



Co-funded by the
Erasmus+ Programme
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2021-1-RO01-KA220-YOU-000028555

**Say NO to gender based discrimination,
sexual harassment and sexual assault!
#NOT ME**

**PROJECT RESULT 1 - ASSESSMENT ALGORITHM FOR
MEASURING SEXUAL HARASSMENT (SURVEY
QUESTIONNAIRE AND LEVELS OF EXPOSURE)**



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Survey Questionnaire

Introduction

We kindly ask you to complete the following questionnaire of the Erasmus+ 2021 project “Say NO to gender based discrimination, sexual Harassment and sexual assault!” (#Not me) (reference number 2021-1-RO01-KA220-YOU-000028555), financed by the European Union. The project is realised by several institutions from Czech Republic, Italy, Germany, Lithuania, and Romania. The #Not me project members are seeking to develop the online course on preventing gender based discrimination, sexual harassment and sexual assault for young people.

The questionnaire aims at measuring the level of exposure to gender based discrimination, sexual harassment and sexual assault and the associated risks, behaviours and beliefs based on your self-assessment and providing you with the algorithm of appropriate solutions for prevention and reaction.

This is a voluntary questionnaire and you do not have to complete it. You can also withdraw from the questionnaire at any stage without any consequences, and may choose to respond only to selected questions. The questionnaire is completely anonymous and its results will be used only for purposes of #Not me. The questionnaire should take no more than 20 min to complete. Members of the project will analyse answers, draw general conclusions and discuss these during their dissemination meetings. Some results after generalization can also account for scientific considerations. We would like to express our understanding and respect for spending your time on this questionnaire. If you have any further questions, please consult our website to see contact details of our organisations.



Section 1: Socio-demographic data

For the following 4 questions, please circle the right answer for you:

1. Which country are you from:
 - a. Czech Republic
 - b. Germany
 - c. Italy
 - d. Lithuania
 - e. Romania
 - f. Other
2. What is your gender:
 - a. Male
 - b. Female
 - c. Other
3. What is your employment status:
 - a. Employer
 - b. Employee
 - c. Student
 - d. Entrepreneur
 - e. Other
4. What is your educational level:
 - a. Secondary school
 - b. High school
 - c. Vocational school
 - d. College
 - e. University
 - f. Other: please, specify_____



Section 2: Gender based discrimination, its exposure, the associated risks, behaviors and beliefs

Please indicate the degree to which you agree with the following statements:

	(1) Strongly disagree	(2) Disagree	(3) Agree	(4) Strongly agree
5. Do you believe that younger people are more often to experience gender based discrimination?				
6. Do you believe that race of people might impact gender based discrimination?				
7. Do you believe that physical appearance of people might impact gender based discrimination?				
8. Do you believe that marital status might impact gender based discrimination?				
9. Do you believe that your educational level might impact gender based discrimination?				
10. Do you believe that your religion might impact gender based discrimination?				
11. Do you believe that gender based discrimination might impact your employment?				

Please indicate how often you experienced the following situations:

	(1) Never	(2) Rarely	(3) Often	(4) Every time
12. Have you experienced unfair or unequal access to professional development resources due to your gender in the last 6 months in your context?				
13. Have you received unpleasant assignments at work/ school due to your gender in the last 6 months in your context?				
14. Have you experienced unfair or unequal access to opportunities due to your gender in the last 6 months in your context?				



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	(1) Never	(2) Rarely	(3) Often	(4) Every time
15. Have you been threatened to block promotion unless agreed to sex in the last 6 months in your context?				
16. Have you been offered promotion in exchange for sex in the last 6 months in your context?				
17. Have you been offered a job transfer unless agreed to sex in the last 6 months in your context?				
18. Have you been prevented a job transfer because of sex refused in the last 6 months in your context?				
19. Have you been offered favourable assignments in the last 6 months in your context?				
20. Have you experienced lower earnings due to your gender in the last 6 months in your context?				
21. Have you experienced a discrimination in skills due to your gender in the last 6 months in your context?				
22. Have you experienced career interruptions due to your gender in the last 6 months in your context?				
23. Have you experienced forced job change due to your gender in the last 6 months in your context?				
24. Have you experienced unemployment due to your gender in the last 6 months in your context?				
25. Have you experienced abandonment of well-paying careers due to your gender in the last 6 months in your context?				
26. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: a. physical weakness,				



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	(1) Never	(2) Rarely	(3) Often	(4) Every time
26. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: b. timidity,				
26. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: c. anxiety,				
26. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: d. sensitivity				
26. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: e. shyness				
26. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: f. panic attacks				
26. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: g. loss of self-confidence,				
26. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: h. feeling vulnerable,				
26. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: i. difficulty in sleeping,				



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	(1) Never	(2) Rarely	(3) Often	(4) Every time
26. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: j. concentration difficulties,				
26. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: k. difficulties in relationships				
26. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: l. other: please specify:				
27. Have you experienced due to gender based discrimination in the last 6 months in your context: a. lower work performance,				
27. Have you experienced due to gender based discrimination in the last 6 months in your context: b. absenteeism				
27. Have you experienced due to gender based discrimination in the last 6 months in your context: c. leaving workplace				
28. Have you experienced hostile environment in the last 6 months in your context?				
29. Have you experienced working in an isolated context in the last 6 months in your context?				
30. Have you experienced a temporary employment contract in the last 6 months in your context?				



