

Sensoa Flagsystem for adults

Discussing sexual abusive behaviour of adults

Who am I?



- Erika Frans
- Working as a health& social psychologist in the field of sexuality
 - > Sexual education
 - > Prevention of sexual abuse
- Training and programme development

Flag System?



- In perspective;
 - > 2010 Flag System for children and young people (revision 2014)
 - Adaptation youthwork (2013)
 - Sport (2013)
 - Education (2016)
 - > 2016 'Buiten de Lijnen' (revision 2018) for children & young people with special needs
 - > 2018 Flag System (English version, Frensch version, Estonian version)
 - > 2021 Vlaggensysteem for adults

Why a Flagsystem for adults?



Interviews with experts and potential users

Is there a need?

How would you use it?

Result:

- Helpfull in debating grey areas
- Nuancing and terminology
- Better tool for training professionals
- Helping victims to come forward
- Helping perpetrators to change behavior
- Working on a prevention policy
- Broader policy on sexual health

For who?

- Professionals who work with or for adults
 - > Broad group “professionals who care for the wellbeing of adults”
 - > Care: fysical, medical, psychological, social, welfare
 - > Also: work context, sports, leisure, public domain
- Aim: strenghten prevention
 - > Competenties of workers
 - > skills and attitudes of adults (vulnerable)
 - > Level of the organisational policy (complaint procedures)
 - > Social change: campagnes, city policy, media...

How does it work?



With situation cards

- First step:
 - > is this okay or not
 - > Why not?
 - > How serious is it?
- Second step:
 - > How to respond
 - > Short term and long term
- Third step:
 - > Structural causes
- Forth step:
 - > Apply to own situations

Situation cards between clients



A man promises a pack of cigarettes to another man in exchange for a blow job

How to judge?

How to react?

Individual clients



In an angry moment a woman shares nude photos of her lover online, without thinking about the consequences.

Reflecting on experiences

- Learn from mistakes
- Heal and repair damage done

From client to professional



You are cleaning up. A client laughingly squeezes your buttocks.

- Specific risks of the job
- How to react?
 - > to client
 - > to superior
- Where to report?

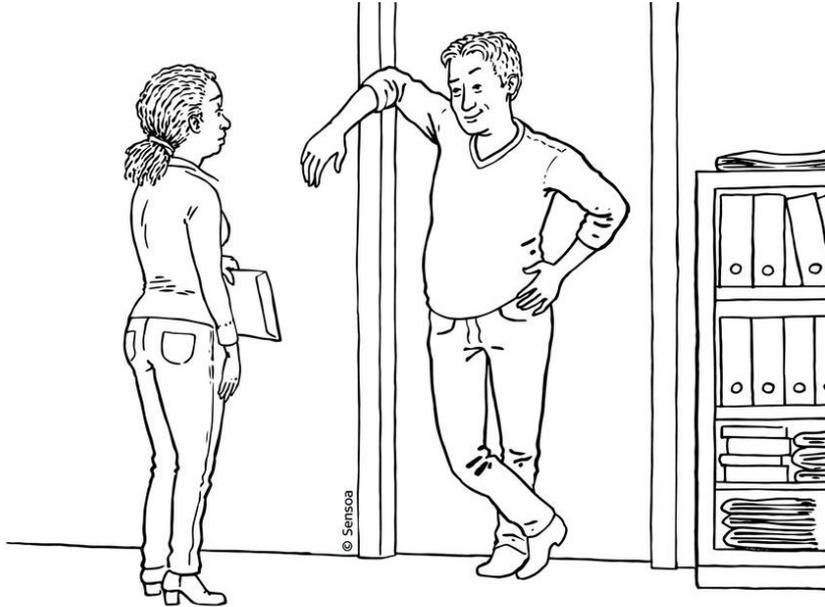
From professional to client



A female social worker often looks in on the women's shower unexpectedly.

- Code of conduct
- Discussing habits
- Follow up on incidents

Between professionals



An executive approved a project in exchange for sex. He demands that the woman continues to sleep with him in the future.

- How to deal with abusive behavior of a Superior?

Is there a problem?

