



Gender-Based Violence in the Workplace:

How to Recognize, Respond, and Take Action

Friday 28th November 2025

No.Vio^{Ets}

Say **No** to **Violence**

Associazione No.Vio.

MARGHERITA HACK COLLOQUIUM

Conference room Querzoli
Friday 28th November 2025

11:00 Colloquium in Aula Querzoli – LENS

13:00 Lunch with the speaker (all participants are invited at LENS)



Da un secolo, oltre.

Si ringraziano i Dipartimenti di BIO, DICUS, FISICA, NEUROFARBA

ABSTRACT

Friday, November 28, 2025 – LENS (Florence)

"Combating Gender-Based Violence in the Workplace: How to Recognize It, How to Act, and How to Intervene"

Gender-based violence in the workplace represents a significant manifestation of structural power inequalities and discriminatory organizational dynamics. It is expressed through sexual harassment, psychological violence, systemic discrimination, and symbolic abuse, making it necessary to adopt an integrated approach of recognition, response, and prevention.

This presentation proposes a multidimensional analysis of the phenomenon, starting with a brief overview of the national and international regulatory framework (including ILO Convention No. 190 and the recent EU Directive 2023/970), which recognizes violence and harassment as barriers to gender equality in the workplace. On a quantitative level, statistical data on the phenomenon and its economic and social impacts will be presented.

In this context, companies can—and must—act to contain and prevent the phenomenon. Methodologically, the presentation will illustrate methods and tools for the early detection of risk indicators (e.g., reports of “hostile behaviors,” microaggressions, and “adverse social behaviour,” as identified by Eurofound) and for the development of institutional response models (corporate policies, ethics committees, listening desks, disciplinary procedures) integrated with diversity & inclusion strategies.

Examples of best practices, evidence-based tools, and organizational enablers will be discussed, aimed at strengthening institutional resilience and protecting individual rights.

Finally, the discussion will reflect on the challenges of implementation (underreporting, cultural barriers, organizational silence) and on the most widely recommended measures: definition of monitoring indicators, mandatory management training, independent audits, and integration with corporate accountability systems.