	(1) Never	(2) Rarely	(3) Often	(4) Every time
31. Have you experienced working in a male-dominated job in the last 6 months in your context?				
32. Have you experienced working in a setting with significant power differentials and “rainmakers” in the last 6 months in your context?				
33. Have you experienced reporting about gender based discrimination to your employer in the last 6 months in your context?				
34. Have you experienced preventing gender based discrimination in the last 6 months in your context?				
35. Have you experienced reacting to gender based discrimination in the last 6 months in your context?				
36. Have you witnessed gender based discrimination in the last 6 months in your context?				
37. Have you reported about gender based discrimination in the last 6 months in your context?				

Section 3: Sexual harassment, its exposure, the associated risks, behaviors and beliefs

Please indicate the degree to which you agree with the following statements:

	(1) Strongly disagree	(2) Disagree	(3) Agree	(4) Strongly agree
38. Do you believe that younger people are more often to experience sexual harassment?				
39. Do you believe that people race might impact sexual harassment?				
40. Do you believe that people physical appearance might impact sexual harassment?				
41. Do you believe that marital status might impact sexual harassment?				



Please indicate how often you experienced the following situations:

	(1) Never	(2) Rarely	(3) Often	(4) Every time
42. Have you experienced sexual harassment in the last 6 months in your context?				
43. Have you witnessed sexual harassment in the last 6 months in your context?				
44. Have you reported about sexual harassment in the last 6 months in your context?				
45. Have you experienced verbal sexual harassment in the last 6 months in your context: a. unwelcome verbal comments,				
45. Have you experienced verbal sexual harassment in the last 6 months in your context: b. praising or shaming body shapes or parts,				
45. Have you experienced verbal sexual harassment in the last 6 months in your context: c. throwing personal questions (regarding genitals),				
45. Have you experienced verbal sexual harassment in the last 6 months in your context: d. intrusive, offensive questions about private life,				
45. Have you experienced verbal sexual harassment in the last 6 months in your context: e. teasing				
45. Have you experienced verbal sexual harassment in the last 6 months in your context: f. jokes				
46. Have you experienced nonverbal sexual harassment in the last 6 months in your context: a. gestures (body language),				



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	(1) Never	(2) Rarely	(3) Often	(4) Every time
46. Have you experienced nonverbal sexual harassment in the last 6 months in your context: b. inappropriate, intimidating staring or leering,				
46. Have you experienced nonverbal sexual harassment in the last 6 months in your context: c. somebody indecently exposing themselves,				
47. Have you experienced visual sexual harassment in the last 6 months in your context: a. provocative posters displayed,				
47. Have you experienced visual sexual harassment in the last 6 months in your context: b. being made to watch or look at pornographic material against one's wishes				
47. Have you experienced visual sexual harassment in the last 6 months in your context: c. acknowledging making the victim's body a sexual image,				
47. Have you experienced visual sexual harassment in the last 6 months in your context: d. receiving or being shown offensive,				
47. Have you experienced visual sexual harassment in the last 6 months in your context: e. sexually explicit pictures, photos or gifts or boys				
48. Have you experienced different perceptions of photo content or captions in the last 6 months in your context?				
49. Have you experienced physical sexual harassment in the last 6 months in your context: a. touching,				
49. Have you experienced physical sexual harassment in the last 6 months in your context: b. hugging,				



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	(1) Never	(2) Rarely	(3) Often	(4) Every time
49. Have you experienced physical sexual harassment in the last 6 months in your context: c. grabbing,				
49. Have you experienced physical sexual harassment in the last 6 months in your context: d. kissing,				
49. Have you experienced physical sexual harassment in the last 6 months in your context: e. rubbing, and				
49. Have you experienced physical sexual harassment in the last 6 months in your context: f. violent assault,				
49. Have you experienced physical sexual harassment in the last 6 months in your context: g. creating a space or a hostile climate,				
49. Have you experienced physical sexual harassment in the last 6 months in your context: h. crude/offensive behavior,				
49. Have you experienced physical sexual harassment in the last 6 months in your context: i. unwanted sexual attention,				
49. Have you experienced physical sexual harassment in the last 6 months in your context: j. sexual coercion				



