

International Workshop on Addressing and Assessing Sexual Harassment of Women in Academia

OCTOBER 27-28, 2025



HELD AT ACADEMIE DES SCIENCES

PLACE DE L'INSTITUT

25 QUAI DE CONTI, 75006 PARIS, FRANCE

International Workshop on Addressing and Assessing Sexual Harassment of Women in Academia

OCTOBER 27, 2025

12:00-1:30 PRE-MEETING NETWORKING LUNCH, LE BOUILLON RACINE (3 RUE RACINE, 75006 PARIS)

NOTE: THE RESTAURANT IS A 15-MINUTE WALK FROM THE ACADEMIE DES SCIENCES. PLEASE MEET DIRECTLY AT THE RESTAURANT.

IF YOU ARE UNABLE TO ATTEND THE NETWORKING LUNCH, PLEASE MEET THE GROUP AT THE ENTRANCE OF THE ACADEMIE DES SCIENCES AROUND 1:45 PM.

1:30-2:00 Transition to L'Académie des sciences, Place de l'institut (25 Quai de Conti, 75006 Paris)

Meet directly at Académie des sciences at 1:45 if not attending the lunch. All visitors need to be escorted to the meeting room by a staff member.

DAY 1—ESTABLISHING A SHARED UNDERSTANDING ACROSS CULTURES AND CONTEXTS

SALLE PIERRE ET MARIE CURIE AND SALLE ALEXIS DE TOCQUEVILLE

Objectives

- Engage experts and advocates from around the world to develop a shared understanding and commitment to addressing sexual harassment in academic STEM work
- Examine the currently available data on sexual harassment in international STEM contexts and both opportunities and limitations to improving data collection
- Share case studies of individual countries and innovative work happening within and outside the academy to address sexual harassment
- Develop and assert a shared, global commitment to address and prevent sexual harassment in academic STEM work

2:00-2:10 Day 1 Opening Remarks from the InterAcademy Partnership

Ourania Kosti, Executive Director, IAP, United States

2:10-2:20 Welcome Remarks from L'Académie des sciences

Geneviève Almouzni, Director of Research, CNRS, Member of the Académie des sciences, Member of the ERC Council, France

2:20-3:20 Defining Sexual Harassment

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Panel from experts in different regions of the world examining how sexual harassment (as well as other related concepts such as gender-based violence, power-based abuse, and microaggressions) is viewed and defined in their contexts and how to ensure people are operating with a shared, global definition to aid international collaborations.

Moderator: Geneviève Almouzni, Director of Research, CNRS, Member of the Académie des sciences, Member of the ERC Council, France

Panelists:

Virginia Braun, Professor of Psychology, University of Auckland, New Zealand

Alima Sagito, Executive Director, Savannah Woman Integrated Development Agency, Ghana

Marcela Linková, Researcher, Institute of Sociology, Czech Republic

3:20–4:20

The Costs of Harassment

Panel of researchers and practitioners across different regions on the impacts of harassment on individuals as well as institutions and the implications for the broader scientific enterprise. This panel will draw on not only scientific expertise but lived experience to outline costs and impacts.

Moderator: Professor Meredith Nash, Independent Scholar, Australia

Panelists:

Melina Dederichs, Founder and Managing Director, The Yellow Project, Germany

Gina El-Feky, Acting President, Academy of Scientific Research and Technology of Egypt, Egypt

Ana Vidu, Ramon y Cajal Fellow, University of Ramon Llull, Spain

Gloria Abiwu, Founder and CEO, Gloryhill Women Empowerment Foundation, Ghana

4:20–4:50

Coffee Break

4:50–5:50

Data Collection Across Countries and Contexts

Panel or presentation on the challenges of capturing data on harassment accurately, ethically, and in a culturally sensitive manner across countries as well as current knowledge of best practices for doing so.

Moderator: M. Gabriela Torres, Professor, Rhode Island College, United States

Panelists:

Anna Bull, Co-Founder and Director, 1752 Group, United Kingdom

Giorgia Magni, PhD Student, University of Geneva, Switzerland

Nasima Carrim, Professor, University of Pretoria, South Africa

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5:50–6:00	Closing Remarks and Summary of the Day
	Katie Wullert, Program Officer, National Academies of Science, Engineering, and Medicine, United States
6:00–6:30	Optional Tour of L’Institut de France
6:30–7:30	Day 1 Closing Reception for Workshop Participants Salle Edouard Bonnefous

OCTOBER 28, 2025

8:40	Meet at Place de L’Institut to be escorted to the meeting room
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DAY 2—CASE STUDIES AND INNOVATION

SALLE PIERRE ET MARIE CURIE AND SALLE ALEXIS DE TOCQUEVILLE

9:00–10:00	Breakfast Conversation among Attendees
10:00–10:10	Day 2 Welcome and Framing
10:10–10:35	Addressing Sexual Harassment Keynote: Henry Luce Foundation Presenter: Aida Gureghian, Program Director, Leadership, Henry Luce Foundation
10:35–11:00	Addressing Sexual Harassment Case Study: Australia Presenter: Professor Meredith Nash, Independent Scholar, Australia
11:00–11:20	Coffee Break
11:20–11:45	Addressing Sexual Harassment Case Study: Colombia Presenter: Liliana Lopez-Forero, Professor, Universidad Simón Bolívar, Colombia
11:45–12:10	Addressing Sexual Harassment Case Study: Nigeria Presenter: Evelyn Umemezia, Professor, University of Benin, Nigeria

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12:10-12:35	Addressing Sexual Harassment Case Study: France Presenter: Juliette Rochet, Director of Committees and Reports Department, Académie des sciences, France
12:35-1:45	Lunch
1:45-2:10	Addressing Sexual Harassment Case Study: India Presenter: Sharanjeet Dhawan, Assistant Professor, CCSHAU Haryana, India
2:10-2:35	Addressing Sexual Harassment Case Study: Jordan Presenter: Rana Husseini, Senior Reporter, The Jordan Times, Jordan
2:35-3:00	Closing Address: Fondation l'Oréal Presenter: Caroline Negre, Director of Science Programs, Fondation l'Oréal, France
3:00-3:15	Coffee Break
3:15-4:00	Closing Discussion, Next Steps, and Shared Commitment Katie Wullert, Program Officer, National Academies of Science, Engineering, and Medicine, United States
5:00-7:00	Optional: Académie des sciences Reception (RSVP required, reception is part of a broader Academy event)

CONTACT ON SITE

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Manon Eliavan: +33 06 37 36 00 43

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Presenter Information

Gloria Abiwu

Biography

Gloria Dede Akuvi Abiwu is a development practitioner and gender equality advocate with over a decade of experience in leadership, finance, and community development. She is the Founder and Chief Executive Officer of Gloryhill Women Empowerment Foundation (LBG), a Ghana-based organization that promotes women's empowerment, social inclusion, and the prevention of sexual harassment and gender-based violence in educational and professional institutions.

Her professional interests center on advancing gender-responsive governance and strengthening institutional accountability mechanisms to address sexual misconduct in academia. She has led several initiatives that integrate research, advocacy, and capacity building to enhance awareness, support survivors, and influence policy reforms for safer learning and working environments.

Mrs. Abiwu's interdisciplinary background combines financial management and social impact leadership, enabling her to design and implement sustainable empowerment programs for women and youth. Her approach emphasizes data-driven advocacy, participatory community engagement, and collaboration with academia and civil society to drive systemic change.

