

Prevention models in violence and gender discrimination.

The purpose of a violence prevention model is to determine the lines of intervention and actions to eliminate the risk factors that promote violence and gender discrimination, detailing the evaluation and monitoring criteria of these.

Therefore, in compliance with the provisions of Law No. 21,369, which requires higher education institutions to have a prevention model, it is incorporated into the Gender and Diversity Integration Policy and its objectives are detailed in this document, scope, actions, measurements and monitoring.

Aim:

Establish measures and actions to prevent gender violence and discrimination in all areas of university work.

Target group: members of the university community

Execution manager: Gender Department through a professional assigned to implement this model.

Work will be carried out on 5 lines of general intervention, which include a series of activities to comply with the objective of the model and the Gender and Diversity Integration Policy.

The Model of Prevention it will develop through of the following lines of action.

1. **Diagnosis:** It focuses on activities, processes or institutional interactions, regular or sporadic, that generate or increase the risk of sexual harassment, violence or gender discrimination, ensuring the second strategic line of the gender and diversity integration policy, this is, the safe university space.
2. **Information and Sensitization:** Focused on activities and permanent information campaigns on human rights, sexual harassment, discrimination and gender violence, as well as other related topics, in accordance with the strategic lines of the institutional policy. Added to the above are activities that provide information on the institutional framework in gender matters, so that the university community knows the processes, instruments and bodies in charge of addressing are subjects and can get one answer timely to their needs.
3. **Training and specialization:** They are aimed at permanent training and specialization programs for the entire university community in matters dealt with by law and that are specific to gender management, incorporating all those that are detected during the performance of the various diagnoses.
4. **Training, teaching and curricular plans:** They focus on the incorporation of contents of human rights, violence, gender discrimination in the training

process of the students.

5. Induction: Incorporation of internal regulations in all its levels.

6.

The following table sets forth the measures associated with each of the lines of action referred to above:

LINE OF ACTION	MEASURES	THEMES
Diagnosis	annual institutional diagnosis on university safe space	This dimension aims to know the experiences of harassment, violence or discrimination that could be expressed at the University of Talca, as well as the institutional advances in the implementation and dissemination of protocols and mechanisms that allow preventing, addressing and punishing acts of harassment, violence or discrimination of which members of the university community may be victims
Information and Awareness	Communication strategies that will include capsules, graphics, videos, talks, seminars among other open mechanisms. These measures are aimed at the entire university community, with the support of the Corporate Communications Department .	Make women and LGBTIQ+ diversities that have an impact on society visible on social networks, in order to publicize the various areas of development and work.
		Informative capsules on basic concepts of violence and gender discrimination to promote the detection of these practices and their early approach.
		Graphics that contain information on good treatment and non-discrimination, which can be shared both on social networks and physically.
		Videos and/or capsules to report on internal regulations that address gender violence and discrimination.
		8M international women's day. Historical commemoration for the labor rights achieved by women during the 19th century.

		<p>LGBTIQ+ pride month commemoration of the dissidents and diverse people who achieved the recognition of civil rights, remembering, in addition, that there is still progress to be made in this matter.</p>
		<p>November 25 International Day for the Elimination of Violence against Women, a day that invites us to reflect on the violence and discrimination that still persists against women</p>
		<p>Other related activities, that allow the participation and realization of other activities oriented to the university community for its information, awareness and reflection on the matter.</p>
Training and specialization	<p>Training aimed at officials (academics and administrators) through the people development department and the undergraduate vice-rector's teaching unit.</p>	<p>Law 21,369, Institutional Regulations related to gender, in particular, those that address violence and gender discrimination.</p>
		<p>First reception approach to violence and gender discrimination and psychological first aid.</p>
		<p>Introduction to human rights and gender, providing basic concepts on the subject.</p>
		<p>Affective sex diversity and human rights, making known concepts and related human rights instruments.</p>
		<p>Masculinities, addressing in a general way the various ways of expressing the masculine and the socialization of gender in groups of men and the relationships that are built with women and sexual-affective diversities.</p>
		<p>Gender perspective and its incorporation in all areas of institutional work, considering the levels to which they will be directed.</p>
		<p>Others associated with relevant issues and/or detected in diagnoses</p>
	<p>Training courses</p>	<p>Youth, non-binary gender, law 21,369</p>

	for youth instructors for students.	Intersectionality, Prevention of violence against women and gender, Masculinities.
	and training courses for preventive agents	Youth, non-binary gender, law 21,369
	for civil servants (academic and administrative)	Intersectionality, Prevention of violence against women and gender, Masculinities.
	Virtual training through post-undergraduate student capsules attached to an institutional platform	Law 21,369, Institutional Regulations related to gender, in particular, those that address violence and gender discrimination.
First reception approach to violence and gender discrimination and psychological first aid.		
Introduction to human rights and gender, providing basic concepts on the subject.		
Affective sex diversity and human rights, making known concepts and related human rights instruments.		
Masculinities, addressing in a general way the various ways of expressing the masculine and the socialization of gender in groups of men and the relationships that are built with women and sexual-affective diversities.		
Gender perspective and its incorporation into institutional work, considering the levels to which they will be directed.		
Others associated with relevant issues and/or detected in diagnoses		
	Diagnostic survey on the incorporation of contents and/or activities of gender and human rights in undergraduate and postgraduate	Human rights, gender violence and discrimination and/or gender-related issues