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	(1) Never	(2) Rarely	(3) Often	(4) Every time
50. Have you experienced cyber/online sexual harassment in the last 6 months in your context: a. comments to photos on Instagram, WhatsApp, Facebook, Twitter, Snapchat,				
50. Have you experienced cyber/online sexual harassment in the last 6 months in your context: b. sending photos, links or porn videos,				
50. Have you experienced cyber/online sexual harassment in the last 6 months in your context: c. asking victims to send naked photos or videos,				
50. Have you experienced cyber/online sexual harassment in the last 6 months in your context: d. receiving unwanted, offensive, sexually explicit emails or SMS messages,				
50. Have you experienced cyber/online sexual harassment in the last 6 months in your context: e. inappropriate, offensive advances on social networking websites or in internet chat rooms				
51. Have you experienced physical health problems in the last 6 months in your context: a. physical inactivity,				
51. Have you experienced physical health problems in the last 6 months in your context: b. overweight and				
51. Have you experienced physical health problems in the last 6 months in your context: c. obesity,				



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	(1) Never	(2) Rarely	(3) Often	(4) Every time
51. Have you experienced physical health problems in the last 6 months in your context: d. tobacco abuse,				
51. Have you experienced physical health problems in the last 6 months in your context: e. substance abuse,				
51. Have you experienced physical health problems in the last 6 months in your context: f. injury and violence,				
51. Have you experienced physical health problems in the last 6 months in your context: g. bruises, scratches, wounds, sprains, burns, fractures, broken bones, broken teeth,				
51. Have you experienced physical health problems in the last 6 months in your context: h. concussion or other brain injury,				
51. Have you experienced physical health problems in the last 6 months in your context: i. internal injuries,				
51. Have you experienced physical health problems in the last 6 months in your context: j. miscarriage				
51. Have you experienced physical health problems in the last 6 months in your context: k. other: please specify				
52. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: a. physical weakness,				



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	(1) Never	(2) Rarely	(3) Often	(4) Every time
52. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: b. timidity,				
52. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: c. anxiety,				
52. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: d. sensitivity				
52. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: e. shyness				
52. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: f. panic attacks				
52. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: g. loss of self-confidence,				
52. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: h. feeling vulnerable,				
52. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: i. difficulty in sleeping,				



	(1) Never	(2) Rarely	(3) Often	(4) Every time
52. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: j. concentration difficulties,				
52. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: k. difficulties in relationships				
52. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: l. other: please specify				
53. Have you prevented sexual harassment in the last 6 months in your context?				
54. Have you reacted to sexual harassment in the last 6 months in your context?				

Section 4: Sexual assault, its exposure, the associated risks, behaviors and beliefs

Please indicate the degree to which you agree with the following statements:

	(1) Strongly disagree	(2) Disagree	(3) Agree	(4) Strongly agree
55. Do you believe that younger people are more often to experience sexual assault?				
56. Do you believe that people race might impact sexual assault?				
57. Do you believe that people physical appearance might impact sexual assault?				
58. Do you believe that marital status might impact sexual assault?				



Please indicate how often you experienced the following situations:

	(1) Never	(2) Rarely	(3) Often	(4) Every time
59. Have you experienced sexual assault in the last 6 months in your context: a. completed or attempted unwanted sexual contact without penetration				
59. Have you experienced sexual assault in the last 6 months in your context: b. grabbing or fondling of i. the breasts, ii. buttocks, or iii. genitals, iv. either under or over clothes,				
59. Have you experienced sexual assault in the last 6 months in your context: c. licking or sucking, or				
59. Have you experienced sexual assault in the last 6 months in your context: d. some other form of unwanted sexual contact?				
60. Have you experienced completed or attempted rape with unwanted penetration (vaginal, oral, or anal) by force or the threat of force in the last 6 months in your context?				
61. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: a. physical weakness,				
61. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: b. timidity,				



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	(1) Never	(2) Rarely	(3) Often	(4) Every time
61. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: c. anxiety,				
61. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: d. sensitivity				
61. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: e. shyness				
61. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: f. panic attacks				
61. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: g. loss of self-confidence,				
61. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: h. feeling vulnerable,				
61. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: i. difficulty in sleeping,				
61. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: j. concentration difficulties,				



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	(1) Never	(2) Rarely	(3) Often	(4) Every time
61. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: k. difficulties in relationships				
61. Have you experienced emotional disorders due to gender based discrimination in the last 6 months in your context: l. other: please specify				
62. Have you experienced mental health problems due to sexual assault in the last 6 months in your context: a. anxiety				
62. Have you experienced mental health problems due to sexual assault in the last 6 months in your context: b. depression,				
62. Have you experienced mental health problems due to sexual assault in the last 6 months in your context: c. dissociation and dissociative disorders,				
62. Have you experienced mental health problems due to sexual assault in the last 6 months in your context: d. eating disorders,				
62. Have you experienced mental health problems due to sexual assault in the last 6 months in your context: e. obsessive compulsive disorder,				
62. Have you experienced mental health problems due to sexual assault in the last 6 months in your context: f. paranoia,				
62. Have you experienced mental health problems due to sexual assault in the last 6 months in your context: g. suicidal behaviours				



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	(1) Never	(2) Rarely	(3) Often	(4) Every time
62. Have you experienced mental health problems due to sexual assault in the last 6 months in your context: h. other: please specify				
63. Have you prevented sexual assault in the last 6 months in your context?				
64. Have you reacted to sexual assault in the last 6 months in your context?				
65. Have you witnessed sexual assault in the last 6 months in your context?				
66. Have you reported about sexual assault in the last 6 months in your context?				