In addition to her organizational leadership, she mentors emerging women leaders in entrepreneurship and civic participation. She contributes to national and regional dialogues on gender equality, institutional reform, and the prevention of sexual harassment in higher education. Her work reflects a sustained commitment to promoting equity, accountability, and inclusion across all sectors of society.

Abstract

Sexual harassment remains one of the most pervasive barriers to equality and productivity within academic and professional environments, particularly in STEM fields. This discussion examines both the individual and institutional costs of harassment, focusing on its emotional, academic, and structural implications within higher education.

Drawing on practical engagement with academic institutions through Gloryhill Women Empowerment Foundation, the presentation will highlight how harassment undermines confidence, disrupts learning and research outcomes, and weakens institutional integrity. It will also explore how institutions can adopt proactive strategies, from awareness creation to survivor support, that promote safer and more equitable academic spaces.

Through advocacy, prevention programs, and empowerment initiatives in schools and universities across Ghana, Gloryhill Women Empowerment Foundation works to strengthen institutional accountability while equipping young women with the knowledge, skills, and resources to protect themselves and others from harassment.

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This contribution to the panel, “The Costs of Harassment,” will emphasize the interconnected human and academic impacts of harassment and the importance of institutional reform, education, and empowerment in building a sustainable culture of safety and respect within academia.

Geneviève Almouzni

Biography

Dr. Geneviève Almouzni is a Senior CNRS research director and expert in genome organization. Affiliated with Institut Curie since 1994, there she has been leading her research team “Chromatin Dynamics”. After coordinating the advanced training unit for years, she served as Director of the Research Center (2013–2018), and now Honorary Director. She is a member of the **French Academy of Sciences**, EMBO, and fellow of AAAS. She has promoted the development of epigenetics and inclusion of young leaders including women in this field by coordinating several European networks including EpiGeneSys, and the LifeTime Initiative and in France the LabEx DEEP.

She received prestigious awards including the FEBS/EMBO Woman in Science Award (2013) and the L’Oréal-Unesco International Award for Women in Science (2024). She also holds distinctions such as Knight of the Academic Palms (2021) and Officer of the Légion d’Honneur (2024).

Her **commitment to gender and diversity in science has been recurrent and** is reflected by chairing the [ERC Gender and Diversity Working Group](#) and by participating in the “[GT Femmes et sciences](#)” of the Académie des Sciences, and discussion with the “[Chaire UNESCO-DAUPHINE Femmes et Science](#)”. Examples of her continuous involvement in conferences, initiatives and reports in the past years are 2021 [Gender Summit](#), 2022 [STEM Passion Women in Science](#) Conference (and exhibition), 2022 [Gender-Net-Plus Workshop](#) “Integrating Gender Analysis into Research”, ERC Annual Conference 2023: [Research on Diversity & Diversity in Frontier Research](#), [GenderAction+](#) 2024 conference, [2024 UNESCO Call to Action “Closing the Gender Gap in Science”](#).

Dr. Almouzni actively promotes young researchers and diversity in science through leadership in the [EU-LIFE alliance](#), the [LifeTime initiative](#), and the [PEPR Cell-ID](#) program. Her work continues to shape scientific excellence and inclusivity across Europe.

Abstract

In recent year, the Academy has intensified its commitment toward inclusion and gender equality in science. In 2022, it launched the Working Group on Women and Science, which I had the honor to co-chair, to examine gender disparities and propose reforms. Their 2024 report, “Science: Where Are the Women?”, highlights both persistent barriers and emerging progress. It is thus a pleasure for the academy to host this meeting. Here, I will be chairing the session on defining sexual harassment. I will stress that this definition remains complex globally and invite each participant to offer their view. Then I will remind that in the 2018 report on sexual harassment in academia released by the US National Academies of Science, Engineering, and Medicine stress that while most people think of sexual harassment as unwanted sexual advances, coercion, or assault, this is the least common form. Instead, much more common is gender-based harassment based on comments, jokes, or gestures. The report also found that when this type of harassment is severe or frequent, it can produce the same level of negative consequences as coercion. We will discuss whether this definition could have a global reach and be more broadly understood beyond

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academic study of sexual harassment. If not, I will ask to think further as to how we could work towards a shared definition given differences in how sexual harassment is viewed.

Finally, related to the challenges of shared understanding, I will ask to consider which are the largest impediments to ensuring that across contexts, countries, and cultures the scientific community can adopt a shared definition to ensure the safety of all scientists at their home country as well as when working with colleagues abroad or even in a multicultural environment.

Relevant Publications

Author of:

ERC Magazine Editorial “Building inclusive excellence”, September 2025 <https://erc.europa.eu/news-events/magazine-article/editorial-building-inclusive-excellence>

ERC Magazine Editorial “Diversity in research, research in diversity”, February 2024
<https://erc.europa.eu/news-events/magazine-article/diversity-research-research-diversity>

Interviewed in:

Regards croisés : quelle est la place des femmes dans la recherche en santé ? (Fondation FRM), published February 2025,
<https://www.frm.org/fr/actualites/regards-croisesesquelle-est-la-place-des-femmes-dans-la-recherche-ensante>

Podcast mini-série Fondation L'Oreal x Nouvelles Héroïnes, broadcasted 2025

Les podcasts de l'Institut de France, Petites histoires de science “Geneviève Almouzni, une femme de science récompensée et engagée”, broadcasted July 2024,
<https://www.canalacademies.com/emissions/petites-histoires-de-science/les-femmes-de-science/genevieve-almouzni-une-femme-de-science-recompensee-et-engagee>

Challenges, "Pour les Femmes et la Science" : Geneviève Almouzni, une scientifique inspirante pour les jeunes filles, published: may 2024, https://www.challenges.fr/femmes/pour-les-femmes-et-la-science-genevieve-almouzni-une-scientifique-inspirante-pour-les-jeunes-filles_894443

News Tank Éducation & recherche, “Geneviève Almouzni à News Tank : ‘La science a besoin des femmes dans toute leur diversité’ ”, published 2024,
<https://education.newstank.fr/article/view/326807/genevieve-almouzni-news-tank-science-besoin-femmes-toute-diversite.html>

Expertise participation to:

Rapport National Academy of Sciences/Fondation Ipsen - Harcèlement des femmes dans le milieu universitaire, Publication: February 2021 ; ISBN: 978-2-490660-67-4 <https://www.fondation-ipsen.org/fr/book-lab/harcelement-sexuel-des-femmes-climat-culture-et-consequences-dans-les-sciences-universitaires-lingenierie-et-la-medecine/>

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Fondation IPSEN Manga Library, "One of a kind", "Gender chaos", "Glass Ceiling", Publication: January 2019 ; ISBN: 978-2-490660-00-1 / 978-2-490660-01-8 / 978-2-490660-02-5 <https://www.fondation-ipsen.org/book-category/comics-mangas/manga-library/>

Virginia Braun

Biography

Virginia Braun (she/her they/them; PhD; FRSNZ) is a professor in the School of Psychology at Waipapa Taumata Rau | the University of Auckland (UoA). A feminist and critical psychology scholar in areas related to gender, sexuality and health, and a qualitative methodologist, Ginny has always been interested in the intersections and power and knowledge, and the ways these operate through discourse and language. Ginny served as Associate Dean Equity and is currently co-chair of the Disabled Staff Network and a member of the Equity Community of Interest. She had input into development or revisions of many of the existing policy and other relevant documents at UoA, so also draws on institutional knowledge of manoeuvres for and against, and challenges to, inclusivity, equity, and social justice.

