



Using a Blended Approach for the ASTRAPI training program

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- initially drafted and implemented using a blended learning approach, combining face-to-face classroom methods with online (asynchronous) activities
- *use of Moodle* Learning Management System (username and password provided by EUC administrator)
- EUC responsible for developing the project website as well as the platform for the asynchronous activities (transfer of material on elearning platform)

Benefits of using a blended learning approach

- blended approach "facilitates a simultaneous independent and collaborative learning experience"(Vryonides, 2020), which better fits the needs and the realities of professionals who have to accommodate multiple and conflicting roles when invited to participate in training programs
- the blended learning approach allows the pace of learning to become more personalized and the material to continue to be available and accessible to trainees

- allows building of communities of practice beyond the in-class meetings, offering opportunities for collaboration and peer feedback
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- participants can meaningfully keep in touch throughout the course and the trainer can trace each participant's work on an on-going, formative assessment process

- The nature of the subject itself—sexual harassment cannot be addressed using yes or no answers, therefore a fully asynchronous tool is not very effective
- A combination of synchronous and asynchronous activities, facilitates learning beyond the training room by allowing participants to take in and take stock of what they have heard and reflect in their own time without feeling the pressure of the training room
- Allows individuals who are naturally more reserved, or who have either been victims or bystanders to respond more freely to the material



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Training Handbook to prevent and handle sexual harassment at work

Prepared by

Gender Five Plus and

Panteion University – Centre for Gender Studies

Module 1 - Introduction to sexual harassment

Module 2 - Tackling gender inequalities, discrimination and social norms

Module 3 – Comprehensive prevention activities in the workplace: base line analysis

Module 4 – Workplace policies, procedures and practices

Module 5: Effective complaints procedures centred on support of victims

Module 6: Active bystanders approaches

- All materials available on project website <https://astrapi-project.eu/>
- E-learning platform <https://astrapi-project.eu/elearning/> developed by Dr Pericles Leng Cheng, materials developed by FIU Denmark based on Project Toolkit and Training Handbook (both currently available online in five languages—English, Bulgarian, Greek, Spanish, Danish)

ASTRAPI EU Project

Active Strategies for Prevention and Handling Sexual Harassment



Thank You!