

## **SUGGESTIONS FOR UNIVERSITIES : ON HOW TO HELP ADDRESS AND PREVENT BULLYING AND HARASSMENT IN THE ARTS<sup>1</sup>**

*This document was developed with female arts students from across the UK at a University Women in the Arts event on 4<sup>th</sup> November 2017 at the Hampstead Theatre in response to the recent cases of bullying and harassment in the arts.*

1. University is a time for learning about the world – on arts courses, it is important to learn skills on how to work in the industry as part of courses well as craft and academic information to ensure students have this information when they graduate.
2. Formal work experience and internships set up by universities as part of courses are very useful – finding internships can be an informal and potentially dangerous process for arts students and a university as a go-between and over-seer would be a useful and protecting role.

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# University Women in the Arts

3. It is useful for universities to teach students about the next steps after graduation as a formal part of courses in order to help protect and equip arts students.
4. Going over finance and how to be paid for internships and as a freelancer should be an important part of arts courses to help protect students in their future careers.
5. It would be useful to provide information on what internships are out there via a database to ensure students know if they are approaching reputable companies and opportunities.
6. Universities need to provide up to date advice on what the industry is like as a formal part of arts courses so students have the right expectations.
7. Dealing with bullying and harassment should be a formal class as part of this module/advice.
8. Both male and female students need to be trained in addressing and preventing bullying and harassment to ensure a strong future for the arts industry.

# University Women in the Arts

9. Tutors and visiting practitioners need to talk about their own experiences so students can learn what challenges people face and how they overcome them.
  
10. Universities can play an important role in telling students they need to speak up whenever they face bullying and harassment in their careers so this becomes the norm.
  
11. The issue of why more women study the arts but less women work in the arts needs to be discussed as part of courses so this issue can be addressed and overcome.
  
12. Similarly, having children and how to continue work in the arts should be taught as part of courses so both male and female arts students have the right expectations and so this becomes a strong and accepted part of future industry practice and not an issue individuals are left to deal with on their own.
  
13. Staff at universities should be trained on these issues and on gender equality to ensure they have the skillset to pass on to students.
  
14. The heads of universities also need to be trained on this subject so they can lead by example.

# University Women in the Arts

15. The issue of less female leadership in universities needs to be addressed so universities can lead by example.
  
16. Industry need to teach or advise on courses so there is a closer relationship between the education sector and arts industry to ensure students are being equipped with the right skills.
  
17. Students could be a given a code of conduct for classes to train them in the right way of behaving whilst at university (for example that it's never ok for one student to talk over another) which would then affect their expectations of behavior in the industry.
  
18. It is an important moment for universities to step in and train students to ensure the next generation of artists and those working in the arts industry are equipped with the skills and expectations to eradicate bullying and harassment in the arts.