Email: v.braun@auckland.ac.nz

LinkedIn: <https://www.linkedin.com/in/ginnybraun/>

Bluesky: <https://bsky.app/profile/ginnybraun.bsky.social>

Abstract

Gender-based harassment is a real and unfortunately growing threat to women and gender minorities in academia. Even as academic institutions have developed policies and described themselves as “against” things like sexual harassment and bullying, such practices remain persistently, yet often invisibly, present within institutions. Drawing on my own institutional experience, I will present two important two intertwined challenges in how we tackle this: 1) the way policy development itself can function as “dealing with” the issue, so that once policy is in place, concern recedes; and 2) the way power, privilege and norms are often not at the heart of policy. In the various pressured contemporary contexts, how do we make this an issue that institutions want to actually tackle, meaningfully?

Anna Bull

Biography

Dr Anna Bull is a Senior Lecturer in Education and Social Justice at the University of York, UK, and a director of The 1752 Group, a research and campaign group addressing sexual misconduct in higher education. She has published a range of reports, academic and non-academic articles on gender-based violence in higher education, drawing on research funded by the British Academy, the Higher Education Funding Council for England, and the UK's Economic and Social Research Council and is a regular media expert commentator on this issue. In 2025, with the UK Council for Graduate Education, she published a toolkit for addressing harassment and sexual misconduct experienced by postgraduate

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researchers. She has recently chaired an Expert Group for the Government of Ireland's Higher Education Authority and working with the EU Horizon-funded programme GenderSafe. See further detail on her [university profile page](#).

Abstract

I will discuss both quantitative and qualitative data collection, giving some good and poor examples. In relation to good practice examples, in the Power in the Academy survey on staff-student sexual misconduct in the UK we included questions about verbal sexual harassment that referenced race, faith, sexuality, gender identity. In addition, good practice is to ask about why people did report, not just why they didn't (which is the norm, so we have vast amounts of data on barriers to reporting, but almost none on catalysts for reporting).

Critiques of existing tools include some concerns with the Sexual Experiences Questionnaire here, especially in relation to measuring power-based sexual harassment, as it includes victim-blaming questions and doesn't fit the legal context in different jurisdictions; this brings up difficult questions about legal versus social science definitions of sexual harassment. I suggest there are ethical reasons why we should not ignore legal definitions of sexual harassment in carrying out surveys. I will also critique some surveys' use of questions around reporting, which often fail to capture how reporting actually happens in higher education institutions.

In the post-MeToo context, we need more nuanced data collection survey tools. For example, the Rape Myth acceptance questionnaire is almost too blunt to use today; more nuanced versions that also reflect gender beyond the binary and that reflect the changing attitudes in relation to consent and gender, and that reflect the prevalence of online harassment and newer practices like spiking, are needed. For sexual harassment we also need more nuanced scales for evaluation; I am currently testing a tool that I have developed with colleagues on professional boundaries and power-based sexual harassment.

In qualitative research in this area, I'd like to see more of a shift towards Open Science, despite the challenges in this area. I'd also like to see much more use of administrative data, by which I mean data that is already gathered by HEIs but that is not used by researchers currently.

Relevant Publications

Bull, A., & Prince, K. (2025). *Addressing harassment and sexual misconduct experienced by postgraduate researchers*. The 1752 Group. https://1752group.wordpress.com/wp-content/uploads/2025/06/harassment_pgrs.pdf

Read an [interview with Anna about the toolkit](#) for addressing harassment and sexual misconduct among postgraduate researchers and read my [comment piece in Nature](#) about the toolkit.

Recent peer-reviewed articles:

Bull, A., & Shannon, E. (2025). How do institutional gender regimes affect formal reporting processes for sexual harassment? A qualitative study of UK higher education. *Law & Policy*, 47(1), e12255. <https://doi.org/10.1111/lapo.12255>

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Bull, A. (2025). The Role of “Watershed Cases” in Implementing Policies on Gender-Based Violence and Harassment in English Higher Education Institutions. *Open Gender Journal*, 9. <https://doi.org/10.17169/ogj.2025.301>

Bull, A., & Bradley, A. (2025). Losing Confidence and Networks as an Impact of Staff/Faculty-Student Sexual Harassment: Quantitative Findings From the UK. *Journal of Interpersonal Violence*. <https://doi.org/10.1177/08862605251322814>

Shannon, E. R., & Bull, A. (2024). Unwilling trust: Unpacking the assumption of trust between sexual misconduct reporters and their institutions in UK higher education. *Sociology Compass*, 18(3), e13197. <https://doi.org/10.1111/soc4.13197>

Cowan, S., Munro, V. E., Bull, A., DiSantis, C. J., & Prince, K. (2024). Data, disclosure and duties: Balancing privacy and safeguarding in the context of UK university student sexual misconduct complaints. *Legal Studies*, 1–20. <https://doi.org/10.1017/lst.2024.9>

See further articles on Dr Anna Bull's [university profile page](#).

Nasima Carrim

Biography

Professor Nasima MH Carrim is an Associate Professor at the University of Pretoria whose research focuses on addressing the key challenges to achieving diversity and inclusion across diverse institutions. With a deep commitment to promoting equity and belonging in higher education and the workplace, she has published over 40 peer-reviewed journal articles and book chapters on topics related to diversity, gender, culture, and transformation.

Her recent research explores two emerging areas often overlooked in organizational and academic contexts — sexual harassment on university campuses and the experiences of women navigating menopause in the workplace. Through this work, she continues to advance understanding of the intersectional barriers that shape women's well-being and participation in professional spaces.

Together with Dr. Leon Moolman, Professor Carrim co-authored *Managing Diversity in the South African Workplace* (2014), the first prescribed textbook on diversity and inclusion for South African university students. The much-anticipated second edition of this landmark book is available in 2025, reflecting the evolving social and organizational landscape of diversity management.

Her scholarship and advocacy continue to influence both policy and practice, shaping more inclusive and equitable workplaces and educational environments across South Africa.

Abstract

I will be highlighting the importance of systematically collecting and analysing data on sexual harassment within South African universities. Despite various institutional policies, limited and fragmented data continues to hinder effective prevention and response. By identifying key data points and ethical methods

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of collection, this presentation aims to strengthen accountability, inform evidence-based interventions, and ultimately focuses on creating safer, more inclusive campus environments.

Relevant Publications

Hendricks, E. A. (2022). Sexual harassment of female students in selected South African universities. *African Journal of Gender, Society & Development*, 11(1), 159.

Oni, H., & Tshitangano, T. (2019). Sexual harassment and victimization of students: A case study of a higher education institution in South Africa. *African health sciences*, 19(1), 1478-1485.

Kiguwa, P., Nduna, M., Mthombeni, A., Chauke, P., Selebano, N., & Dlamini, N. (2015). Half of the picture: Interrogating common sense gendered beliefs surrounding sexual harassment practices in higher education. *Agenda*, 29(3), 106-117.

Joseph, J. (2015). Sexual harassment in tertiary institutions: A comparative perspective. *Temida*, 18(2), 125-144.

Kirkner, A. C., Lorenz, K., & Mazar, L. (2022). Faculty and staff reporting & disclosure of sexual harassment in higher education. *Gender and Education*, 34(2), 199-215.

