on harassment and sexual harassment on the basis of gender in Europe. The prevalence of sexual harassment and relevant patterns will be presented by FRA following their survey on violence against women. The European Commission will present existing EU legislation and policies on this topic.*

10.40 – 11.00 **FRA survey on violence against women: findings concerning sexual harassment**

Sami Nevala

Head of Sector Statistics and Surveys, Freedoms and Justice Department, EU Agency for Fundamental Rights (FRA)

11.00 – 11.25 **EU activities on harassment and sexual harassment**

Emilie Jarrett

DG Justice, Gender Equality Unit
European Commission

11.25 – 12.00

Questions & Answers – Discussion



12.00 – 13.30

Lunch break

SESSION 2 – BUILDING A CULTURE OF RIGHTS

Chair: Mari-Liis Sepper, Member of Equinet Board and Gender Equality and Equal Treatment Commissioner of Estonia.

13.30-14.55

The high prevalence of cases of harassment and sexual harassment and the victimization risks make it key to ensure a proactive role of equality bodies in building a culture of rights and organisational tools to prevent harassment and sexual harassment. The Istanbul Convention and the new possibilities it brings for equality bodies will be presented, as well as some advice from the civil society. Pending confirmation, an insight on the US context will be presented as well.

13.30 – 13.55

The Istanbul Convention – preventing and combating sexual harassment

Lisa Gormley

Expert, Council of Europe

13.55 – 14.15

The perspective of civil society

Edite Kalnina

European Women's Lobby

14.15 – 14.20

Response from the Chair opening the Q&A session

14.20 – 14.40

Questions & Answers – Discussion

14.40 – 15.00

Coffee break

SESSION 3 – WORKSHOPS: BUILDING TOGETHER A CULTURE OF RIGHTS

15.00 – 16.20

This workshop session will discuss how equality bodies can interact with the context presented during the plenaries and build a culture of rights together with other stakeholders.

Workshops hosted by:

- **EIGE (European Institute for Gender Equality)**, *Therese Murphy*
- **TGEU (Transgender Europe)**, *Richard Köhler*
- **European Women's Lobby**, *Edite Kalnina*

SESSION 4 – WORKSHOPS: EQUALITY BODIES' PRACTICES

16.20 – 18.00

This workshop session will discuss equality bodies work allowing to ensure a proactive and preventive approach to harassment and sexual harassment in different areas. Participants will rotate between the different groups every 50 minutes so that each participant gets to discuss two different experiences.

Participants will rotate in order to attend the different group discussions hosted by national equality bodies

- **Human Rights Defender, Poland**, *Katarzyna Wilkołaska-Żuromska, Karolina Kedziora & Krzysztof Śmiszek*: Sexual harassment in the uniformed services
- **Ombud for Equal Treatment, Austria**, *Cornelia Amon-Konrath*: Moot Court training to sensitise stakeholders on harassment
- **Equality Authority, Ireland**, *Stefania Minervino*: Framing harassment and sexual harassment within equality mainstreaming

SOCIAL EVENT (19.00 – 21.00)

DAY 2

9.00 – 10.20 SESSION 5 – WORKSHOPS: EQUALITY BODIES' PRACTICES CONTINUED

Participants will rotate in order to attend the different group discussions hosted by national equality bodies

- **CITE, Portugal**, *Sandra Ribeiro*: Strategising the work on harassment and sexual harassment in employment
- **Ombudsman for Equality, Finland**, *Jussi Aaltonen*: Campaigning against sexual harassment in educational institutions
- **DDD, France**, *Sandra Bouchon & Marilyn Baldeck*: Cooperation with NGOs in handling complaints on sexual harassment

10.20 – 10.35

Coffee break

SESSION 6 – SUPPORTING VICTIMS

10.35 – 11.50

Chair: Anna Błaszczak - Member of Equinet Board and Deputy Director of the Constitutional and International Law Dep., Human Rights Defender of Poland TBC
This session will discuss the legal background and possible ways forward for supporting the individual victims in building their cases.

10.35 – 11.05

**Discrimination versus dignity:
Harassment related to Sex and
Sexual Harassment Law in European
Countries and in the EU**

Krzysztof Śmiszek
Polish Society of Antidiscrimination Law

11.05 - 11.35

How to build a case

Clare Hockney
UK- GB Equality and Human Rights
Commission

11.35 – 11.50

Questions & Answers – Discussion

11.50 – 12.50

SESSION 7 – WORKSHOPS: CASE STUDIES

This workshop session will work on case studies to implement what was discussed in the plenary session concerning how to build a case.

Case studies will be discussed in different groups

12.50 – 13.00

CLOSING OF THE SEMINAR

Anne Gaspard – Executive Director, Equinet Secretariat
Mirosław Wróblewski - Director of the Constitutional and International Law Dep., Human Rights Defender of Poland

FOLLOW-UP

Equinet will publish a summary report of the seminar and will upload the speakers' presentations on its website at:

www.equineteurope.org/activities/events

A photographer will take pictures during the event which will be used on Equinet website and publications. In case you do not agree to the use of your image by Equinet please contact the Secretariat.

In addition to visiting our **website**, you can also follow the work of Equinet and its 41 European member equality bodies by subscribing to our **monthly newsletter** from our homepage or by following us on **Facebook** (facebook.com/EquinetEurope) or **Twitter** (@equineteurope)