In general

- Unwanted kissing and sexual touch: 1/ 2 women en 1/5 men: **sexual transgressive behavior**
- manual, oral, vaginal of anal sex against the will and/or to be forced to perform sexual acts: 1/5 women and 1/16 men: **Sexual abuse or violence**

Workplace: mostly intimidation and threat

- 3,9% W and 0,6% M
- Professionals working in care jobs 8,7%
- teachers 2,5%

Vulnerabilities and risk factors



- Age: younger people & children
- Young adults
- Women
- LGBTQI+
- people with disability
- People victimised as children
- Older people
- Adults with specific support needs
- people in precarious statute s.a. refugees, prisoners..

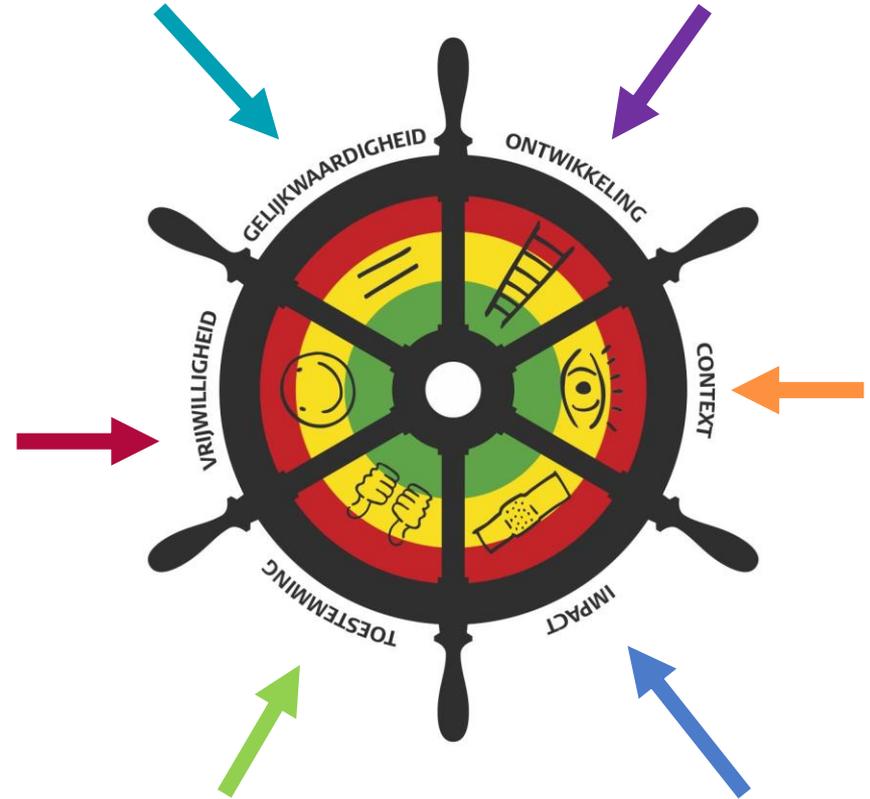
What can the Flag system do for you?

1. Assess the situation
2. Communicate
3. Adress & respond



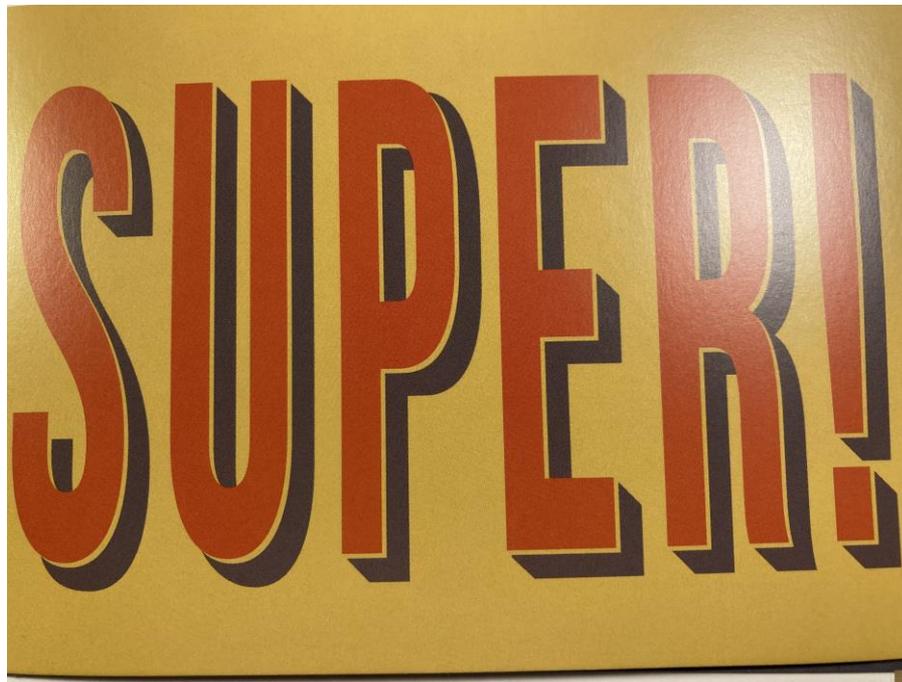
How assessing the behavior?

