

# REGULATION'S IMPACT ON SEXUAL HARASSMENT PREVENTION



UNIVERSITY OF PRISHTINA 2024

# REGULATION'S IMPACT ON SEXUAL HARASSMENT PREVENTION:

## STUDENT PERSPECTIVE AT THE UNIVERSITY OF PRISHTINA

Author:

Njomza Lullaku

Vice Rector for Accreditation, Teaching Quality and Student Affairs



# CONTENTS

04

---

EXECUTIVE  
SUMMARY

05

---

OBJECTIVE OF  
THE STUDY

05

---

KEY FINDINGS

09

---

METHODS AND  
DATA  
COLLECTION

11

---

INTRODUCTION

13

---

AWARENESS  
AND  
KNOWLEDGE

17

---

EXPERIENCES  
AND  
PERCEPTIONS

21

---

ANALYSIS OF  
REPORTING  
BEHAVIOR

27

---

HARASSMENT  
DYNAMICS

32

---

OUTCOMES  
AND ADVICE

37

---

TIMELINE AND  
FOLLOW-UP  
PLAN

41

---

CONCLUDING  
REMARKS

# EXECUTIVE SUMMARY

This Executive Summary presents a critical exploration into the landscape of sexual harassment at the University of Prishtina, encapsulated in the report titled "Evaluating Regulation's Impact on Sexual Harassment Prevention at University of Prishtina: Student's Perspective." Grounded in the responses of 1035 students, this study is a profound endeavor to dissect the experiences, awareness, and perceptions of sexual harassment within the university.

The aim is to offer a detailed and insightful analysis, shedding light on the prevalence of sexual harassment, the identities of the perpetrators, the gender dynamics involved, and the channels through which students become aware of harassment policies. The findings from this comprehensive study not only illuminate the current state of sexual harassment at the university but also serve to inform and guide future initiatives and policies aimed at creating a safer and more inclusive academic environment.



## **OBJECTIVE OF THE STUDY:**

This report aims to provide a thorough analysis of the state of sexual harassment at the University of Prishtina. It is based on a comprehensive study conducted with 1035 students, designed to assess their experiences, awareness, and perceptions of sexual harassment within the university.

## **KEY FINDINGS:**

- Prevalence of Sexual Harassment:
  - 10.4 % of students reported experiencing sexual harassment.
  - Female students reported a higher incidence compared to their male counterparts.
  - 31.0% of students were aware sexual harassment incidents on campus, while 66.1% were not.
- Perpetrators of Harassment:
  - The majority of reported harassment incidents involved professors/assistants (48.4%), followed by colleagues (34.4%) and administrative staff (7.4%).
  - A small percentage of respondents indicated other sources of harassment.
- Awareness and Information Dissemination:
  - 64.3% of students are aware of the university's sexual harassment regulations with females significantly outnumbered males.
  - Social networks were identified as the primary channel through which students learned about the university's sexual harassment regulation.
  - University emails, interactions with colleagues, the Student Council, and faculty members were also key in disseminating information.

- Regulatory Mechanisms:
  - 40.4% of students were aware of the mechanisms in place for preventing and addressing sexual harassment whereas 58.1% reported lack of awareness about these mechanisms, particularly among female students.
- Reporting Procedures:
  - Knowledge of reporting procedures for harassment cases was reported among 40% of students indicating awareness.
  - Females were more represented among those informed about these procedures.
- Preferred Reporting Channels:
  - The Officer for protection against harassment and sexual harassment located in the Rectorate Office was the most preferred reporting channel.
  - Gender variations were observed in reporting preferences, with females more likely to choose the designated officer.

## **IMPLICATIONS:**

The findings of the study indicate a need for a multi-dimensional approach to tackle sexual harassment at the University of Prishtina. There is a clear necessity for enhanced awareness and educational campaigns, improved reporting mechanisms, and more robust regulatory frameworks. The gender disparities in experiences and awareness call for tailored interventions to ensure an inclusive and safe environment for all students.

## RECOMMENDATIONS:

### 1. Increase Awareness and Education:

- Implement comprehensive awareness programs and educational campaigns targeting all academic staff, administrative staff and students.
- Utilize diverse channels including social media, university communications, and peer-to-peer engagement to disseminate information.

### 2. Strengthen Reporting Mechanisms:

- Simplify and make more accessible the reporting procedures for sexual harassment.
- Promote the role of designated officers and provide clear guidance on reporting channels.

### 3. Enhance Regulatory Framework:

- Review and strengthen the university's policies and regulations regarding sexual harassment.
- Ensure that these policies are well-communicated and enforced across the university.

### 4. Foster a Supportive Environment:

- Create a supportive and responsive environment for students who have experienced harassment.
- Encourage a university culture where respect, safety, and dignity are paramount.

This Executive Summary and the accompanying report provide invaluable insights into the complexities of sexual harassment at the University of Prishtina. The study's findings highlight the need for a multi-faceted approach to effectively combat sexual harassment.

This includes intensifying awareness and educational campaigns, streamlining reporting mechanisms, and fortifying the regulatory framework. The gender disparities revealed through the study underscore the need for tailored strategies to ensure inclusivity and safety for all students.