Please observe your answers on the questionnaire to the section related to Gender based discrimination and see below your level of exposure, associated risks and solutions for prevention and reaction:

Levels of Exposure	Definitions	Associated Risks	Solutions for prevention or reaction
<p>Low</p>	<p>You probably indicated that you have never been exposed to gender based discrimination.</p> <p>Or you have very rarely experienced incidents related to gender based discrimination.</p> <p>Or you have witnessed such incidents.</p> <p>However, it is important to pay attention and to be open to this topic.</p>	<p>When you have never been exposed to gender based discrimination, there are no associated risks.</p> <p>When you have very rarely experienced incidents related to gender based discrimination, it is possible that they sometimes return to your mind and you may feel different emotions that you can't cope with. Even if they may not be associated risks, it is important not to underestimate those feelings.</p>	<p>If you have been exposed to at least one incident related to gender based discrimination, please be aware of your thoughts and emotions. Notice if something bothers you, and if this happens, you can talk to someone specialised (counsellor, psychologist etc.).</p> <p>Also, it is important to impose some limits on the aggressors and be firm with them. It may be useful to talk with the school principal/work director to let them know what is happening.</p> <p>Many state organisations in Germany have their Personnel Councils. This Council decides if staff members are required, if the working conditions are relevant to the professional background of the employee, and other important issues to regulate the relationships between the employer and employee.</p> <p>In Italy: if you are experiencing forms of violence, you can consider calling "Numero Rosa" - 06 3751 8282 for</p>

<p>Low</p>			<p>psychological and legal support. They are available 24/7 and will advise you on the best ways to proceed. Another free number against violence and stalking is 1522. Here is the website https://www.1522.eu/.</p>
<p>Medium</p>	<p>According to your answers, you have been exposed rarely to incidents related to gender based discrimination. Or these incidents have been isolated.</p> <p>But these experiences have a certain impact on you.</p>	<p>Gender based discrimination at the medium level means that you:</p> <ul style="list-style-type: none"> - have reduced opportunities for on-the-job learning and advancement. - you sometimes have sleep and concentration difficulties, relationship issues, anxieties, sensitivity or loss of self-confidence etc. - Also, in order to cope with the situation you may struggle with emotional eating or abuse of tobacco or other substances. - Due to the impact of gender based discrimination, you might have a lower academic/job performance and demonstrate your absenteeism. - When you don't address these issues or take action, they may turn into more 	<p>Document the gender based discrimination incident(s) by writing down all the details you can about what happened, when (date and time), the location, what it has been said, if someone witnessed etc.</p> <p>When it was online gender based discrimination, keep copies or take screenshots of any relevant emails, texts, photos or social posts.</p> <p>In Germany, many organisations have Ethical Committees which might consider if the employer or colleagues behaved in relation to another colleague in an appropriate way.</p> <p>You can find support if you tell a trusted friend, family member or co-worker what happened and write down the details of those conversations. They can also be able to provide corroborating statements should you need them.</p>



<p>Medium</p>		<p>serious psychological and emotional problems.</p>	<p>You can consider contacting a counsellor or psychologist to help you explore your feelings and appropriate reactions.</p> <p>In Italy: if you are experiencing forms of violence, you can consider calling “Numero Rosa” - 06 3751 8282 for psychological and legal support. They are available 24/7 and will advise you on the best ways to proceed.</p> <p>Another free number against violence and stalking is 1522. Here is the website https://www.1522.eu/.</p>
<p>High</p>	<p>In your answers, you stated that you have been exposed often and very often to incidents related to gender based discrimination. Or these experiences are repeated.</p> <p>These experiences have a significant emotional affect and health impact on you.</p>	<p>If you have a regular experience in gender based discrimination, then your career is often interrupted and your earnings are lower in comparison to the colleagues with the same qualification who are doing the same job. You might have to leave school or the workplace.</p> <p>Gender based discrimination also means that you work for tips. In a case of gender based discrimination, the working environment means to work in an environment with significant power differentials and “rainmakers”. Working</p>	<p>As mentioned above, document the gender based discrimination incidents with many details as possible.</p> <p>Ask your aggressors to stop and be firm when you set these limits.</p> <p>Reporting is the first step to overcome the issue.</p> <p>In many countries, there are also organizations that can assist you and provide you with information and legal advice in cases of gender discrimination (in Romania, there is Consiliul Național pentru Combaterea Discriminării - National Council for Combating Discrimination). Also, if you work in a company, in most countries there are institutions that deal with labor</p>