Melina Dederichs

Biography

Dr. Melina Dederichs is a psychologist and researcher, and the founder of The Yellow Project, a non-profit initiative working to prevent sexual harassment in academia in Germany. The initiative uses a range of educational formats to strengthen awareness, support bystanders, and foster a culture of accountability. In 2023, it was recognized by Germany's Federal Ministry of Education and Research for its innovative approach to structural change. The Yellow Project is based on the understanding that preventing harassment is a collective responsibility of the academic community as a whole, not an issue to be addressed only by those affected. It emphasizes institutional accountability, cultural change, and a shift from reactive responses to preventive, systemic solutions.

Abstract

Sexual harassment in academia imposes profound and multi-layered costs, not only on individuals but on the integrity and productivity of the entire academic system. My contribution will focus on three interconnected dimensions: (1) the human cost, highlighting the psychological toll, career derailment, and attrition experienced by those affected, particularly among early-career researchers; (2) the institutional cost, examining how insufficient institutional response undermines trust, retention, and institutional reputation; and (3) the systemic cost, considering how harassment reinforces inequity. I will emphasize the need for trauma-informed, accountable, and evidence-based institutional responses, and argue that addressing harassment is central to academic excellence.

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Relevant Publications

The Yellow Project. www.theyellowproject.org

Sharanjeet Dhawan

Biography

Dr. Sharanjeet Dhawan is an Assistant Professor of Mathematics at CCSHAU, Haryana, India and a Core Committee Member in Mathematical Sciences at the Indian National Young Academy of Sciences (INYAS), India. Her research bridges theory and practice, developing and solving mathematical models for real-world problems published in high-impact journals.

Beyond her research, Dr. Dhawan is a passionate advocate for equitable science. Through hands-on workshops in remote regions, she brings practical STEM education to rural youth. A strong advocate for gender inclusion in science, Dr. Dhawan is an active member of the Organization for Women in Science for the Developing World (OWSD) and a founding member of the Women in STEM Network. Her work systematically connects researchers with rural schools and focuses on empowering women and youth through accessible education and leadership opportunities in STEM.

Abstract

Sexual harassment remains a pervasive and systemic challenge within global academic environments, undermining safety, equity, and institutional integrity. This presentation examines the phenomenon in the Indian context, detailing its prevalent forms from gender-based hostility to sexual coercion and its detrimental impact on women's careers, mental health, and the resulting attrition of talent from research, particularly in STEM fields. The analysis centers on India's robust legal framework, including the Prevention of Sexual Harassment (PoSH) Act, 2013, and the UGC Regulations, 2015, which mandate the establishment of Internal Complaints Committees (ICCs) and awareness mechanisms. However, a significant implementation gap persists, characterized by severe underreporting due to fear of retaliation, insufficiently trained ICCs, and deep-rooted cultural hierarchies. The presentation concludes with a strategic call to action, advocating for strengthened ICCs, continuous gender sensitization, the effective use of digital reporting platforms like the SHe-Box, and comprehensive victim support. The ultimate objective is to catalyze a cultural shift beyond mere legal compliance, fostering truly inclusive and safe academic spaces where potential is nurtured free from harassment.

During my appointment as Assistant Professor at University of Ladakh, I was one of the committee member to organize - **An awareness program on Gender Sensitization. During this programme, we focused on the** pervasive crisis of sexual harassment in academia and outlined a strategic path from legal compliance to cultural change for creating safe and inclusive institution.

Gina El-Feky

Biography

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Professor Gina Samy El-Feky, Ph.D., stands as a distinguished figure in Egypt's scientific community, currently serving as the Acting President of the Academy of Scientific Research and Technology (ASRT). She also holds the role of Supervisor General of the Egyptian Knowledge Bank, reflecting her deep commitment to democratizing access to research and educational resources nationwide. With a robust background in pharmaceutical sciences, Professor El-Feky specializes in the innovative field of nanotechnology-based drug delivery systems, a domain in which she has achieved international recognition, evidenced by over 900 academic citations and an H-index of 14.

- Professor El-Feky was instrumental in launching the North African Applied Systems Analysis Center (NAASAC) within ASRT. This landmark initiative established IIASA's (International Institute for Applied Systems Analysis) inaugural hub in both North Africa and the broader MENA region. NAASAC operates as a collaborative platform, leveraging advanced systems analysis methodologies to address complex, cross-border challenges such as resource management, climate resilience, and sustainable development.
- On the international stage, Professor El-Feky has become a respected voice in science diplomacy. She was elected Vice President of the NAM S&T Centre in India, a leading multilateral institution for South-South cooperation in science, technology, and innovation. Representing Egypt, she actively contributes to key consortia such as the BRICS STI framework, G20 Research and Innovation Working group, SESAME (Synchrotron-light for Experimental Science and Applications in the Middle East) based in Jordan, and the International Centre for Genetic Engineering and Biotechnology (ICGEB) headquartered in Italy. As Chair of SESAME's Finance Committee (2021–2025), she has played a pivotal role in ensuring the financial sustainability and strategic growth of the region's premier research infrastructure project. In addition, she serves as Egypt's National Member Organization (NMO) representative to IIASA, and as Vice President of IIASA's Research Engagement Committee.
- As Chair of the Women in Science Working Group at the Network of African Science Academies (NASAC-Africa) and an active member of the International Science Council's Gender Equality Panel, Professor El-Feky spearheads initiatives to advance gender equity in STEM fields. Through these leadership roles, she advocates for policies and programs that empower women scientists, promote inclusive research environments, and address systemic barriers to equal participation across the scientific community.
- In addition to her institutional leadership, Professor El-Feky has demonstrated a strong commitment to nurturing scientific talent and fostering educational advancement across Egypt. She is the founder of Gate-Misr (نور), a prominent national initiative that identifies and supports gifted students, providing them with resources and opportunities to pursue advanced studies. Her influence extends to the significant expansion of Egypt's Children's University Program, now encompassing 48 institutions, which introduces young minds to scientific inquiry and critical thinking from an early age.
- Her past roles with the Drug Research Council, National Committee of Drugs, and Egyptian Young Academy of Sciences highlight her early impact on pharmaceutical policy.
- She served as Head of Pharmaceutics and Pharmacy Program Leader at MSA University's Faculty of Pharmacy, as well as Deputy of the Technology Innovation and Commercialization Office. She also led the Scientific Research Committee, chaired the Ethics and Safety Committee, and was a member of the National Accreditation Committee of the FoP, MSA University.

Credentials

Ph.D. in Pharmaceutical Sciences (Cairo University); Postgraduate Certificate in Higher Education (University of Greenwich, UK).

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Best Ph.D. Thesis in Pharmaceutical Sciences (NRC, 2008), Scientific Excellence (NRC 2011), International Publications Excellence (MSA 2014–2015).

Rana Husseini

Biography

Husseini is the author of “Years of Struggle – The Women’s Movement in Jordan and “Murder in the Name of Honor”. She is also a human rights activist and senior journalist for The Jordan Times. Husseini focused on social issues for around 30 years with a special emphasis on the brutal crimes committed against women in the name of family honor. Husseini has earned 10 local and international awards, including The London Arabia Organization Arab Woman of the Year Award (2019) for social impact. Husseini conducted several consultancies for local and international organizations and UN agencies. She also conducted dozens of training courses for journalists and students on gender-based violence reporting. She took part in dozens of local and international conferences as a main speaker on women empowerment and leadership involvement, gender-based violence and human rights issues.