This report is a clarion call for collaborative efforts from the university's administration, faculty, and student body. Embracing a comprehensive strategy that encompasses policy evolution, community engagement, and a commitment to fostering a culture of respect and dignity is imperative. Ultimately, the goal is to transform the University of Prishtina into a bastion of safety, respect, and academic excellence.



## METHODS

### Study Design and Participants

This study was conducted at the University of Prishtina to analyze the experiences and perceptions of students regarding sexual harassment. The demographic information was collected as part of a comprehensive study involving a sample of 1035 students. These participants were selected to represent the diverse student population at the university, ensuring a broad understanding of their experiences and perceptions.

### Gender Distribution

The gender distribution among the respondents was a key demographic variable. Of the 1035 participants, the majority, constituting 73.9%, identified as female. Male respondents accounted for 20.4% of the sample. Additionally, a small yet significant portion of the respondents (0.3%) identified as non-binary. There was also a category for respondents who preferred not to answer the gender question, which comprised 1.9% of the sample. Finally, 3.5% of respondents did not provide any answer to the gender question, highlighting the spectrum of gender identities and the sensitivity of this demographic variable.

### Data Collecting Procedure

The questionnaire was distributed in two forms of data collection. The data for this study was collected via a structured questionnaire, which included both closed and open-ended questions. The study was administered electronically over a period of two months, ensuring adequate time for a comprehensive response rate. Ethical considerations, such as informed consent and confidentiality, were rigorously upheld throughout the data collection process.

Data collection in physical form occurred in all 14 academic units of University of Prishtina, with a total sample of 696 respondents (67.2% of the total sample), completed the questionnaire in physical forms, in the classroom. Additionally, the other form of data collecting was through virtual means which was administered through online questionnaire, with 339 respondents (32.8%).

### Age Distribution

Age distribution was another crucial demographic factor analyzed in the study. The breakdown of respondents by age was as follows: 9.1% were 18 years old, 20.1% were 19 years old, 16.9% were 20 years old, 16.8% were 21 years old, 10.1% were 22 years old, 4.3% were 23 years old, and 22.7% were 23 years old or older. This age distribution provided insights into the experiences and perspectives of students at different stages of their university education.

### Data Analysis

The collected data was analyzed using quantitative methods to understand the demographic distribution and characteristics of the respondents. Descriptive statistics were employed to summarize demographics distribution of the sample and thematic categories as presented in the finding section of the report. The analysis aimed to provide a foundational understanding of the student population, which was essential for interpreting the findings related to their experiences and perceptions of sexual harassment.

# INTRODUCTION

The University of Prishtina stands at a crucial juncture in addressing the intricate issue of sexual harassment within its academic boundaries. This report, grounded in a detailed and extensive study of 1035 students, endeavors to shed light on the multifaceted aspects of sexual harassment as experienced and perceived within this prestigious institution. It aims to unravel the prevalence, nature, and dynamics of sexual harassment, probing into the experiences, responses, and awareness levels among the student community.

At the heart of this report lies a deep exploration of students' encounters with sexual harassment, the prevalence of which cannot be understated. 10.4% of respondents have acknowledged experiencing sexual harassment, with a marked disparity between female and male students, highlighting gender as a significant factor in these experiences. The report delves into the varied sources of harassment, ranging from professors and assistants to colleagues and administrative staff, revealing a pattern of abuse of power and trust.

In addition to identifying the perpetrators, this report also maps the environments where these incidents predominantly occur. From lecture halls to virtual settings, the data paints a comprehensive picture of the spaces within the university that are most susceptible to such incidents.

Furthermore, the report examines the awareness and perceptions regarding the Regulation on Prevention and Protection from Sexual Harassment. It highlights a significant level of awareness among students, albeit with a substantial portion still unaware, indicating the need for

enhanced communication and educational efforts. The mechanisms in place for preventing and addressing harassment, as well as the knowledge about reporting procedures, are also scrutinized, with findings suggesting a knowledge gap among the student body.

The report also gives attention to the preferred channels for reporting harassment, underscoring the students' trust in designated university officials while also revealing gender-based differences in reporting preferences.

This comprehensive analysis serves as an imperative resource for stakeholders at the University of Prishtina and beyond. It aims not only to inform but also to catalyze change – to foster a safer, more inclusive, and respectful academic environment where every student's dignity and rights are upheld. By highlighting key trends, challenges, and areas for improvement, this report calls for a concerted effort from the university administration, faculty, and students to address the pervasive issue of sexual harassment and to nurture a culture of respect and safety in higher education.

# AWARENESS AND KNOWLEDGE

University of Prishtina has proactively implemented a comprehensive Regulation dedicated to the prevention and protection against sexual harassment. This pivotal regulation, integral to the university's governance framework, meticulously delineates material rules, outlines disciplinary procedures, and prescribes applicable measures specifically designed to address instances of harassment and sexual harassment. The core objectives of this regulation are manifold: it strives to cultivate a safe, inclusive environment devoid of discrimination, ensures a prompt and effective response to incidents of sexual harassment, and endeavors to safeguard individuals from any impediment to their professional or academic pursuits due to such harassment.