- Do I want this? Is it also OK for you?
- No pressure on anybody?
- No abuse of power or - authority
- Can I cope? Are you competent?
- Is the privacy OK?
- No negative and harmful consequences?



Mutual consent

- Agree on behavior
- Notion on what's being proposed
- Not saying no \neq consenting
- Clear and specific
- Always revocable
- previous
- Effort to check?



Voluntary engagement

- Is there coercion?
- threat or violence?
- pressure?
- Surprise?
- Secondary gain or loss (money, advantages, friendship in exchange for sex or fear of loss of love and friendship)

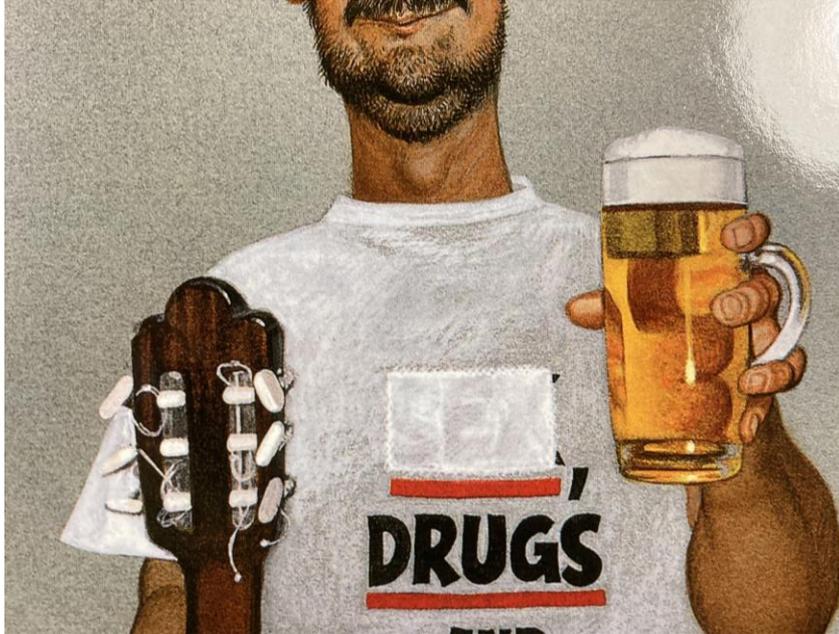


Equality



- Not difference in age
- More focus on
 - > abuse of power and status
 - > Exploitation of vulnerable people
 - > Abuse of privilege
 - > Gender, sexual orientation, culture, ethnicity, poverty, illness