Abstract

This presentation will explore the evolving discourse and response to sexual harassment in Jordan, tracing developments from the 1990s to recent legislative reforms in 2023. Initially considered a taboo subject, sexual harassment and other gender-based violence issues faced strong societal denial and resistance, including from policymakers and segments of the female population. Early activism, such as public protests and student-led campaigns, challenged prevailing norms and helped bring attention to the issue despite public backlash. Studies conducted by the Jordanian National Commission for Women (JNCW) in 2019 and the International Labour Organization (ILO) in 2021 revealed alarmingly high rates of harassment, particularly in the workplace, underscoring the need for legal and institutional intervention. A significant legal milestone was achieved in 2023 when amendments to the Jordanian Labor Law formally defined sexual harassment and introduced criminal penalties. This paper highlights the role of grassroots activism, academic initiatives, and data-driven advocacy in shaping public discourse and influencing legislative change regarding sexual harassment in Jordan.

Relevant Publications

<https://library.fes.de/pdf-files/bueros/amman/18192-20211124.pdf>

Marcela Linková

Biography

Marcela Linková PhD is Head of the Centre for Gender and Science at the Institute of Sociology of the Czech Academy of Sciences. Her work spans research, support activities and advocacy. Her research focuses on the sociology of gendered organisations and institutional change, gender-based violence in academia, governance of research, and public policies for gender equality in R&I. Marcela is the Member State Co-Chair of the ERA Forum Sub-group on Inclusive Gender Equality and between 2017 and 2021 she was the chair of the ERAC Standing Working Group on Gender in Research and Innovation. She has

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been the coordinator of EU-funded projects (Horizon Europe GENDERACTIONplus, Horizon 2020 GENDERACTION) and a partner in other EU-funded projects (GE Academy, Gender-SMART, CASPER, UniSAFE and currently GenderSAFE). At the Czech national level she is the co-Principal Investigator of a project funded by the Ministry of Education, Youth and Sports which focuses on supporting Czech research performing organisations on gender equality and specifically design, implementation and monitoring of Gender Equality Plans, and another which provides strategic intelligence to bodies of the state and public administration on gender equality in R&I. *Her work has appeared in* European Journal of Women's Studies, Gender and Research, and Science and Public Policy, among others. She is the alumna of the 2017 IVLP Women in STEM.

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Abstract

Building on the EU-funded [UniSAFE](#) survey of over 42,000 respondents from across Europe, we know that gender-based violence including sexual harassment is a pervasive problem in research and higher education. Two out of three survey participants reported at least one form of gender-based violence, with marginalised groups reporting higher rates. The accompanying national policy analysis revealed a highly varied policy landscape across the EU, marked by diverse terminology, definitions and uneven levels of institutional commitment. To address this, UniSAFE developed the 7P model (Policies, Prevalence, Prevention, Protection, Prosecution, Provision of services, and Partnerships) as a comprehensive framework for systemic response.

Through EU-funded [GenderSAFE](#), we have deepened the understanding of vulnerabilities among specific at-risk groups (doctoral and postdoctoral researchers, LGBTQI+ persons, and those in precarious or mobile positions) and how power asymmetries, dependency and lack of clear reporting structures amplify risks and silence victims/survivors.

At the EU policy level, consistent attention has been devoted to translating these insights into practical tools and shared commitments. The [GENDERACTIONplus](#) project and the ERA Forum Sub-group on Inclusive Gender Equality have worked to advance coordinated policy development and monitoring across Member States. A key outcome of this work is the [Zero Tolerance Code of Conduct](#), which seeks to harmonise definitions and principles, establish common standards for action and accountability, and provide clear guidance for institutions, funders and policymakers. It offers a shared reference for the EU's collective ambition: safe, respectful and inclusive research environments, grounded in accountability and institutional courage.

Relevant Publications

European Commission: Directorate-General for Research and Innovation, *Zero tolerance code of conduct – Counteracting gender-based violence, including sexual harassment, in the EU research and innovation system*, Publications Office of the European Union, 2024, <https://data.europa.eu/doi/10.2777/044501>

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Fikejzová, M., & Linková, M. (2025). Gender-based violence in academia: making the concept of zero tolerance matter to institutional change. *Journal of Higher Education Policy and Management*, 47(4), 457–472. <https://doi.org/10.1080/1360080X.2024.2448433>

Linková, M., Andreska, Z., Fikejzová, M. (2025). Ombuds on a Glass Cliff: Addressing Gender-Based Violence in Czech Higher Education. In: Barnard, S., Wroblewski, A. (eds) Gender and Higher Education Management in Times of Crisis. Palgrave Studies in Gender and Education. Palgrave Macmillan, Cham. https://doi.org/10.1007/978-3-031-98941-4_9

Linková, M., G. Langhammerová, Z. Andreska, E. Oliva. 2023. "Co-creating Gender Equality in Czech Academia: External and Internal Factors". *Sociologica*. 17 (2). ISSN 1971-8853. Available from: <https://sociologica.unibo.it/article/view/16915>

Mergaert, L., Linková, M., Strid, S. (2023). Theorising Gender-Based Violence Policies: A 7P Framework. *Social Sciences* 12(7): 385. <https://doi.org/10.3390/socsci12070385>

UniSAFE (2023). Toolkit to address gender-based violence in higher education. Available at: <https://unisafe-toolkit.eu/>.

GenderSAFE (2025). Baseline Policy Framework for Addressing Gender-Based Violence. Available at: <https://gendersafe.eu/project-news/work-in-progress-baseline-policy-framework-for-addressing-gender-based-violence/>.

List of UniSAFE project outputs available at: <https://unisafe-gbv.eu/outputs/>

List of publications from the UniSAFE project available at: <https://unisafe-gbv.eu/outputs/publications/>

Liliana López Forero

Biography

Liliana López Forero is a Colombian researcher and university professor specializing in gender studies, communication, and culture. Her work explores the intersections between media, gender-based violence, and social justice in Latin America. She is the Head of the Social Sciences and Humanities at Simón Bolívar University in Barranquilla, Colombia.

She is part of the Ibero-American Network on Social Sciences with a Gender Perspective, Red HILA, the UNESCO Chair on the Prevention of Violence Against Women and part of the Gender Working Group of The Coalition for Academic Freedom in the Americas (CAFA). She has contributed to regional collaborations addressing academic freedom, gender equity, and institutional responses to gender-based violence. López Forero currently participates in the first Doctorate in Gender Studies in Colombia, focusing on feminist epistemologies, intersectional research methodologies, public policy and feminicides in the Caribbean context.

Abstract

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This presentation examines ongoing research and inter-institutional initiatives addressing sexual harassment and gender-based violence in higher education in Colombia and Latin America. It combines two approaches: a media analysis that integrates quantitative measures of news salience and prominence with intersectional perspectives, and a regional mapping of university protocols for preventing and responding to gender-based violence, developed with the Coalition for Academic Freedom in the Americas. These efforts offer methodological and political insights into how institutions shape responses to gender-based violence and contribute to feminist knowledge production within the framework of the first Doctorate in Gender Studies in Colombia.

Relevant Publications

López-Forero, L. (2024). Gender and stereotypes: What I learned from the life of a great engineer, Graciela Forero de López. In M. Y. Abril Fernández et al. (Eds.), *Matilda and Women in Engineering in Latin America* (1st ed.). Bogotá, Colombia: Confedi, Acofi, & Laccei.

