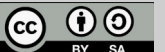




Examples of gender discrimination and violence in the University

Trainer's activity notes

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Group Activity (*Template*)

*Try to identify **what is happening** in the scenes narrated in the context of the University, where different behaviours related to gender discrimination and violence appear.*

Everyday scenes we will deal with:

1. Girls doing work on role models
2. Girl who goes up to the blackboard
3. Girl who has just arrived on Erasmus
4. Controlling behaviour in an intimate relationship
5. Boys' conversation about girls
6. Girl on work placement
7. Boys' instant messaging group
8. Girl starting work
9. Girls going out

After each of the scenes you will find a brief explanation of the different phenomena that occur in each of the situations, with data and information that will help you complement what you have already read.

Group Activity: Scene 1 – Girls doing work on role models



What is happening?

What are we doing at the University?

Group Activity: Scene 1 – Girls doing work on role models

What is happening?

- **Invisibilisation of women**

The lack of visibility and female representation in professional and technological sectors has a direct impact not just on the social construction of what women ‘can do’ but also on the perception that girls and women have of their own individual abilities and options.

This also affects and modulates career tastes and preferences. It is no coincidence that the **UPC has a mainly male student body**, but this has to do not with sexual or biological differences but with the learning we have done around gender.

Group Activity: Scene 1 – Girls doing work on role models

What are we doing at the University?

The University has made a commitment to create a safe and respectful environment for all people in which equality is upheld, and to do this effectively we need to listen, reflect and change attitudes and behaviours that have long been normalised. For more information go to the [Prou.UPC website](#).

If you are faced with this type of behaviour, refer to the [UPC Protocol for Prevention and Response to Situations of Violence, Discrimination and Harassment \(excluding workplace harassment\)](#) and the mailbox for situations of violence, harassment and discrimination.

Group Activity: Scene 2 – Girl who goes up to the blackboard



What is happening?

What are we doing at the University?

Group Activity: Scene 2 – Girl who goes up to the blackboard

What is happening?

- **Harassment by reason of sex**

The comments made about a student, first belittling or questioning her and then criticising her appearance, are clearly motivated by the fact that she is female.

The harassment of a woman by a person in a position of power not only has consequences for the harassed person; this intimidating atmosphere also has negative effects on the rest of the women at the University.

- **Vertical harassment**

The fact that it is a professor who makes them and seeks the complicity of the other male students is doubly serious, since he is in a position of power with respect to Marta.

Group Activity: Scene 2 – Girl who goes up to the blackboard

What are we doing at the University?

For the professor's behaviour to be finally seen as environmental harassment, the principle of insistence and repetition is required, that is, that this is not the first time it has happened. However, when a person makes comments like these, seeking the complicity of the other men in the classroom, they are likely to do it again, if they haven't already. The professor probably has these attitudes because he doesn't see the comments as demeaning or intimidating, but they are. It is a type of attitude that no one can afford to have within the context of the University. For more information go to the [Prou.UPC website](#).

If you are faced with this type of behaviour, refer to the [UPC Protocol for Prevention and Response to Situations of Violence, Discrimination and Harassment \(excluding workplace harassment\)](#) and the mailbox for situations of violence, harassment and discrimination.

Group Activity: Scene 3 – Girl who has just arrived on Erasmus



What is happening?

What are we doing at the University?

Group Activity: Scene 3 – Girl who has just arrived on Erasmus

What is happening?

Juan's insistent messages, despite Juliette's repeated refusal, are a form of **harassment**. However, it is a form of harassment that is often normalised and invisible.

Under the myth of conquest and ideas such as "seek and you will find", behaviours like Juan's are rarely seen as problematic or punished by the people around the harasser. But Juan's insistence has clear consequences for Juliette: the discomfort it has caused her has ended up making her stop going to class so as not to have to meet him.

It should be noted that it is not the responsibility of the harassed person to stop the harassing attitude or behaviour: the only person responsible for what Juan does is himself.

This is not clear to everyone and, as we can see, Carles, Juan's friend, minimises the responsibility for what he has done and participates in building a story that blames Juliette for the attention she receives and did not want: for "the looks", for giving her phone number, etc.

Group Activity: Scene 3 – Girl who has just arrived on Erasmus

What are we doing at the University?

For the professor's behaviour to be finally seen as environmental harassment, the principle of insistence and repetition is required, that is, that this is not the first time it has happened. However, when a person makes comments like these, seeking the complicity of the other men in the classroom, they are likely to do it again, if they haven't already. The professor probably has these attitudes because he doesn't see the comments as demeaning or intimidating, but they are. It is a type of attitude that no one can afford to have within the context of the University. For more information go to the [Prou.UPC website](#).

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Group Activity: Scene 4 – Controlling behaviour in an intimate relationship



What is happening?

Group Activity: Scene 4 – Controlling behaviour in an intimate relationship

What is happening?

- **Violence against women**

Pol's negative comments are not just an expression of his opinion, they damage Txell's self-esteem and also aim to change the way she dresses, the makeup she wears and the way she behaves. Therefore, they act as control mechanisms that limit what Txell does or doesn't do, especially in social contexts.

Controlling behaviour in an intimate relationship is a form of violence against women that may be subtle (as in this scene) and at other times more explicit. Either way, it's intolerable.