<p>High</p>		<p>environment which has the practice of gender based discrimination means to work in an isolated context or in a male-dominated job. Gender based discrimination in employment means that you lack legal immigration status or have only a temporary work visa.</p> <p>You may feel very often socially excluded that impact your</p> <ul style="list-style-type: none">- mental health expressed in the following problems:-Depression-Dissociation and dissociative disorders-Eating disorders-Obsessive compulsive disorder-Paranoia- suicidal behaviours	<p>inspection and protection and that also investigate cases of discrimination.</p> <p>The acceptance of what happened is very important, thus do not minimise the incidents or make excuses for the aggressor(s).</p> <p>It is okay to feel hurt, sad, angry, and it is important to find a healthy way to express these feelings. Some options can be relaxation exercises, stress-reducing activities, meditation, prayer, yoga etc. Most importantly, you can consider contacting a counsellor or psychologist to help you explore your feelings and appropriate reactions.</p> <p>(If possible, change your job or school)</p> <p>In Italy: if you are experiencing forms of violence, you can consider calling “Numero Rosa” - 06 3751 8282 for psychological and legal support. They are available 24/7 and will advise you on the best ways to proceed. Another free number against violence and stalking is 1522. Here is the website https://www.1522.eu/.</p>
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Please observe your answers on the questionnaire to the section related to Sexual harassment and see below your level of exposure, associated risks and solutions for prevention and reaction:

Levels of Exposure	Definitions	Associated Risks	Solutions for prevention or reaction
Low	<p>You probably indicated that you have never been exposed to sexual harassment or you have rarely witnessed or experienced such incidents.</p> <p>However, it is important to pay attention and to be open to this topic.</p>	<p>When you have never been exposed to sexual harassment, there are no associated risks.</p> <p>When you have very rarely experienced incidents related to sexual harassment, it is possible that they sometimes return to your mind and you feel different emotions. Even if you feel that you can handle them, if they recur, it would be advisable to take measures or seek help. At this point, there are no associated risks.</p>	<p>If you have been exposed to at least one incident related to sexual harassment, please be aware of your thoughts and emotions. Notice if something bothers you, and if this happens, you can talk to someone specialised (counsellor, psychologist etc.) or you can apply the suggestions and tips below.</p> <p>Also, it is important to impose some limits on the aggressors and if you have not reported the incident(s), please do so.</p> <p>If you are interested in this subject and want to be an agent of change, you can be a volunteer in various organisations whose mission is to offer support to victims, to reduce the phenomenon at the level of society or to promote gender equality (for example, in Romania, there is Centrul Parteneriat pentru Egalitate - Partnership for Equality Centre).</p>



<p>Medium</p>	<p>According to your answers, you have been exposed rarely to incidents related to sexual harassment or these incidents have been isolated, but these experiences have a certain impact on you.</p>	<p>After such experiences, it is possible that you sometimes have sleep and concentration difficulties, relationship issues, anxieties, sensitivity or loss of self-confidence etc.</p> <p>Also, in order to cope with the situation you may struggle with emotional eating or abuse of tobacco or other substances.</p> <p>Your experience is unique and you may not find yourself in those mentioned above. Observe your emotions and thoughts and do not underestimate the negative effects. When you don't address these issues or take action, they may turn into more serious psychological and emotional problems.</p>	<p>Document the sexual harassment incident(s) by writing down all the details you can about what happened, when (date and time), the location, what it has been said, if someone witnessed etc.</p> <p>When it was online sexual harassment, keep copies or take screenshots of any relevant emails, texts, photos or social posts.</p> <p>You can find support if you tell a trusted friend, family member or co-worker what happened and write down the details of those conversations. They can also be able to provide corroborating statements should you need them.</p> <p>In Germany, many organisations have Ethical Committees which might consider if the relationship between the colleagues was appropriate.</p> <p>Even if it is very hard for you, it is important to report the incident(s) to your supervisor, manager or superior. If you don't find support there, don't be discouraged, talk to those higher up the hierarchy.</p> <p>If you work for a company, you can report the incident(s) to the human resources department. They should give you the support you need. In some companies, there is also a special service for reporting</p>
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<p>Medium</p>			<p>cases of discrimination or sexual harassment. It is good to contact them as soon as the incident happens, and not to wait.</p> <p>To deal with your thoughts and feelings in a healthy way and to regain your self-confidence, you can talk with a counsellor or psychologist.</p>
<p>High</p>	<p>In your answers, you stated that you have been exposed often and very often to incidents related to sexual harassment or these experiences are repeated.</p> <p>These experiences have a significant mental and emotional impact on you.</p>	<p>You may very often feel anxiety, anger, have panic attacks, or to be very sensitive.</p> <p>Your self confidence and self-image may be affected. It is possible that you want to miss work or school.</p> <p>Also, you may struggle with different substance abuse or compulsive behaviours, including emotional eating.</p> <p>You may have sleep difficulties and relationship issues.</p> <p>Sometimes, in worse cases and when these negative effects are not addressed in a healthy way, they can transform into mental and psychological problems such</p>	<p>As mentioned above, document the sexual harassment incidents with many details as possible. Ask your aggressors to stop and be firm when you set these limits.</p> <p>Also, report the sexual harassment incidents to your supervisor, manager or superior or to someone that offers you support. If you work in a company, you can also contact the human resources department or the special service for reporting cases of discrimination or sexual harassment.</p> <p>Contact emergency services, if needed and the situation is serious. You can call the Police and/ or if you are in shock or in panic or hurt, you call the ambulance.</p> <p>Also, you can call on organisations that offer support services, starting from providing you with the information you need, protection services, psychological</p>