López-Forero, L. (2024). Cyberfeminism from the periphery: A view of the virtual practices of feminist collectives in the Colombian Caribbean. In J. Candón-Mena & S. Sola-Morales (Eds.), *Proceedings of the 5th International Congress Move.net on Social Movements and ICTs* (May 15–17, 2025). Seville, Spain: COMPOLÍTICAS. ISBN 978-84-09-75587-5.

López-Forero, L. (2022). Legitimation of feminicidal violence in journalistic discourse: News coverage of the murders of women (2000–2019) in the department of Atlántico, Colombia — The case of *El Heraldo* [Doctoral dissertation, Universidad del Norte]. Universidad del Norte.

López-Forero, L., & Vega-Casanova, J. (2012). Approaches to the relationship between communication and development in the social communication programs of universities in the Colombian Caribbean [master's thesis, Universidad del Norte]. Universidad del Norte.

López-Forero, L., Flórez-Gómez, M., & Vega-Casanova, J. (2007). Imaginaries of citizenship among youths from grassroots organizations in Barranquilla [Undergraduate thesis, Universidad del Norte]. Universidad del Norte.

Giorgia Magni

Biography

Giorgia Magni is a lecturer at Faculty of Education of the University of Geneva, where she has taught Gender and Education courses at the bachelor's and master's levels since 2019. She defended her PhD in June 2025, which analyzes how sexual harassment and violence experienced in higher education affect students' academic trajectories and career choices. She is currently collaborating with the University's EDI Office to develop GBV prevention programs for staff and students based on her doctoral research findings. Her research interests include, among others, gender-based violence in educational settings and critical pedagogies. Before joining the University of Geneva, she worked as a research fellow at UNESCO, where she contributed to projects on school-related gender-based violence, inclusive education and youth disengagement from schooling.

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Abstract

In my contribution, I reflect on the exposure of researchers to GBV as an often-overlooked barrier to effective data collection. While gathering qualitative data, especially on perpetrators, is crucial for a comprehensive understanding of GBV, researchers may face unsafe or hostile situations in the field. Institutional frameworks, at least in Switzerland and in France, rarely provide sufficient guidance or training to manage these risks. Thus, the need for institutions to offer better support, ensuring researchers are adequately prepared to navigate the unexpected challenges in diverse research contexts.

Relevant Publications

Dickinson-Swift, V., James, E., Kippen, S., & Liamputong, P. (2009). Researching sensitive topics: Qualitative research as emotion work. *Qualitative Research*, 9(1), 61-79. <https://doi.org/10.1177/1468794108098031>

Fontes, L. A. (2004). Ethics in Violence Against Women Research: The Sensitive, the Dangerous, and the Overlooked. *Ethics & Behavior*, 14(2), 141-174. https://doi.org/10.1207/s15327019eb1402_4

Hearn, J., Strid, S., Humbert, A. L., Bondestam, F., & Husu, L. (2025). Gender-based violence in higher education and research performing organisations: three steps in critique and reconceptualisation. *Journal of Gender-Based Violence*, 20(20), 1-23. <https://doi.org/10.1332/23986808Y2025D000000093>

Humbert, A. L., Strid, S., Tanwar, J., Lipinsky, A., & Schredl, C. (2025). The Role of Intersectionality and Context in Measuring Gender-Based Violence in Universities and Research-Performing Organizations in Europe for the Development of Inclusive Structural Interventions. *Violence against women*, 31(6-7), 1688-1711. <https://doi.org/10.1177/10778012241231773>

O'Connor, P. (2020). Why is it so difficult to reduce gender inequality in male-dominated higher educational organizations? A feminist institutional perspective. *Interdisciplinary Science Reviews*, 45(2), 207-228. <https://doi.org/10.1080/03080188.2020.1737903>

Sharp, G., & Kremer, E. (2006). The safety dance: Confronting harassment, intimidation, and violence in the field. *Sociological methodology*, 36(1), 317-327. <https://doi.org/10.1111/j.1467-9531.2006.00183.x>

Zhang, C., Li, C. R., Follingstad, D. R., & Chahal, J. K. (2022). The Importance of Recurring Campus Surveys of Interpersonal Violence: An Analysis of Period and Cohort Effects. *Journal of School Violence*, 22(1), 14-27. <https://doi.org/10.1080/15388220.2022.2121714>

Meredith Nash

Biography

Professor Meredith Nash is an internationally recognised gender equity thought leader and expert in building inclusion in complex workforces. Her 20-year career spans senior executive roles designing and leading large-scale, research translation and cultural transformation projects in government, academia,

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not-for-profit and corporate environments. She is widely known for leading the 2022 Nash Review of Diversity, Inclusion and Equity in the Australian Antarctic Program, which instigated a Senate enquiry into sexual harassment in Antarctica and the most significant cultural transformation in the Australian Antarctic Division's history. As an academic, she generated and matured the social science evidence base for understanding systemic inequity in the geosciences and leadership barriers for women in STEMM. She is a leading international expert on managing psychosocial risk in complex workforces and specifically, sexual harassment prevention in remote scientific field environments. Her gender equity research has been taken up by the United Nations and informed Australian government, industry, and community practices. Meredith was previously Director – Sexual Harassment and Gendered Violence and National Lead for Respect@Work at KPMG Australia where she created sexual harassment prevention and response strategies for higher education, national space agencies, global mining companies, defence, and across corporate Australia.

Abstract

This presentation examines Australia's evolving response to workplace sexual harassment, focusing on the tertiary education sector. Australia has moved from reactive, complaint-based approaches toward proactive, system-level prevention. New reforms connect gender-based violence policy, workplace safety legislation, and higher-education governance through a national framework that embeds prevention, accountability, and cultural change.

Despite these developments, sexual harassment in academia remains pervasive, with intersectional harms disproportionately affecting women, non-binary people, and those facing racial, disability, or class-based inequities. The presentation argues that effective reform must be strategic, tailored, and integrated - embedding prevention and equity into governance, aligning reforms with psychosocial safety obligations, and linking gender, race, disability, and inclusion strategies through shared accountability. For universities, this means collecting intersectional data, co-designing initiatives with lived-experience expertise, building leadership capability in trauma-informed practice, and focusing on impact rather than compliance to create safe and inclusive workplaces.

Relevant Publications

Nash, M., Moore, R. (2024) In/visible: The intersectional experiences of women of colour in science, technology, engineering, mathematics, and medicine in Australia. 31(3), *Gender Work and Organization*: 639-709.

Nash, M. (2021) National Antarctic Program responses to fieldwork sexual harassment. 33(5), *Antarctic Science*: 560-71.

Nash, M., Grant, R., Moore, R., Winzenberg, T. (2021) Male allyship in institutional STEMM gender equity initiatives. 16(3), *PLOS One*: e0248373.

Moore, R., **Nash, M.** (2021) Women's experiences of racial microaggressions in STEMM workplaces and the importance of white allyship. *International Journal of Gender, Science, and Technology*.
<http://genderandset.open.ac.uk/index.php/genderandset/article/view/770>

Nash, M., Nielsen, H. (2020) Gendered power relations and sexual harassment in Antarctic science in the age of #MeToo. 35(105), *Australian Feminist Studies*: 261*76.

