

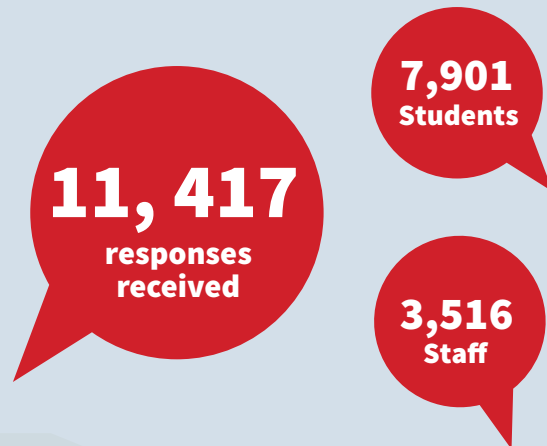
The National Surveys of Staff and Student Experiences of Sexual Violence and Harassment in Irish Higher Education Institutions



The surveys highlight experiences of sexual violence and harassment. Some of the language is explicit and some may find it uncomfortable. Information on support available can be found [here](#)

The surveys explored:

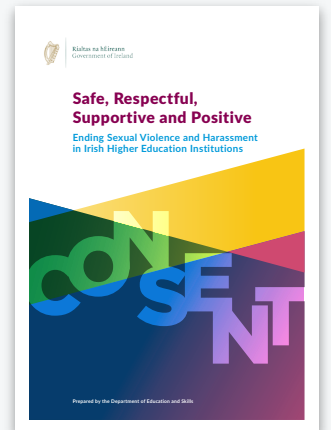
- Experiences of sexual harassment and violence
- Experience of education and awareness initiatives
- Consent attitudes and practices
- Opinions on campus safety
- Perceptions of institutional and peer responses



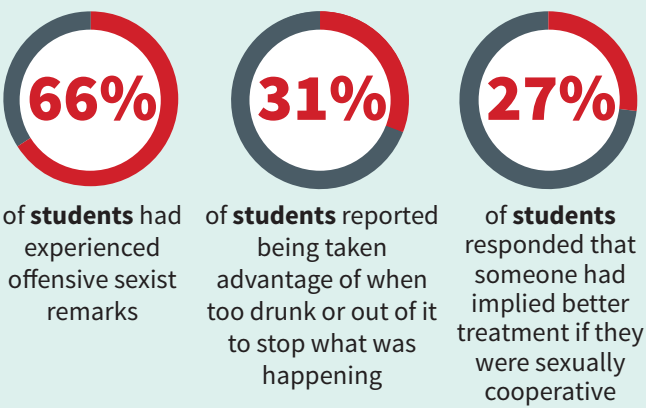
Policy Framework

'Safe, Respectful, Supportive and Positive: Ending Sexual Harassment in Irish Higher Education Institutions'

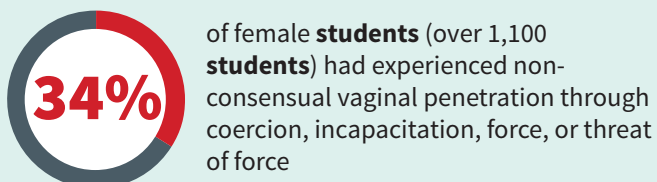
Commonly referred to as the *'Framework for Consent in HEIs'*



Student and Staff Experiences of Sexual Violence and Harassment

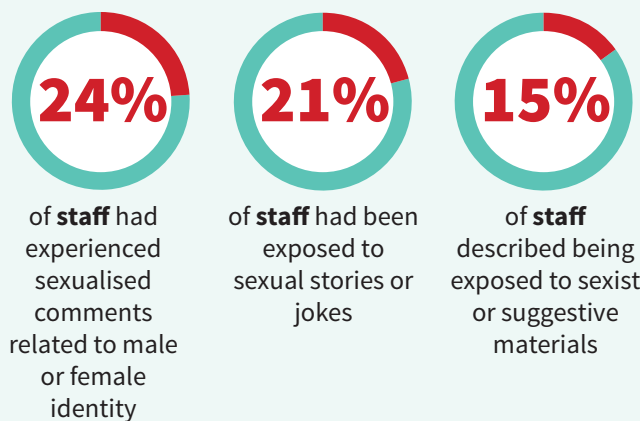
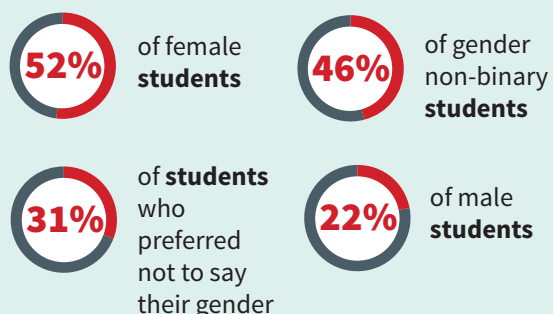


Female students were particularly likely to experience sexual violence.



A relatively high level of exposure to sexual violence was found among gender non-binary students, bisexuals, students who were gay, lesbian or queer, and students with a disability.

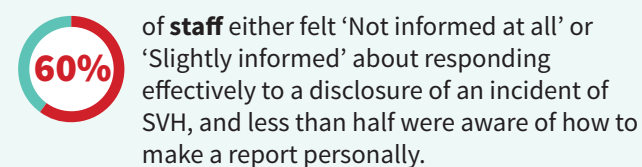
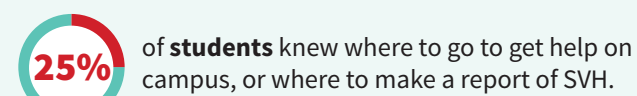
Non-consensual sexual touching was reported by:



Higher levels of sexual harassment and violence were reported by the following categories of **staff**:

- Female **staff**
- Academics in the Arts, Humanities, Social Sciences, Business and Law category
- **Staff** working in research
- **Staff** who identified as bisexual, gay, lesbian or queer
- Younger **staff** members (aged 18-34)

- High levels of positive intentions and attitudes were reported by **students** toward active consent and proactive bystander intervention.
- A large majority of **staff** indicated willingness to take part in training on handling disclosures, bystander intervention and consent.



Recommendations:

Policy implementation:

- Continue to implement the 'Consent Framework' with adequate resourcing, while supporting HEIs to implement an action plan approach to tackling SVH.
- Integrate supports for staff into national strategies and action plans, taking the specific needs of high risks groups into consideration.

Support services and reporting procedures:

- Implement a targeted strategy to increase knowledge and skills of staff and students to access support and reporting procedures.
- Develop trauma-informed reporting, investigation and support systems for staff.

Awareness, training and education:

- Provide a comprehensive programme of awareness raising, education and training for all members of the HEI community.
- Engage students in an empowering way to promote active consent and bystander intervention.
- Provide tailored training for staff in managing disclosures, bystander intervention and sexual consent.

Future Research:

- Adopt a long-term, strategic and inclusive approach to monitoring, data collection and research.
- Further research is required to explore the experiences of high-risk groups and smaller or hard to reach groups, such as ethnic minorities, and to explore the context in which staff members have experienced SVH.

Responding to the Recommendations: Key Actions in the Implementation Plan 2022 – 2024

Awareness-raising, education and training for staff and students | Integrate survey findings into initiatives | Develop shared terminology
Good practice conference | Explore the feasibility of a panel of investigators | Pilot initiatives with high risk and hard-to-reach groups
Explore the feasibility of standardised training | Conduct further research | Review the national framework outcomes

Full and summary staff and student survey reports are available [here](#) on the HEA website