<p>High</p>		<p>as depression, personality disorders, dissociative disorders etc.</p> <p>It's okay if you haven't found what you feel here, each person is unique and experiences are subjective. Regardless of what you feel or think, it is good not to blame yourself and not to underestimate the negative effects and seek specialised help to learn how to manage them in a healthy way.</p>	<p>and/or legal counselling, to help you in completing your complaint to the police (in Romania, there is a green helpline +40 800 500 333, provided by Agenția Națională pentru Egalitatea de Șanse între Femei și Bărbați - National Agency for Equal Opportunities between Women and Men).</p> <p>The acceptance of what happened is very important, thus do not minimise the incidents or make excuses for the aggressor(s).</p> <p>It is okay to feel hurt, sadness, anger, and it is important to find a healthy way to express these feelings. Some options can be relaxation exercises, stress-reducing activities, meditation, prayer, yoga etc.</p> <p>To overcome emotional difficulties, social support can be very important. That's why, talk about what happened to the people who are significant to you, whether they are relatives, friends or colleagues.</p> <p>Of course, a specialised person (counsellor or psychologist) can help you find healthy methods and ways to manage your feelings and thoughts.</p> <p>If possible, change your job or school.</p>
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Please observe your answers on the questionnaire to the section related to Sexual assault and see below your level of exposure, associated risks and solutions for prevention and reaction:

Levels of Exposure	Definitions	Associated Risks	Solutions for prevention or reaction
Low	<p>In your answers, you probably indicated that you have no or very low experience with the topic of sexual assault, neither as a survivor nor as a witness.</p> <p>Nevertheless, we want to appreciate that you are thinking about the topic - the fact that you are willing to consider the concept of sexual assault means that you are open to such sensitive topics.</p> <p>And although it is possible to summarize your answers as those with a low level of risk of exposure to this phenomenon, we want to</p>	<p>However, there are risks associated with a low level of experience with these negative phenomena that should be considered.</p> <p>On one hand, it is great that you are aware of the area of sexual assault and sensitive to this topic - you do not underestimate this area and perceive negative phenomena around it. This is an important condition for the situation in the field of sexual violence and assault to change.</p> <p>On the other hand, it is necessary to draw your attention to the risk of emotional demands of this reflectivity.</p>	<p>Even though you stated in your answers that you have no or low personal experience with the topic of sexual assault and therefore your level of risk of exposure to the phenomenon is low, it is great that you are sensitive to the topic! We want to appreciate that this is a topic for you and that creating a welcoming and safe environment is important to you. It is the first step to really start to create such an environment and we all are part of the change.</p> <p>Considering the potential difficulty associated with the topic, however, we recommend that you also pay attention to yourself: how the topic affects you, how you react, and how the topic itself can burden you. Consider your limits and take care of yourself.</p> <p>If you feel that you want to do more about the situation – as a witness or an agent of change, connect with organizations that help survivors or work for systematic change.</p>