Emphasizing a zero-tolerance policy, the regulation categorizes both harassment and sexual harassment as grave disciplinary infractions. These are subject to stringent punitive measures, in accordance with the stipulations of the regulation. In handling complaints related to harassment or sexual harassment, the Ethics Council of the University applies this regulation in tandem with the University's Statute, harmonizing it with the Law on Higher Education, the Law on Protection from Discrimination, the Law on Gender Equality, the Labor Law, and other pertinent legal and regulatory frameworks.

Central to the efficacy of this Regulation is the awareness and understanding of it among the university populace. Therefore, this section, "Awareness and Knowledge," delves into a comprehensive analysis of the university students' familiarity and comprehension of the Regulation on Prevention and Protection from Sexual Harassment. Through the analysis of study

data, the section offers an insightful perspective on the extent to which students are informed about the university's initiatives to combat sexual harassment. This exploration not only highlights the level of awareness but also underscores the gaps and challenges in knowledge dissemination, forming the basis for further strategic engagement in this critical area.

#### Key Findings and Trends:

1. A significant 64.3% of students are aware of the regulation, with a higher level of awareness among females.
2. Social networks and university communications are primary channels for discovering the regulation.
3. Awareness of the regulatory mechanism stands at 40.4%, again with female students showing higher awareness.
4. Knowledge of reporting procedures is limited, with only 40.4% indicating awareness.
5. The 'Officer for protection against harassment and sexual harassment located in the Rectorate office' emerges as the preferred reporting channel.

#### Navigating Awareness in the Academic Landscape

The contours of awareness about the Regulation on Prevention and Protection from Sexual Harassment were mapped among 1035 respondents. The results painted a telling picture: a majority, approximately 64.3%, were aware of the regulation, indicating a significant reach of this critical policy. However, the other side of the coin revealed that 34.8% were still in the dark, highlighting gaps in the dissemination of this vital information. Intriguingly, in both the aware

and unaware groups, female respondents were in the majority, accounting for 78.3% and 70.7% respectively, suggesting gendered patterns in the engagement with this regulation.

### Channels of Discovery: The Digital and Social Pathways

The study delved into how students stumbled upon this regulation, and here, the digital age spoke loudly. Social networks stood out as the primary beacon of information, followed closely by university emails and the more traditional method of interactions with colleagues. Not to be overlooked, the Student Council and professors, along with other university-related activities, also played a pivotal role in spreading awareness, highlighting a multi-faceted approach to information dissemination.

### Understanding the Mechanism: A Closer Look

When it came to the specifics of the regulatory mechanism for preventing and addressing sexual harassment, the picture became more nuanced. Only 40.4% of students reported being aware of it, with female students again taking the lead in this category. This left a notable 58.1% unaware of the mechanism, pointing towards the need for more robust educational efforts. The gender skew persisted, with a larger percentage of females forming the unaware group.

### Reporting Procedures: A Knowledge Gap

The study uncovered that knowledge about the reporting procedures for harassment cases was limited, with just over 40% indicating awareness. This statistic calls for attention, as it highlights a critical gap in understanding how to navigate through situations of harassment. Interestingly, among those informed about these procedures, females were more represented, aligning with the overall trend of higher female engagement with the regulation.

## Preferred Channels for Reporting: Gendered Preferences

The study also shed light on students' preferred channels for reporting sexual harassment. A clear preference emerged for the Office for protection against harassment and sexual harassment located in the Rectorate office, underscoring trust in designated officials. Other university officials, like the Dean of faculties or Head of the Department, were also considered viable reporting channels. Gender played a role in these preferences, with females more inclined towards the designated officer, while males displayed varied preferences across different channels.

The findings from this section reveal crucial insights into the current state of awareness and knowledge among students at the University of Pristina. Despite a general awareness of the sexual harassment regulation, there are significant gaps in detailed knowledge and understanding of reporting procedures. These insights are instrumental for the university in enhancing its communication strategies and educational programs, aimed at fostering a safer and more informed campus environment.



# STUDENTS' EXPERIENCES AND PERCEPTIONS

This section delves into the nuanced experiences and perceptions of students at the University of Prishtina regarding sexual harassment, a critical issue in academic settings. The analysis reveals the multifaceted nature of these experiences and the varied perceptions surrounding them. The data is particularly illuminating in understanding the prevalence of sexual harassment and its impact on the student community.

## The key themes and trends:

1. **Prevalence of Sexual Harassment:** 10.4 % of students, particularly females, reported experiencing sexual harassment. This highlights that sexual harassment is a prevalent issue within the university environment.
2. **Gender Differences in Experiences:** There is a noticeable gender disparity in the experiences of sexual harassment. Female students reported a higher incidence of experiencing sexual harassment compared to their male counterparts.
3. **Variety of Harassment Sources:** The sources of sexual harassment are diverse, including colleagues, professors/assistants, administrative staff, and other unspecified sources. This diversity suggests that harassment is not confined to a single group or type of university affiliate.
4. **Locations of Harassment:** Harassment incidents were reported in various locations such as lecture halls, faculty offices, other faculty premises, and virtual environments. This

indicates that harassment is not limited to physical spaces within the university but also extends to online settings.