Group Activity: Scene 4 – Controlling behaviour in an intimate relationship

What is happening?

The ways in which control and isolation dynamics occur in an intimate relationship are diverse and are often so normalised that they are difficult to identify:

- The boy checking whether his partner is online on an instant messaging app or how long she has been online.
- Getting angry if she doesn't tell him early enough that she's meeting her friends.
- Constantly criticising her friends and trying to convince her that they don't really like her.
- Getting angry if she meets a male friend, talks to him, etc.

All these examples are psychological forms of violence against women. In a case like this, Txell may not think she needs help, but these situations tend to escalate over time (offensive comments, insults, prohibitions, etc.).

Group Activity: Scene 5 – Boys’ conversation about girls



What is happening?

Group Activity: Scene 5 – Boys’ conversation about girls

What is happening?

- **Harassment**

It is an attack on women’s dignity and turns the university environment into an intimidating, hostile, degrading, humiliating and offensive context for women.

The objectification of women is a problem that is present in our social context in practically all spheres. The assumption that women must always aspire to a specific ideal of beauty and that men can be constantly evaluating, judging and issuing verdicts on them is a situation that is completely normalised.

It is a form of symbolic violence, because women do not exist to be looked at or to satisfy the male gaze.

Behaviours like those of this group of friends are direct expressions of inequality between men and women, as well as an element that facilitates and allows a context of more serious violence.

Group Activity: Scene 6 – Girl on work placement



What is happening?

What are we doing at the University?

Group Activity: Scene 6 – Girl on work placement

What is happening?

- **Sexual harassment**

First, it is not appropriate to make comments to a female colleague about what clothes she should or shouldn't wear, or how formal or casual she should be, and even less so if the person making the comments is in a position of power as clearly as Arnau is with respect to Lucía.

The comments about her body (referring to her legs) and lewd and insistent looks are behaviours clearly typified as harassment. They make her feel intimidated, insecure and upset, and generate feelings of shame, anxiety and possibly fear.

The account of the situation, moreover, shows us how this harassment seems to increase with time. Arnau will probably tend to increase the intensity of this harassment if he sees that what he has done so far goes unpunished.

Aggressors rely on the fact that, because of their position of power and social pressure, the victims will remain silent.

Group Activity: Scene 6 – Girl on work placement

What are we doing at the University?

Although this situation does not take place at the University, the **UPC Protocol for Prevention and Response to Situations of Violence, Discrimination and Harassment (excluding workplace harassment)** would still be activated, because it includes all people who are associated with the University in one way or another.

No student should feel intimidated or bullied in their placement context. For more information go to the **Prou.UPC website**.

Group Activity: Scene 7 – Boys’ instant messaging group



What is happening?

Group Activity: Scene 7 – Boys' instant messaging group

What is happening?

The accomplices in the violence against a woman are validating their friend's sexist attitude, encouraging him and making it easier for what he has done to go further or be repeated in the future. They are attacking Laura's moral integrity and will possibly do the same with the rest of the girls (with whom Eloi or any of the others may hook up, but also other girls they interact with).

Sexpreading. Sharing an intimate or sexual photograph of a person without their consent. Not only is it a form of sexual and sexist violence, it is also a crime.

Group Activity: Scene 8 – Girl starting work



What is happening?

What are we doing at the University?

Group Activity: Scene 8 – Girl starting work

What is happening?

- **Sexual harassment**

A situation like this, that is obviously uncomfortable, intimidates and distresses Laia, who has felt unsettled and violated by it, especially as it was accompanied by the comment about how she and the woman in the video look alike. The context necessarily makes the environment turn hostile, unsettling and intimidating. The behaviour towards Laia may not be physical or verbal but it is exposing her to sexual content that she has not asked to see. Several aspects draw our attention: they have just met and have nothing resembling a relationship of trust, which means there is no doubt that Mario's intention was to make her feel uncomfortable in the first interaction.

In addition, the two times he has exhibited the videos of sexual content to his colleague he has waited to do so when they are alone in the office, which demonstrates that he knows that his behaviour is totally inappropriate.

- **Horizontal harassment**

The action took place between two members of the University's administrative and service staff.

Group Activity: Scene 8 – Girl starting work

What are we doing at the University?

Faced with an event like this, Laia can refer to the [Prou.Upc website](#) and the [UPC Protocol for Prevention and Response to Situations of Violence, Discrimination and Harassment \(excluding workplace harassment\)](#) to assess what she can do and to receive advice and counsel. She can also write to the mailbox for situations of violence, harassment and discrimination. Mario's behaviour is in no way acceptable and cannot be tolerated, either in the university context or in any social sphere.

Group Activity: Scene 9 – Girls going out



What is happening?

Group Activity: Scene 9 – Girls going out

What is happening?

What happened in this scene is a story of **sexual violence**.

Luís has forced Cristina into sexual contact that she did not want. Many moments and factors in the story show us that she does not want to engage Luís sexually: she makes it clear to him before the concerts (when she talks to him about Mario), she explains it to her friend, she pulls away when he initiates contact with caresses and pushes him away when he tries to kiss her. She even says so directly and asks him to stop. It is clear that this situation occurs without Cristina's consent.