<p>Low</p>	<p>draw your attention to the fact that the thematization of this area itself is extremely important.</p>	<p>The very awareness of the possibility that such a phenomenon can occur, that there are situations that are perceived as risky, or the fact that someone else has experience with the given phenomenon can be emotionally demanding. There is also talk about the negative effects of "victimology" - i.e., stereotypical judgments about victims or survivors (see e.g., texts by authors Susan F. Sharp, Carol Smart or Gerlinda Smaus) – which in itself can be stigmatizing and very emotionally demanding for certain individuals.</p>	<p>In the Czech Republic, these organizations are, for example, Rosa, Bílý kruh bezpečí, Konsent or Linka Bezpečí (if you are a student, they help up to the age of 26). In Romania, you can join as a volunteer to Centrul FILIA (FILIA Centre). You can easily find links to their sites and advice on the web.</p> <p>You can also act on an individual and local level to change your organisation, employer, or school. Authorized persons (so-called gender focal points) can help, or we can guide you at the Gender Studies counselling center (see https://rovneprilezitosti.cz). Also applies to the Czech Republic.</p>
<p>Medium</p>	<p>In the answers, you probably stated* that you have no/low experience with the topic, or that the experience is one-time.</p> <p>However, this is also very important and can affect your emotional perception</p>	<p>Consider whether and in what “state” you are towards working with your own experience. It is possible that the situation took place a long time ago, on the other hand, it is possible that your experience is relatively recent.</p> <p>But it is you who is important:</p>	<p>In the case of a medium level of exposure to sexual assault, it is advisable to consider whether you want to solve the situation by yourself, or whether you want to share this solution with someone.</p> <p>Even anonymous sharing (through anonymous hotlines, specialised on the topic, but also generally focused) can be a good start in the sense that you don't have to be alone in the situation. The opportunity to discuss the situation, share your emotions, frustrations, fears can</p>