5. Awareness of Sexual Harassment Incidents: A notable portion of students were aware of sexual harassment incidents, pointing towards a general awareness of the issue within the university. However, a larger proportion reported not being aware, indicating potential gaps in communication and awareness-raising.
6. Perception of Perpetrators: There is a perception among students that professors/assistants are the most common perpetrators of sexual harassment. This calls for attention to power dynamics and the role of authority figures in the university setting.
7. Confusion in Identifying Harassment: Many students expressed uncertainty about recognizing sexual harassment, influenced by factors like the reputation of the harasser and the environment in which the harassment occurred.

The issue of sexual harassment at the University of Prishtina, and in higher education institutions in general, is complex and multifaceted, as shown in the study results and the broader context provided by various studies and initiatives. The study at the University of Prishtina indicates that a significant number of students have experienced sexual harassment, with 10.4% of respondents acknowledging such experiences. However, a majority (87.9%) reported not having such experiences, and a small fraction (1.6%) did not respond to the query. These findings, alongside the gender-based analysis of the experiences and the diverse sources and contexts of harassment, highlight the need for deeper investigation and preventive measures.

In terms of gender dynamics, even though from the students that reported sexual harassment, females outnumbered male students, when data was analyzed for each gender separately, it has shown that 12% of female students and 5.2% of male students experienced sexual harassment, indicating a gender-specific pattern in these experiences. The reluctance to report and the varied perceptions of the university's response to such incidents further complicate the issue. The factors influencing non-reporting, including fears of retaliation, beliefs about the severity of the incidents, and uncertainty about reporting procedures, point to significant barriers that students face in dealing with sexual harassment.

Awareness and perceptions of sexual harassment among students also play a crucial role. While 31.0% of participants were aware of such occurrences, a larger percentage of 66.1% were not, underscoring the importance of increased awareness and educational efforts. Interestingly, the perceived perpetrators in known cases were most frequently professors/assistants, followed by colleagues and administrative staff.

The findings from the University of Prishtina align with broader trends and challenges in addressing sexual harassment in higher education. Recent momentum in sexual harassment prevention efforts, especially around education and programs that go beyond standard anti-sexual harassment trainings, is key to addressing these challenges. Workshops and resources focused on evaluating and measuring the effectiveness of sexual harassment interventions, as well as implementing prevention science and implementation science, are essential in transforming promising ideas into evidence-based best practices. Such efforts aim to create a

change in organizational climate and culture and/or a change in behavior among community members.

The insights gleaned from this study underline the need for a more nuanced understanding of sexual harassment within the academic context. It is evident that while a substantial portion of students have not experienced sexual harassment directly, the impact of these incidents is widespread, affecting perceptions and attitudes across the student body.

The gender disparities in experiences and reporting, the varied environments of occurrence, and the complex dynamics of reporting and non-reporting highlight the intricate nature of this issue. These findings call for a concerted effort to enhance awareness, improve reporting mechanisms, and foster an environment where every student feels safe and supported.

This section serves as a critical resource for stakeholders at the University of Prishtina and beyond, offering valuable insights for developing effective strategies to combat sexual harassment. It emphasizes the importance of continuous dialogue, education, and policy evolution to address this pervasive issue, ultimately contributing to the creation of a more equitable and respectful academic community.

# ANALYSIS OF REPORTING BEHAVIOR

This section embarks on an in-depth analysis of the reporting behaviors pertaining to harassment incidents among students at the University of Pristina. This analysis illuminates the patterns and challenges in reporting behaviors, also delving into the nuances of gender-specific responses and perceptions regarding the effectiveness of the university's response to reported cases.

The intricate factors influencing the decision not to report harassment are explored, including the prevalent belief among students that no action would be taken, fear of retaliation, and a perception of the incident's severity. These insights are pivotal in understanding the barriers faced by students in coming forward with their experiences, thereby shaping the discourse on enhancing support systems and reporting mechanisms within the university environment.

## Key Themes and Trends:

1. **Reluctance to Report:** A dominant theme is the hesitancy among students to report harassment incidents, with a majority either not reporting or choosing not to answer the study questions.
2. **Gender Disparities:** The data indicates gender-based differences in reporting, with relatively more female students reporting harassment compared to male students, albeit the overall numbers remain low.

3. Perceptions of University Response: Many students who did not report incidents believed that the university authorities would not react effectively, reflecting a lack of trust in institutional processes.
4. Factors Influencing Non-Reporting: The primary reasons for not reporting include beliefs that no action would be taken, fear of retaliation, and perceptions regarding the seriousness of the harassment.
5. Awareness of Recognizing Harassment: A significant portion of students believe they possess adequate knowledge to recognize sexual harassment, though a notable minority disagrees.
6. Reporting of Known Cases: Among known cases, there is a high rate of non-reporting, further underscoring the challenges in addressing harassment within the university.
7. Influences on Non-Reporting in Known Cases: Similar to general non-reporting, factors like the anticipation of inaction and fear of retaliation significantly influence the decision not to report known cases.