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Nash M., Nielsen H, Shaw J., King M., Lea MA, Bax N. (2019) Antarctica just has this hero factor': Gendered barriers to Australian Antarctic research and remote fieldwork. 14(1), *PLoS One*: e0209983.

Juliette Rochet

Biography

Dr. Juliette Rochet brings 15 years of experience teaching at both secondary schools and universities. In her role as head of university training programs, she established support and assistance units to address and prevent violence within higher education institutions. She currently serves as Director of the Committees and Reports Department at the Academy of Sciences, where she monitored and contributed to the work of a dedicated group (2021–2023) focused on documenting the individual and collective experiences of Academy members regarding the under-representation of women in scientific fields. The group aimed to gather testimonies, analyze underlying causes, and propose actionable recommendations for improving gender equity in science.

Abstract

This presentation addresses two critical issues in French higher education and research. First, it examines the state of the fight against sexual violence. Despite a solid legal framework and institutional initiatives, sexual violence remains pervasive and underreported. This underscores the need for improved data collection, independent reporting mechanisms, strengthened support for victims, and comprehensive training programs.

The second focus is the under-representation of women in academic science in France, drawing on insights from the French Academy of Sciences and related research groups. Gender gaps appear early in education and expand over time, reflecting deeply rooted cultural biases. Achieving gender equality in science will require both structural reforms and sustained cultural change.

Relevant Publications

Helene Bouchiat, Étienne Ghys, Juliette Rochet. Sciences : où sont les femmes ?. Académie des sciences. 2024. (hal-04650969) <https://hal.science/hal-04650969v1>

Alima Sagito

Biography

Hajia Alima Sagito Saeed is a passionate advocate for gender equality and the empowerment of women and girls in Ghana. With over two decades of experience in development practice, she has dedicated her life to creating safe, inclusive spaces where women and young people can thrive whether in communities, workplaces, or academic institutions.

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As the Executive Director of the Savannah Women Integrated Development Agency (SWIDA Ghana), a women's Rights and Woman Led Organisation, Hajia Alima leads transformative programmes that address gender-based violence, promote women's leadership, and advance social and economic justice. Under her leadership, SWIDA has worked closely with schools, tertiary institutions, and traditional leaders to challenge harmful norms and strengthen institutional responses to sexual harassment and abuse through the establishment of 300 Women's Commissioners Network for the Prevention of Sexual Harrassment and Violence in their schools, set up Positive Masculinity Platforms against Sexual violence, set up five safe spaces and supported as many as five basic schools to develop sexual harassment policies and guidelines and importantly promoting economic empowerment of women and girls.

Hajia Alima's work blends advocacy, mentorship, and evidence-based action. She has championed initiatives that give voice to survivors, influenced policy reforms, and inspired hundreds of young women to lead with confidence and purpose.

She holds an MSc in Rural Development from the University of London and is currently pursuing a PhD in Development Studies at the University for Business and Integrated Development Studies. Beyond her professional role, Hajia Alima is deeply committed to nurturing the next generation of female leaders through her Female Leadership and Mentorship Academy.

Her vision is simple yet powerful: a world where respect, safety, and dignity are non-negotiable for every girl and woman.

Abstract

From Ghana's experience, addressing sexual harassment within academic institutions requires a holistic and systemic approach that combines policy, prevention, and accountability. My presentation will highlight progress made through gender policies and anti-sexual harassment frameworks across universities, as well as the persistent gaps in enforcement, reporting, and survivor protection. I will share insights from institutional action research conducted by SWIDA Ghana, which revealed how power dynamics, cultural silence, and fear of stigma continue to hinder effective redress mechanisms. The discussion will also explore the role of mentorship, awareness creation, and student leadership in driving behavioral change and strengthening institutional accountability. Ultimately, the Ghanaian experience underscores that defining and tackling sexual harassment goes beyond policy—it demands cultural transformation, leadership commitment, and survivor-centered support systems.

Gabriela Torres

Biography

M. Gabriela Torres is a Professor of Anthropology at Rhode Island College. Dr. Torres is a transformative leader committed to fostering a more diverse and socially just academy through values-based leadership in institutions and associations. As a scholar, she has published over 35 peer-reviewed articles, research reports, and book chapters, in addition to volumes on Marital Rape and Sexual Violence in Intimacy. Most recently, Dr. Torres has published regularly on anti-racist and intercultural teaching and learning, BIPOC

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mentoring in higher education, and on equity policies. She is currently co-editor in chief of *Feminist Anthropology* and *Dear Higher Education*.

Dr. Torres has been sought as an expert witness since 2011 in US and Canadian courts where she has provided country conditions expertise on gender-based, gang, and anti-indigenous violence in Guatemala.

Abstract

Beyond moderating the panel, I will make short framing remarks on the complexity of conducting prevalence research across institutions and cultural settings drawing from my work on cross-cultural research on intimate partner violence. Additionally, I will emphasize why it matters that we do this purposefully and systematically in the academy focusing on needed changes in the climates in which we train future scientists and diversity of persons who enjoy full participation in the scientific enterprise.

Relevant Publications

Holland, Kathryn J. Elizabeth Quay Hutchison , Courtney E. Ahrens , M. Gabriela Torres. "Reporting is Not Supporting: Why Mandatory Supporting, not Mandatory Reporting, Must Guide University Sexual Misconduct Policies." *Proceedings of the National Academy of Sciences* 118 no. 52 (2021): e2116515118.

Shandy, Dianna and M. Gabriela Torres. "Rules Matter: How can professional associations re-map intra-community norms around sexual violence?" *Signs: Journal of Women in Culture and Society* 47 no. 1 (2021): 209-234. 10.1086/715225

Torres, M. Gabriela. "Sexual Violence as Professional Misconduct in the Practice of Anthropology." In Pamela Geller (ed) *Routledge Handbook of Feminist Anthropology*. London: Routledge, 2024.

Torres, M. Gabriela and Dianna Shandy. "Transforming Teaching towards Empowered Learning: What #MeToo Taught Us about Anthropology." *Teaching and Learning Anthropology* 2 no. 2 (2019): 62-71. <http://dx.doi.org/10.5070/T32245871>.

Bondestam, F., and M. Lundqvist. "Sexual Harassment in Higher Education – A Systematic Review." *European Journal of Higher Education*, vol. 10, no. 4, 2020, pp. 397-419, <https://doi.org/10.1080/21568235.2020.1729833>.

Boskovic, I., et al. "#StudentsToo. Prevalence of Sexual Assault Reports Among Students of Three European Universities and Their Actions Post-Assault." *PLoS One*, vol. 18, no. 4, 7 Apr. 2023, e0283554.

Cantor, D., et al. Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct. Association of American Universities, 17 Jan. 2020.

Lipinsky, A., et al. Gender-Based Violence and Its Consequences in European Academia, Summary Results from the UniSAFE Survey. UniSAFE Project No. 101006261, Nov. 2022, <https://unisafe-gbv.eu>.

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National Academies of Sciences, Engineering, and Medicine. Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. Edited by Frazier F. Benya et al., National Academies Press, 2018, <http://www.ncbi.nlm.nih.gov/books/NBK507206/>.

Evelyn Iyose Umemezia

Biography

Prof. Evelyn Iyose Umemezia is a Professor of Human Resource Management at the University of Benin, Nigeria, with over 25 years of experience in teaching, research, leadership, and capacity building. She has authored more than 70 peer-reviewed publications in human resource management, gender studies, business management, organisational behaviour, and entrepreneurship, with her work shaping policy and practice across academia and workplaces.