<p>Medium</p>	<p>and subsequently affect your life in many ways. Even a single experience can have a very intense impact and disrupt the perception of one's own safety, the safety of the premises and the society in which we move.</p> <p>It is important that you were able to identify this area and perhaps the questionnaire itself was not easy for you to fill out. Still, it's great that you've taken this step and can "work" with the theme further.</p>	<p>your individual perception and willingness to process the situation and solve it further on.</p> <p>Of course, it is not necessary and above all not advisable to apply a unified recommendation to the solution. However, it is good to think about the possibilities and consider what you can do for yourself (and the solution to the given situation), where you can go and where you can seek help.</p> <p>You may want to leave the situation unreported and unaddressed simply because you need some time to process it. At the same time, you may be in a different situation and you may consider that it would be best for you to report the situation, solve it and demand justful punishment for the aggressor. All paths are legitimate, and all paths are in principle possible. At the same time, all paths have their pros and</p>	<p>help you move forward in terms of considering the solutions that will be right for you at that moment. Often a person does not know everything him*herself, and in cases where emotions are strongly involved (which is completely understandable and completely realistic in the given situations), it is good to let an expert guide you through the situation.</p> <p>You can also consider the possibility of using direct help and care in the form of consultation with a psychologist, therapist, but also a friend or a contact person whom you trust and expect to take care of you with understanding.</p> <p>At the same time, beware: for many non-professionals, the situation can also be difficult, and they may react in shock – and surprisingly, they will not be as supportive as you might expect and need.</p> <p>Unfortunately, this still applies to some professional bodies (including ombudsman, lawyers, managers, the Police of the Czech Republic, Romania). It is therefore important to protect yourself if necessary – to check your references, or to take a step knowing that if it doesn't work out and the situation is not resolved the first time, you have an alternative path that leads to the goal. At the same time, e.g., when reporting to the Police of the Czech Republic, it is good to know that</p>
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<p>Medium</p>		<p>cons, which each and every one of us considers – but you don't have to be alone in this consideration!</p> <p>At the same time, the fact that you decide on a certain type of solution (or non-solution) of a situation at this moment does not mean that you cannot reconsider and change your decision over time. Sometimes it just turns out that a better time has come, and one feels more strength for the next step.</p> <p>Think about these implications even if you did not experience sexual violence yourself as a victim, but someone else from around you. Try to contact this person and talk to them about their situation and the solutions outlined here.</p>	<p>you have the option of having a support person with you – either from among friends or professional advisors who are familiar with the area and can possibly correct the unprofessionalism of certain colleagues. Or some organisations may offer you help to fill your complaint to the Police (for example, in Romania you may contact Agenția Națională pentru Egalitatea de Șanse între Femei și Bărbați - National Agency for Equal Opportunities between Women and Men)</p> <p>In the Czech Republic, professional escorts are offered by, for example, ProFem, Rosa or Bílý kruh bezpečí. In Romania, Agenția Națională pentru Egalitatea de Șanse între Femei și Bărbați - National Agency for Equal Opportunities between Women and Men offers protection and hosting, in case the person is in danger where he/ she lives and needs another home.</p>
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<p>High</p>	<p>Your answers indicate that you have experienced serious sexual assault or that your experiences are repeated.</p> <p>Such a situation is necessarily mentally and physically demanding and has a significant impact on you.</p> <p>You therefore deserve care, support concerning possible further steps and attention and support from those around you.</p>	<p>But it is you who is important: your individual perception and willingness to process the situation and solve it further. Of course, it is not necessary, and especially not advisable, to apply a unified recommendation to the solution. However, it is good to think about the possibilities and consider what you can do for yourself (and the solution to the given situation), where you can go and where you can seek further help.</p> <p>The fact that you went through this extreme experience is something that is with you, but at the same time you can work on recasting this experience in the future so that it is not threatening, limiting or stigmatizing for you.</p> <p>Nevertheless, we know that it is extremely demanding, exhausting and sometimes long-term work. However, we want to support you</p>	<p>In case of a high level of having been exposed to sexual assault, it is advisable to consider whether you want to solve the situation by yourself, or whether you want to share the solution with someone.</p> <p>Even anonymous sharing (through anonymous hotlines, specialized on the topic, but also generally focused) can be a good start in the sense that you don't have to be alone in the situation. The opportunity to discuss the situation, share your emotions, frustrations, fears can help you move forward in terms of considering the solutions that will be right for you at the given moment. Often a person does not know everything him*herself, and in cases where emotions are strongly involved (which is completely understandable and completely realistic in the given situations), it is desirable to let an expert guide you through the situation.</p> <p>You can also consider the possibility of using direct help and care in the sense of a consultation with a psychologist, therapist, but also a friend or contact person whom you trust and expect to take care of you.</p> <p>At the same time, be careful – for many non-professionals, the situation can also be difficult, and they can react with shock – thus surprisingly, they will not be as supportive as you might expect and need.</p>
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<p style="text-align: center;">High</p>		<p>that this energy investment is worth it –however, it is good to consider when, where and how you will work with this situation. It is perfectly legitimate to allow some time to resolve, as well as to address the situation immediately.</p> <p>There are various options, and it is good to choose the ideal one for you – for you specifically, for your nature, for your situation. It may therefore be appropriate to consider contacting experts with whom you can discuss the options anonymously and gradually work towards the solution of the situation.</p> <p>Although it is of course not your responsibility, it is worth considering the involvement of people around you or professional help to rectify the situation and prevent negative phenomena in the future. The most suitable is the inclusion of a wide range of</p>	<p>Unfortunately, this still applies to some professional bodies (including ombudsman, lawyers, managers, the Police of the Czech Republic, Romania). It is therefore important to protect yourself if possible – to check references, or to take a step knowing that if things don't work out and the situation doesn't get resolved the first time, there is an alternative path that leads to the goal. At the same time, e.g., when reporting to the Police of the Czech Republic, it is good to know that you have the option of having a support person with you – either from among friends or professional advisors who are familiar with the area and can possibly correct the unprofessionalism of certain colleagues. Or some organisations may offer you help to fill your complaint to the Police (for example, in Romania you may contact Agenția Națională pentru Egalitatea de Șanse între Femei și Bărbați - National Agency for Equal Opportunities between Women and Men)</p> <p>In the Czech Republic, professional escorts are offered by e.g., ProFem, Rosa, Bílý kruh bezpečí. In Romania, Agenția Națională pentru Egalitatea de Șanse între Femei și Bărbați - National Agency for Equal Opportunities between Women and Men offers protection and hosting, in case the person is in danger where he/ she lives and needs another home.</p>
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<p style="text-align: center;">High</p>		<p>actors who could (and often should) intervene in the situation and thus prevent the worsening or deepening of negative phenomena, and above all the systematic setting or change of the situation so that solutions are easier, more accessible, and more effective. In the ideal case: prevent such a situation for ever (again) and that no one else is exposed to a similar experience.</p> <p>But as already mentioned, you are not responsible for this, you must primarily take care of yourself and your well-being. However, perhaps you have already come across this area in your thinking – or you will at a later point – and so it is good to take this dimension into account in your future considerations about solutions.</p> <p>Don't blame yourself for what you did or didn't do or should have or</p>	<p>If the situation leads to a criminal proceeding and you do not know exactly which steps to take, it is advisable to use legal services, whether paid or free, in terms of basic guidance through the process. In the Czech Republic you may contact, for example, the Bílý kruh bezpečí, or our free Gender Studies legal consultancy can help you too (see https://rovneprilezitosti.cz); in Romania you may contact Agenția Națională pentru Egalitatea de Șanse între Femei și Bărbați - National Agency for Equal Opportunities between Women and Men (https://anes.gov.ro/call-center).</p> <p>In Germany, throughout the whole country there are organisations called “Frauenhaus” for women and Herrenhaus” for men. Both are a shelter, also known as a women's/men's refuge and battered women's/men's shelter, is a place of temporary protection and support for women and men escaping domestic violence and intimate partner violence of all forms.</p> <p>It is possible to take legal action against the aggressor at a later point, but it is necessary to take into account that some possibilities regarding the investigation and collection of evidence may decrease over time (including, for example, also traces on your body).</p> <p>But it is not necessary to solve the situation</p>
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<p>High</p>		<p>shouldn't have done...!</p> <p>Self-blame is not appropriate under any circumstances! No one ever has the right to treat you violently, threaten your health or life, abuse you physically or mentally or treat you inappropriately in any way without your prior consent.</p>	<p>immediately, if you do not feel like it. Yet it is recommended, even if it may be uncomfortable for you in the first phase. However, it is possible to take someone close to you to the Police station, who will support you in this situation as well.</p>
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