The key themes and trends identified from the study reveal significant insights into the students' experiences and attitudes towards sexual harassment. The prevalent reluctance to report such incidents, marked by a combination of silence and hesitancy, reflects deeper systemic and cultural challenges within the university environment. Gender disparities in reporting highlight the different experiences and perceptions between male and female students, pointing to the need for gender-sensitive approaches in addressing harassment.

The skepticism about the university's response to reported cases indicates a critical trust deficit in institutional processes. Factors influencing non-reporting, ranging from fears of retaliation to doubts about the seriousness of the harassment, underscore the complexity of the issue and the barriers students face. While there is a level of awareness about recognizing harassment, disparities in this understanding suggest the need for more comprehensive education and support systems.

The high rate of non-reporting, even in known cases, further emphasizes the urgency for robust mechanisms and a supportive environment that encourages students to come forward. These themes and trends provide a roadmap for the university to strengthen its policies, support systems, and educational efforts to create a safer and more responsive campus.

### [The Reluctance to Speak Up](#)

The study revealed a resonant silence among students when it came to the issue of sexual harassment. When asked whether they had reported instances of such harassment, the vast majority chose not to respond. This collective silence, amounting to 68.5% of the study participants, spoke louder than words, unveiling the unspoken challenges lurking within the university's academic environment. It wasn't just the absence of words but the presence of an unaddressed, perhaps uncomfortable truth about the university's culture and the students' trust in the system.

### [Gender Dynamics in Reporting](#)

When people did speak up, a pattern emerged, highlighting how gender influenced the willingness to speak up. While the overall number of respondents who reported harassment

was low, there was a slight predominance of female voices over male counterparts. This difference in response rates sheds light on the varied experiences and pressures faced by students based on their gender. It paints a picture of a university community grappling with issues that are perceived and experienced differently by its male and female members.

### Student Perceptions of Institutional Response

The study also peeled back layers on how students perceive the university's response to reported harassment incidents. A sense of skepticism and uncertainty prevailed among the respondents. Many who chose not to report harassment incidents harbored a belief, perhaps rooted in past experiences or shared stories, that the university authorities would not react effectively. This lack of faith in the institutional process plays a significant role in their decision to remain silent, suggesting a gap between the students' needs and the university's actions.

### Underlying Reasons for Non-Reporting

Diving deeper, the reasons for not reporting harassment incidents were as diverse as they were telling. Students grappled with a spectrum of concerns. For some, it was the fear that their voices would not lead to any meaningful action. For others, it was the fear of retaliation or a belief that their experiences were not severe enough to warrant official reporting. These concerns, coupled with uncertainty about the reporting process itself, created an invisible barrier, making the path to reporting harrowing and insurmountable for many.

### The Known and Unknown Cases

Interestingly, the study also highlighted a dichotomy between known and unknown cases of harassment. Even when incidents were known, a significant number of students still chose not



to report them. This decision-making process, fraught with internal and external conflicts, illustrates the complexities students face in dealing with harassment - a balancing act between seeking justice and protecting oneself from potential repercussions.

### Awareness and Recognition of Harassment

Finally, the study touched upon the students' self-assessed ability to recognize sexual harassment. While a majority felt confident in their understanding, a sizable minority expressed doubts, reflecting a diverse range of awareness and understanding within the student body. This contrast suggests that while some students feel equipped to identify harassment, others might still be navigating their way through understanding what constitutes such behavior.

The patterns unearthed through this analysis reveal a profound reluctance among students to report, influenced by a myriad of factors including perceptions of institutional response, gender-related disparities, and individual beliefs about the efficacy of reporting. These findings underscore the need for a more supportive and responsive framework within the university, aimed at encouraging students to report harassment incidents without fear of retaliation or disbelief. Enhancing awareness, trust in institutional mechanisms, and clarity in reporting procedures are imperative steps towards cultivating a safer and more equitable academic environment. The insights gained from this study are not only significant for the University of Pristina but also resonate with broader implications for academic institutions striving to combat sexual harassment.

# H A R A S S M E N T   D Y N A M I C S

This section delves into the intricate dynamics of sexual harassment at the University of Prishtina, exploring the multifaceted aspects of perpetrators, environments, and gender perspectives. The data, revealing the prevalence and patterns of harassment, underscores the urgent need to address this issue within the academic setting.

Notably, the majority of reported harassment incidents were attributed to professors/assistants, followed by colleagues and administrative staff, indicating a concerning pattern of abuse of power and trust in educational environments. The section also examines the gendered dimensions of harassment, shedding light on how experiences differ among male and female students. This exploration is crucial for developing targeted strategies and interventions to effectively combat sexual harassment, foster a safer academic environment, and promote a culture of respect and dignity.

## Key Themes and Trends:

1. **Predominant Perpetrators:** The study highlights professors/assistants as the most frequently reported sources of harassment, followed by colleagues, emphasizing the need to scrutinize and reform power dynamics within the university.
2. **Gender Disparities in Harassment Experiences:** A significant gender disparity is evident, with female students more frequently reporting harassment, especially from professors/assistants, highlighting the gendered nature of these incidents.