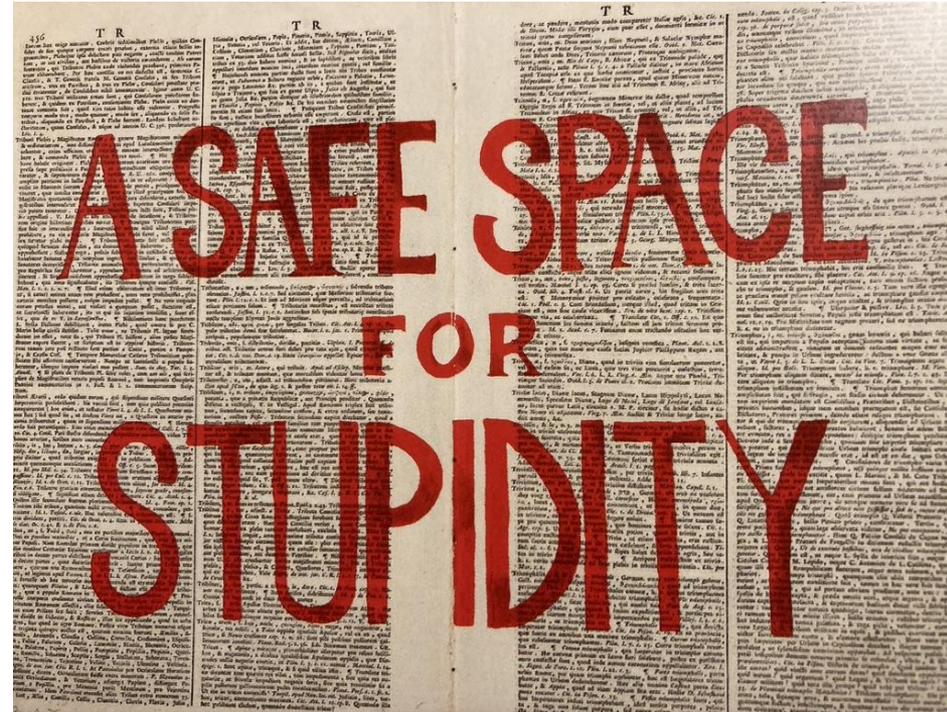
Development



- Level of development and functioning
 - > Is the person able and competent enough?
 - > Impairment or discordant development
 - > Illness or deterioration
 - > Temporary or permanent state of mind (shock, grief, intoxication)
 - > Past or present trauma
 - > Illiteracy

Context

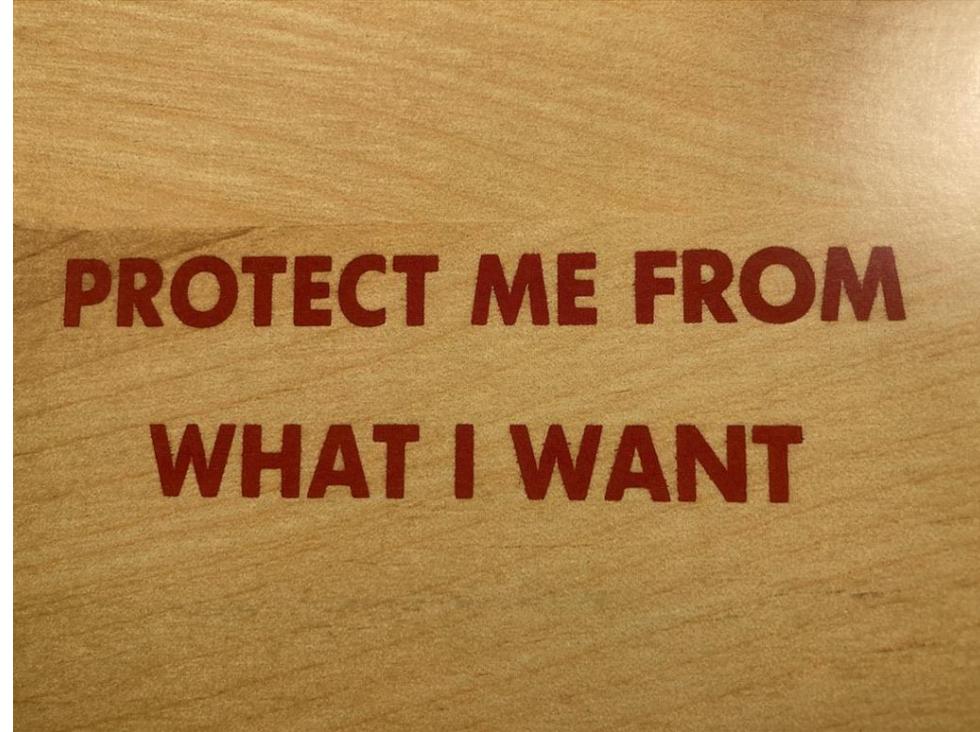
- The general social norm of privacy
- Time- and culture-sensitive
- Disturbing for a majority
- Also online context



