

# GUIDE TO IDENTIFY VAWG AND HOW TO COUNTERACT AND PREVENT IT

It's hard to identify violence against women. There is no standard profile of victims of violence against women and girls: some symptoms can be quite telling such as a sudden or gradual change in appearance or behaviour, absenteeism rate, low self-esteem, the lack of efficiency, overwork, not taking holidays, spending too much time on a single file, being aggressive, etc.

## 9

### WAYS TO COMBAT VIOLENCE AGAINST WOMEN AND GIRLS IN SCHOOLS/UNIVERSITIES/COMPANIES

- 1** Raise awareness and knowledge among the staff of your organization, school, company, university about the existence, the root causes of violence against women and girls and the seriousness of the risks and their consequences for women.
- 2** Develop a Violence Prevention and Response Plan in your school, university and/or company to be more prepared to identify and prevent violence perpetrated against women and to know what to do and how to address it.
- 3** Include concepts of VAWG and women's human rights in the HR Manuals and internal policies of your organization/company/university and strengthen women's representation in management structures.
- 4** Raise awareness about the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Istanbul Convention on preventing and combating violence against women and domestic violence. Use student-friendly versions of these documents and try establishing ways that everyone's human rights can be understood, protected and respected.
- 5** Develop Codes of Conduct or Ethical Standards providing explicit standards and regulations to prevent and combat VAWG, increase accountability and reduce impunity for those who perpetrate violence.
- 6** Break the silence: Speak out against violence and spread knowledge on reporting mechanisms and available services.
- 7** Encourage your school/university/company to establish a training programme for staff, management, teachers, students and the community to understand, identify and respond to cases of sexual and gender-based violence.
- 8** Demand to train the staff of your school/university/company on combating sexual and gender based violence.
- 9** Encourage your school/university/company to conduct trainings on reporting and referral mechanisms and services to effectively respond to VAWG.

Follow us on [Facebook](#), [Twitter](#), [Instagram](#) and [Youtube](#)

Join our discussion about violence against women and girls using the following hashtags

#واش\_هي\_قصتك؟ #شنيّة\_دكايتك؟ #شنو\_هي\_قصتك؟ #ايه\_قصتك؟ #شو\_قصتك؟