3. Harassment Environments: A substantial number of harassment incidents occur in lecture halls, faculty premises, and on campus, indicating that these spaces require focused attention for harassment prevention and response measures.
4. Varied Responses Based on Gender: The responses differ markedly between male and female students, with both genders predominantly reporting harassment in lecture halls and faculty premises yet differing in their experiences and perceptions of these incidents.

### The Faces Behind the Numbers: Who Commits Harassment?

A striking revelation from the study is the identification of the primary actors in harassment scenarios. Notably, professors and assistants emerge as the leading figures, implicated in nearly half (48.4%) of the reported incidents. This finding paints a concerning picture of authority figures abusing their positions of power. Colleagues, too, play a significant role, responsible for over a third of the harassment incidents (34.4%), while administrative staff are identified in a smaller fraction (7.4%). The data also unveils a mysterious 'other' category, accounting for nearly one-tenth of the cases, hinting at the complexities and varied faces of harassment within the university.

### Through a Gendered Lens: The Varying Experiences

The study dissects the gender dynamics of those affected by harassment. A majority of the respondents are female (71.0%), reflecting the heightened vulnerability they face in academic settings. Their experiences are not isolated, with male students also reporting harassment, albeit at a lower rate. The data reveals that both genders experience harassment predominantly

from colleagues and professors/assistants, highlighting a pervasive issue transcending gender boundary.

### Mapping the Terrain of Harassment

Exploring where these unsettling interactions occur, the study points to lecture halls as the most common battleground, where 44.7% of these unwanted encounters take place. This finding is followed by incidents within faculty premises and the university campus, suggesting that these are not just spaces of learning but also potential zones of discomfort and fear for students.

### A Closer Look: Gender-Specific Environments of Harassment

Delving deeper, the study observes that both male and female students predominantly report harassment incidents in similar environments: lecture halls, faculty premises, and the broader university campus. This shared experience underscores the need for a universal approach in addressing harassment across all university spaces.

The identification of professors and assistants as predominant perpetrators underscores a deeply rooted issue in the power dynamics of the university environment. This calls for a rigorous examination and restructuring of the relationships between faculty and students, aiming to establish a more equitable and respectful academic community.

The pronounced gender disparities in harassment experiences, particularly with female students more frequently being victimized, especially by professors and assistants, highlight a concerning gendered aspect of these incidents. This insight necessitates gender-sensitive

approaches in addressing harassment, ensuring that policies and interventions are inclusive and considerate of the unique vulnerabilities faced by different genders.

Furthermore, the finding that harassment frequently occurs in lecture halls, faculty premises, and on campus is a stark reminder of the need for vigilant and proactive measures in these spaces. It suggests that while academic environments are places of learning and development, they can also be settings of vulnerability. Hence, there is a pressing need for comprehensive harassment prevention and response strategies that are embedded in the very fabric of the university's culture.

The study also reveals varied responses to harassment based on gender, with both male and female students predominantly experiencing harassment in similar settings but perceiving and responding to these incidents differently. This variance underscores the complexity of harassment experiences and the necessity for nuanced, tailored responses that cater to the diverse needs and perceptions of all students.

Overall, the study paints a compelling picture of the current state of sexual harassment at the University of Prishtina. It serves as a catalyst for change, advocating for a more informed, responsive, and empathetic approach towards creating a safer and more dignified academic environment. As the university moves forward, the insights gained from this study should guide its efforts in cultivating a campus culture where respect, safety, and equality are not just ideals, but lived realities.

# O U T C O M E S   A N D   A D V I C E

In the context of the University of Prishtina, the study on sexual harassment has unearthed crucial insights, necessitating a multifaceted response to this pervasive issue. This section, "Implications and Recommendations," aims to delineate the consequences of these findings and propose actionable strategies. The study's revelations of sexual harassment's prevalence, the prominent role of gender disparities in experiences and awareness, and the inadequacies in current mechanisms necessitate a proactive and comprehensive approach. These implications demand a response that not only addresses the immediate concerns but also sets the foundation for a long-term, sustainable change in the university's culture and policies.

## Need for a Multi-Dimensional Approach to Combat Sexual Harassment:

- The study underscores the complexity of sexual harassment, suggesting that a singular approach may not be effective. A multi-dimensional approach is necessary to address the various forms of harassment, the different environments in which it occurs, and the diverse needs of the student body. This includes policy reform, educational programs, support systems, and a proactive campus culture that collectively work towards mitigating harassment.

## Essentiality of Enhanced Awareness and Educational Campaigns:

- Raising awareness and educating the student body is crucial for both prevention and empowerment. Awareness campaigns should aim to inform students about what constitutes sexual harassment, its impact, and the resources available for support and reporting. Educational programs can also dismantle myths and misconceptions,

fostering a culture of respect and consent. Implementing these campaigns involves collaboration with student organizations, using engaging formats like workshops, seminars, interactive sessions, and multimedia tools.

#### Improvement of Existing Reporting Mechanisms:

- The current reporting mechanisms may be perceived as complex or intimidating, deterring victims from coming forward. Simplifying these procedures and making them more student-friendly is vital. This could involve clear, step-by-step guides, anonymous reporting options, and multiple reporting channels. Training for staff handling these reports is also essential to ensure sensitivity and confidentiality.