Impact*

No negative effect on myself
and on other people

- Intensity or degree of intimacy
- Frequency
- Anxiety or fear
- Lack of support, secrecy
- reach



4 Flags

Green

Sexual acceptable behavior

Yellow

Light sexual transgressive behavior

Red

Serious sexual transgressive behavior

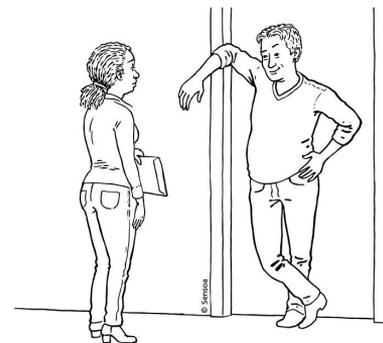
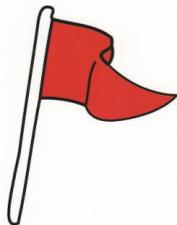
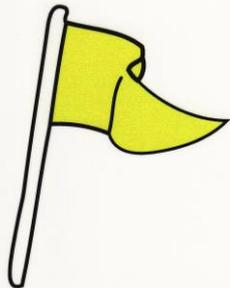
Black

Very serious sexual transgressive behavior

Criteria/ flag

	Green	yellow	Red	black
consent	+	+/-	-	--
Voluntary engagement	+	+/-	-	--
equality	+	+/-	-	--
development/ functioning	+	+/-	-	--
Context	+	+/-	-	--
Impact*	+	+/-	-	--