Training, teaching and curricular plans	Transversal module of the fundamental undergraduate training program. Module: oral and written communication 2.unit I: Language, inclusion and gender.	Changes indicated by the Royal Spanish Academy regarding the use of gender rules
		Inclusive language proposed by the Guidelines of the Ministry of Education or the Ministry of Culture, Arts and Heritage. Interpret the stereotypes and/or prejudices generated by some terms and expressions.
		Linguistic resources that contribute to an inclusive language.
		Promote the use of the mother tongue as a factor of unity and social and cultural identity in different contexts.
	Modules for Understanding Social Contexts and Understanding Cultural Contexts, both belonging to the citizen training area of the Undergraduate Fundamental Training Program of the Institute of Humanistic Studies	Contemporary Latin American narrative violence
		Gender, subjectivity and politics. The literary chronicle in Latin America
		Sexual harassment, seen through the images published in contemporary periods
		Feminism and inclusion. history and literature
		Analysis based on gender, how women and men have historically suffered in the face of war, pandemics, famines, inequalities
		Feminine presence in schools of ancient thought. Reflection on the situation of women in the past (Understanding of social contexts "Art and city")
Extracurricular activities with a gender focus with curricular equivalence	Other themes related to gender	
	Service-learning methodology, through which students are involved in activities that meet human and community needs in different real instances from their discipline, to enhance their learning and development.	
Induction	Civil servants and academics	Mandatory induction for new people on policies, plans, protocols and/or regulations on gender violence and discrimination with an emphasis on Human Rights and
	undergraduate	

	students	Gender.
	Postgraduate students	

Tracking and monitoring

It will include a regulated system for follow-up and monitoring of its actions, which will make it possible to learn about the progress and the gaps that remain, in such a way as to make the adjustments that are required, also considering the contextual changes.

Dimension	Evaluation aspects	Indicator(s) and/or records
Diagnosis	Diagnosis carried out on university safe space annually	Number of participants per estate annually
Information and awareness	Communication strategies that will include, among others, capsules, graphics, videos, talks, seminars. These stockings are aimed at the entire university community.	Number of activities carried out open to the university community every semester.
		Number of participants in each of the activities carried out.
		Number of capsules disseminated on social networks every six months
		Number of graphics disseminated on social networks every six months
		Number of talks/seminars held annually (focused on open activities)
Training	Training aimed at officials through the People Development Department and the respective teaching unit.	Number of courses/trainings carried out annually
		Number of people who participated in the training.
		Activities satisfaction survey

		Attendance lists.
	Training courses for youth monitors for students,	Number of monitors trained annually
		Attendance lists.
	Training courses for preventive agents for civil servants (academic and administrative)	Number of monitors trained annually
		Attendance lists.
	Virtual training through post-undergraduate student capsules attached to an institutional platform	Number of students who complete the visualization of the capsule by program and/or module every semester.
Training, teaching and curricular plans	Diagnostic survey on content and/or activities related to gender and human rights in undergraduate and postgraduate courses	Report generated by the Undergraduate Vice-Rectorcy
		Report generated by the Graduate Department
	Transversal module of the fundamental training program for oral and written communication 2, in unit I: Language, inclusion and gender.	Number of students participating in the module.
	modules of Understanding of Social Contexts and Understanding of Cultural Contexts, both belonging to the citizen training area of the undergraduate Fundamental Training Program	Number of students participating in the module.
	Incorporation of content on human rights, violence and discrimination in postgraduate programs	Number of modules with content on Human Rights, VG, DG incorporated by lesson plan.

	Extracurricular activities with a gender focus	Number of students participating in activities annually
Induction	undergraduate students	Number of participants in the induction of undergraduate students annually
	graduate students	Number of participants in the induction of postgraduate students annually
		Inclusion of the subsection of the Regulation that regulates the postgraduate programs of the institution referring to the matter of induction in regulations that regulate violence and non-discrimination.
	Civil servants and academics	Number of officials and academics who participate annually
		Inclusion of clause in contracts and assumptions of function.