#### Addressing Gender Disparities:

- The study highlighted gender disparities in harassment experiences and awareness. Tailored interventions are needed to address the specific needs and concerns of different genders. This could include targeted awareness campaigns, gender-specific support groups, and ensuring representation of all genders in policy-making and implementation processes.

This report underlines the necessity of a holistic and proactive approach. The complexity of sexual harassment demands a multi-dimensional strategy that encompasses policy reform, educational initiatives, supportive systems, and a campus culture that actively works against harassment. Enhancing awareness and education is crucial for prevention and empowerment, and should be inclusive, engaging, and comprehensive. Reforming the reporting mechanisms to be more accessible and less intimidating will encourage more students to come forward. Finally,

addressing the gender disparities highlighted in the study through tailored interventions is essential for creating a campus environment that is safe, respectful, and inclusive for all students. This report advocates for these strategies not just as responses to the existing challenges, but as proactive steps towards fostering a university culture where dignity, safety, and respect are integral.



# RECOMMENDATIONS

## Increasing Awareness and Education:

- Comprehensive programs and campaigns should be developed to ensure every student has a clear understanding of sexual harassment and its implications. These programs should be inclusive, covering diverse scenarios and perspectives and be part of the mandatory trainings for academic and administrative staff for continuous development through Centre for Academic Excellence (CAC) or other channels.
- Utilizing various channels such as social media, university communications, and peer-to-peer interactions ensures broad reach and engagement. Social media campaigns can utilize compelling visuals and narratives, while peer-to-peer programs can leverage relatability and personal influence.

## Strengthening Reporting Mechanisms:

- To make reporting procedures more accessible, they should be straightforward and well-publicized. This includes clear information on how to report, what the process entails, and what support is available post-reporting.
- Designated officers should be highlighted as key contacts for reporting. Their roles and contact details should be widely publicized, and they should be trained to handle cases with the utmost sensitivity and professionalism.

## Enhancing the Regulatory Framework:

- The study's results highlight the need for a thorough review and strengthening of the university's policies and regulations regarding sexual harassment. This involves not

only updating policies to reflect the latest legal standards and best practices but also ensuring they are comprehensive and cover all aspects of harassment.

- Effective communication of these policies is crucial. This could be achieved through orientation programs for new students, regular training sessions for current students and staff, and accessible information on the university's website. The enforcement of these policies is equally important, requiring a commitment from university leadership to take every report seriously and act upon it.

#### Fostering a Supportive Environment:

- Establishing a supportive environment for victims of harassment is vital. This includes the provision of counselling services, legal advice, and academic support for those affected. Creating a network of support, where students can receive empathy and assistance, can significantly aid in the recovery and empowerment of victims.
- Cultivating a university culture that prioritizes respect, safety, and dignity is fundamental. This involves ongoing efforts to educate the university community about the importance of a harassment-free environment and the active promotion of values like respect and empathy. Initiatives could include campus-wide events, awareness campaigns, and inclusive dialogues that encourage a collective commitment to a safer academic space.

The implications and recommendations detailed in this section form a roadmap for the University of Prishtina to effectively tackle the issue of sexual harassment. By addressing the urgent need for enhanced awareness, simplified reporting mechanisms, a robust regulatory

framework, and a supportive environment, the university can significantly improve the safety and well-being of its students. This multi-dimensional approach, coupled with a commitment to inclusivity and respect, is crucial in transforming the university into a space where every student can thrive without the fear of harassment.

# IMPLEMENTATION TIMELINE FOR RECOMMENDATIONS AND FOLLOW-UP PLAN

## *Timeline for Recommendations*

In order to transform the insightful recommendations of this report into tangible actions at the University of Prishtina, it is crucial to establish a clear and structured implementation timeline. This part of the report lays out a proposed schedule for the execution of key recommendations identified in the analysis of sexual harassment. By delineating a timeline, we aim to provide a practical roadmap that facilitates systematic progress and accountability in addressing the critical issue of sexual harassment within the university.

### *Short-Term (0-6 Months):*

- Launch an initial awareness campaign via social media and university communications focusing on sexual harassment policies and reporting procedures.
- Begin the process of simplifying reporting mechanisms, making them more accessible to students.
- Organize the first series of educational workshops and interactive sessions on sexual harassment prevention and response.

- Create a specific module for prevention of harassment and sexual harassment which should be mandatory to follow through academic and administrative staff through Centre for Academic Excellence (CAC) or other channels.

*Medium-Term (6-12 Months):*

- Implement the revised reporting mechanisms university wide.
- Conduct a review of the existing regulatory framework and draft enhancements.
- Initiate targeted awareness programs addressing gender disparities in harassment experiences.

*Long-Term (1-2 Years):*

- Finalize and enforce the enhanced regulatory framework.
- Establish a continuous feedback mechanism to assess the effectiveness of new policies and educational programs.
- Develop a long-term strategy for maintaining a supportive environment for victims and promoting a culture of respect and safety.