She is the Principal Investigator of the African-Uninet SH-BREAKS Project (2024–2026), a multi-country study addressing campus sexual harassment in Nigerian private universities in collaboration with partners in Austria and Ghana. Additionally, she is the Principal Investigator of a Tertiary Education Trust Fund (TETFund) Institutional Research Project (2024) on digital literacy and financial inclusion for rural entrepreneurs.

She has played a pioneering role in institutional development, including spearheading the establishment of the Departments of Human Resource Management and Marketing at the University of Benin, as well as the Doctor of Business Administration (DBA) programme. She has held senior leadership positions, including Acting Head of Department and Centre Leader of the World Bank–funded Sustainable Procurement, Environmental and Social Standards Centre of Excellence Project, where she and her team advanced governance reforms, blended learning, and capacity building in Nigeria.

Prof. Umemezia is an active member of OWSD Nigeria, has mentored numerous graduate researchers, and has been an invited speaker at national and international fora, including the WU Gender & Diversity Conference (Vienna, 2025). Her scholarship and advocacy focus on equity, diversity, organisational ethics, and building safe, inclusive academic environments.

Abstract

Sexual harassment remains a pervasive barrier to equity, dignity, and productivity in Nigeria, affecting both academic and non-academic environments. While women—particularly students, early-career researchers, and academics—are disproportionately targeted, men also experience harassment, though often in silenced or stigmatised ways. This presentation, “Addressing Sexual Harassment: Policies, Initiatives, Resources, and Innovative Efforts Within and Beyond Academia — A Case Study of Nigeria”, explores the complexity of these experiences through a Nigerian lens, highlighting both challenges and emerging solutions.

A critical issue addressed is the lack of a universally accepted definition of sexual harassment in Nigeria and across contexts, which complicates data collection, reporting, and global collaboration. The

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presentation also surveys Nigeria's evolving legal and policy landscape. Despite progress, enforcement remains uneven, and survivors often lack safe reporting mechanisms.

Importantly, this case study underscores the role of men—not only as perpetrators or bystanders, but as critical allies. Male leaders cum policymakers who have pushed for national reform illustrate the transformative potential of allyship. At the same time, the dangers of male nonchalance and minimisation are explored as barriers to progress.

By situating Nigeria's experience within broader international STEM and academic contexts, this case study contributes to the workshop's objectives: fostering a shared global understanding of sexual harassment, acknowledging the limits of existing data, and charting actionable strategies. Ultimately, the Nigerian example demonstrates that addressing sexual harassment requires inclusive definitions, robust enforcement, cultural change, and cross-gender solidarity to build safe and equitable spaces for research, innovation, and societal development.

Relevant Publications

Umemezia, E. I., Odejimi, D., Popoola, O.D., Omoruyi, J.O., Thomas, M. A., Zidiegha, K. M., (2025). Campus sexual harassment: exploring its causes, interventions and breaking the silence of victims. [Unpublished funded research project]. Igbinedion University, funded by the Africa-UniNet.

Umemezia, E., Eguavoen, E., Agbonwanegbe, O., Iyahen E., & Igwe, P. (2025). Gender Inequality and Corporate Culture in the Nigerian Workplace. Manuscript under review.

Umemezia, E. & Edobor, K. (2025). Breaking Barriers to gender equity in leadership in the Nigerian workplace: the influence of socio-organisational factors. Manuscript under review.

Umemezia, E. I. & Osifo, S. J. (2018). Microfinance and female entrepreneurship in Nigeria. DBA Africa Management Review, 8(1), 34–43.

Umemezia, E. I. (2017). Gender issues in academia: An evaluation of strategies for women's advancement into leadership positions in Nigeria. Nigerian Journal of Management Research, 11, 49–60.

Umemezia, E. I., & Kadiri, P. (2017). Women for senior executive positions: An evaluation of influencing factors in tertiary institutions in Nigeria. Nigerian Journal of Business Administration, 14(1&2), 90–103.

Umemezia, E. I., & Sadiq, S. A. (2017). Gender representation in the Nigerian academia. Journal of Management Science, 15(7), 87–97.

Umemezia, E. I. (2016). Sexual harassment, female employees and job satisfaction in the workplace. International Journal of Gender Studies & Research, 4(1), 150–159.

Umemezia, E. I. (2015). The Nigerian woman and leadership: A cultural and religious dissection. Humanities and Social Sciences Review, 4(3), 429–438

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Biography

Ana Vidu is Ramon y Cajal Fellow at the Blanquerna School of Psychology, University of Ramon Llull, in Barcelona. Dr. Vidu is an elected member of the Executive Committee of the European Sociological Association and chair of its Ethical Committee. She is chairing the Gender Committee of the Horizon Europe project SCIREARLY and was chair of the DEI Committee of the Berkeley Postdoctoral Association. As Marie S. Curie Fellow (2021-2024) at the University of California, Berkeley and the University of Deusto, she led the "UniswithHeart" project, which focused on solidarity networks to improve mechanisms for prevention, action and support against sexual harassment (SH) in higher education (HE). Her doctoral dissertation (2017) contributed pioneering scientific knowledge in Spain on SH in HE, comparing the process of the US pioneer complaint against a professor for SH (1979) and the Spanish one (2011). She was herself part of the Spanish complaint. Vidu co-founded (in 2013) the first Spanish peer-to-peer support network, recognized as a Good Practice by the Spanish Government Women's Institute. The treatment experienced for breaking the silence led her to implement the Second Order of Sexual Harassment concept in the Spanish context, which was legislated in three Autonomous Communities. Her research is also focused on transferring and connecting research and practice between the US and Spain, and she is interested in the global movement against SH in HE. Her work is present in scientific articles, presented at scientific conferences and invited talks on four continents, and widely disseminated in the media.

Abstract

I will begin by discussing the role of peer-to-peer support networks in both supporting survivors on their journey and pressing institutions to change. I will focus on the Spanish case, including the first known formal complaint against a professor for sexual harassment (2011), the creation of the first peer support network in Spain (2013), and my personal involvement as a survivor and an activist. I will also reflect on the broader social and political impact of this movement.

Next, I will address the issue of retaliation and reprisals, not only against direct survivors but also against those who support them. This includes what is known as Second Order of Sexual Harassment (SOSH), referring to the negative consequences that may be experienced by individuals who support survivors. I will explain the origins and development of this concept and highlight the importance of protecting supporters to encourage disclosure among survivors.

In the Spanish legal context, SOSH has been formally included in three regional anti-harassment laws. Although it is classified as soft law, its recognition has had a significant influence on the national debate and cultural change. I will explain the Spanish legal framework with a particular focus on its relevance to higher education and institutional harassment protocols.

I will introduce my EU-funded Marie S-Curie project, "UniswithHeart," which brings together three years of research on survivor support. In this context, I will focus on both formal and informal mechanisms for supporting survivors, the role of student advocates and the CARE Centers as models of student-informed, trusted, and legitimized support structures.

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Finally, I will connect institutional responsibility and the establishment of support centers as actions to reduce the personal and institutional costs of harassment. Drawing on research conducted in Spain and the US, I will provide some examples from research (in Spain and the US) on the lived experiences of survivors to illustrate costs and impacts of harassment and the transformative potential of support.

Relevant Publications

ORCID: <https://orcid.org/0000-0001-9844-6809>

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