In order of seriousness



Approach: one guideline for all

Name/question behavior

Discuss feelings and perspective

Affirm and explain positive behavior

Explain and address behavior that is not OK

Make agreements

Intensify supervision and control

Propose measures

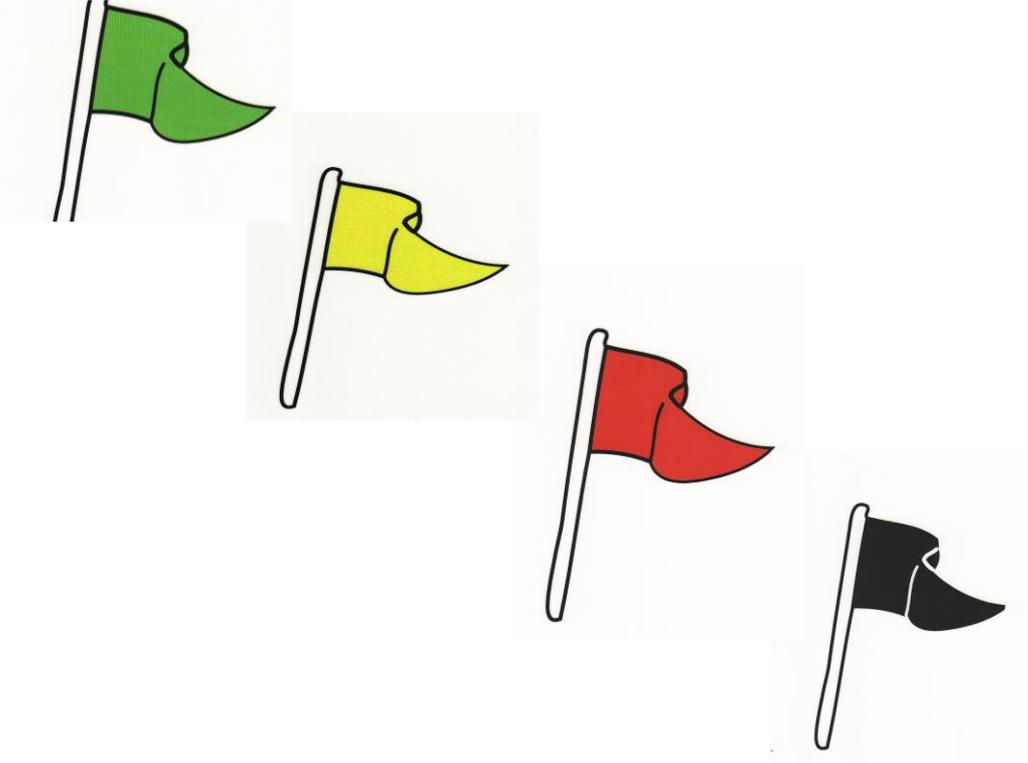
Care and recovery

Internal report

Implement measures

Care and follow up care

External report



example Red flag Prof-client



- **Name:**
- 'you touched the buttocks of an employee without her consent'
- **Perspective:**
- 'What made you do that? Do you think she wanted this?'
- **What's okay and why:**
- 'It's okay to make jokes or touch each other on the shoulder'
- **What's not okay and why:**
- 'But it is not okay to intimidate or disturb others.'
- **Agreements:**
- 'What can we agree upon? How can you make sure this will not happen again?'
- **Consequences:**
- 'What measures will we take if it happens again?'
- **Report:**
- 'I have reported this'

What's new??



- 50 situation cards
- Situation descriptions with variations
- Exercises
- Changes in the steering wheel and the criteria
- Broader applicable to all forms of transgressive behavior

Possible use



- On level of professionals
 - > Reflection on own judgement
 - > Exchanging observations as a team
 - > Adapt to own examples
 - > Exercise reaction
 - > Focus on needs
 - > Evaluation of competencies and approach

Working with the client



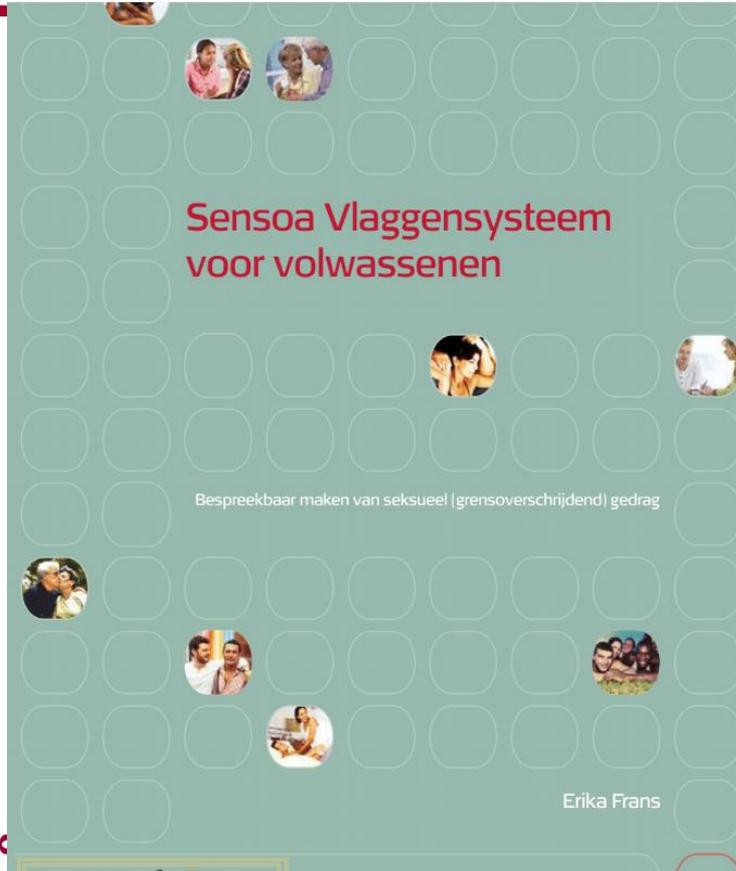
- On client level
 - > Helping discussing experiences, feelings, ideas
 - > Helping understanding impact of experiences
 - > Preparing for new steps or experiences
 - > Making agreements
 - > Sharing wishes

Level of the organisation



- On the level of organisation policy
 - > Shared language and vision
 - > Discussing habits and traditions
 - > Better consulting all parties
 - > mapping lacunes
 - > Integrating in competention & selection plan
 - > integrating in treatment plan
 - > Integrating in agreements

Whats available?



- Book (Dutch & French)
- Downloadable situation cards and handouts
- Exercises
- Website Vlaggensysteem.be
- Training & TOT

Thanks
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