The proposed timeline for the implementation of recommendations is a crucial step towards making a significant impact in combating sexual harassment at the University of Prishtina. By following this structured approach, the university can ensure that the strategies outlined in the report are executed efficiently and effectively. This timeline not only facilitates immediate action but also lays the groundwork for sustained efforts and long-term change. It is a commitment to an evolving process, one that requires continuous evaluation and adaptation. Ultimately, the

successful implementation of these recommendations will lead to a safer, more inclusive, and respectful academic environment for all members of the University of Prishtina community.

### Follow-Up Plan

The strategic initiative to address sexual harassment at the University of Prishtina is not a one-time effort, but rather a continuous journey towards creating a safer and more inclusive academic environment. As such, this section outlines a comprehensive follow-up plan designed to monitor and evaluate the effectiveness of the implemented recommendations. The importance of this follow-up lies in its ability to provide ongoing assessments, enabling the university to adapt and refine its strategies in response to evolving needs and feedback.

#### *Initial Follow-Up (6 Months Post-Implementation):*

- Conduct a survey to gauge initial reactions and effectiveness of the new awareness campaigns and reporting mechanisms.
- Hold focus group discussions with students and faculty to gather qualitative feedback on recent changes and their impact.

#### *Intermediate Assessment (1 Year Post-Implementation):*

- Perform a comprehensive review of the harassment incidents reported over the year to identify trends and areas needing further attention.
- Evaluate the effectiveness of the educational workshops and training sessions through participant surveys and behavioral assessments.

### *Long-Term Evaluation (Biennially):*

- Organize a thorough biennial review of the entire sexual harassment policy framework, including reporting mechanisms and educational programs.
- Compare findings with baseline data collected prior to the implementation of recommendations to assess long-term progress.
- Adjust strategies and initiatives based on the evaluation results to ensure continuous improvement.

The implementation of a robust follow-up plan is pivotal for the ongoing success of the initiatives undertaken to combat sexual harassment at the University of Prishtina. Through regular monitoring, assessment, and adaptation, the university can ensure that its efforts are not only effective but also aligned with the evolving needs of its community. This plan reaffirms the university's commitment to fostering a respectful and safe learning environment, where every student and faculty member's well-being is a top priority. It is through this diligent and responsive approach that the University of Prishtina can continue to grow as a beacon of excellence, safety, and inclusivity in higher education.

# C O N C L U D I N G   R E M A R K S

This concluding section aims to encapsulate the essence of our findings, the implications they bear, and the path forward that they illuminate. The report has delved deeply into the prevalence, nature, and dynamics of sexual harassment within the university, revealing both the challenges faced by the community and the opportunities for meaningful change.

The study has uncovered a significant prevalence of sexual harassment, with notable gender disparities in experiences and awareness. A substantial number of female students reported experiencing harassment, primarily from professors/assistants, colleagues, and administrative staff. This unsettling revelation highlights not only the breach of trust and safety within academic spaces but also the urgent need for a systemic overhaul of the university's approach to handling such issues.

The gender dynamics observed in the study underscore a broader societal problem manifesting within the university environment. Females significantly outnumbered males in both awareness of the harassment regulation and experiences of harassment. This trend points to the gendered nature of sexual harassment and the necessity of addressing it through gender-sensitive policies and interventions.

In terms of awareness and information dissemination, the study identified social networks, university emails, and direct interactions as key channels. However, despite these mediums, a significant portion of the student body remained unaware of the university's regulations and reporting mechanisms. This gap in awareness and education is critical, as it directly affects students' ability to recognize, respond to, and report harassment.



The study also highlighted that the existing reporting mechanisms and regulatory frameworks are not fully effective or accessible. Only 40.4% of students were aware of the procedures for reporting harassment, and a majority were unaware of the regulatory mechanisms in place. These findings indicate a clear disconnect between the university's policies and the student body's understanding and trust in these systems.

From these findings emerge several recommendations aimed at strengthening the university's response to sexual harassment. These include increasing awareness and education through comprehensive programs, simplifying reporting mechanisms, enhancing the regulatory framework, and fostering a supportive environment. Each of these recommendations is crucial in its own right, addressing specific gaps and needs identified through the study.

This report serves as both a mirror and a roadmap for the University of Prishtina. It mirrors the current state of affairs regarding sexual harassment on campus, reflecting the complexities and challenges inherent in addressing this issue. Simultaneously, it provides a roadmap towards a safer, more inclusive, and respectful academic environment. The implementation of the proposed recommendations requires commitment, collaboration, and sustained effort from all sectors of the university - administration, faculty, and students alike.

The path forward involves not only policy changes and educational initiatives but also a cultural shift towards greater empathy, respect, and solidarity. It demands an environment where every member of the university community, regardless of gender, feels safe, valued, and empowered to pursue their academic and personal aspirations without fear of harassment.

Ultimately, the success of these efforts will be measured not just in reduced incidents of harassment, but in the cultivation of a university culture that upholds dignity, promotes equality, and nurtures the holistic well-being of its community. As the University of Prishtina continues to evolve and grow, let this report be a guiding light towards a future where respect and safety are foundational to the academic experience.