

Information pack for HEIs: Heard and Seen and Safe SVH disclosure videos

Summary

This information pack introduces the 3 short animated videos, called Heard and Seen and Safe, output from Action 12 of the HEA research project on Ending Sexual Violence in Higher Education.

The purpose of the videos is to raise awareness of disclosure experiences, and to signpost members of the Higher Education community to access information and support related to sexual violence and harassment.

This pack outlines the origin of the videos, their content and rationale, and provides guidelines for use.



About ESVH Action 12 research

In April 2019, the Department of Education and Skills published Safe, Respectful, Supportive and Positive – Ending Sexual Violence and Harassment in Irish Higher Education Institutions, more commonly referred to as the ESVH Framework. In 2022, following publication of the National Surveys of Staff and Student Experiences of Sexual Violence and Harassment in Irish HEIs, the Ending Sexual Violence and Harassment in Higher Education Institutions Implementation Plan was developed. The Implementation Plan is intended to build on and complement the broad range of initiatives ongoing across the sector towards the outcomes set out in the national policy framework.

Action 12 of the Implementation Plan was: to undertake a study following the victim's journey from disclosure to outcome.

In 2025, a research consortium from UL, University of Galway and UCD undertook a qualitative study involving 18 in-depth interviews with survivors of sexual violence and harassment in Irish HEIs: 6 were staff members, and 12 were students. The interviews explored experiences of disclosing, reporting and not disclosing SVH in the institutional setting. The research was commissioned and overseen by the HEA and supported by an advisory board including representatives from Amlé, the IUA and the practitioner network of SVHPR managers.

Research Findings

A detailed research report has been prepared outlining the findings of the study, and will be made available. It contains in-depth analysis, contextualised within international literature; and four key recommendation areas.

The research identified positive experiences of being **heard and heeded**. This involved being listened to, believed, and in the case of people with authority, being supported or helped. The research also identified challenges, whereby victim-survivors were **unheard** or missed, not receiving any support or help within the institution; and **heard and harmed**, being doubted, minimised, subjected to bureaucratic proceduralism, and feeling unsafe.

Communications output

In addition to the research report, a key output of the study was named in objective 3: "To document and articulate survivor experiences and testimonies in accessible, creative, and sharable formats." This objective was framed with a view to enabling the rich qualitative data to reach audiences and engage their interest. The research team worked with a design company to develop 3 short animations capturing some of the experiences in the research data.

To develop the animations, a single study finding was selected: victim-survivors are insufficiently connected to existing policies and supports. In the data, survivors spoke very positively about supportive people within the HEI, including but not limited to SVH managers and staff. However, the data includes more examples of difficult or harmful experiences of disclosure to teachers, colleagues, managers or support staff, which did not result in dedicated support being sought or accessed.

The key message for the communications output is that all members of the higher educational community need to understand that SVH is a serious issue and that structured support is always available.

The purpose of the output is to signpost members of the Higher Education community (staff and students) to supports and information about SVH response in their institutions.

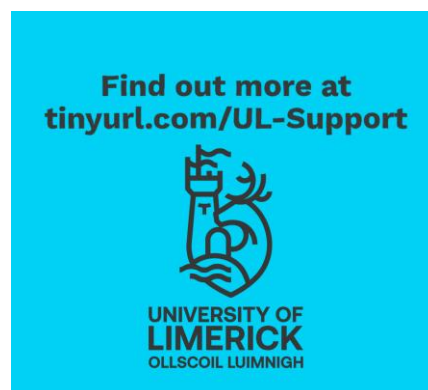
About the videos

Content: The research team worked with UnThink, a design company, to create three 15 second animations. Each animation is in the voice of an imagined victim-survivor, speaking about 3 distinct experiences of disclosing SVH in higher education: 1 is positive and 2 are negative, in line with the research data. They end with the message: *We all deserve to be heard, seen and safe as we study, work and grow* – and a link to further information.

Audience: The audience for the videos is the entire higher education community. The videos address community members (staff, students and others) as both potential victims *and* potential recipients of disclosures.

Call to action: The final message is followed by a link to dedicated information on SVH for each Higher Educational Institution. This is intended as a signpost, both for those who need to access support for themselves or somebody else; and for those who are motivated to find out more. It is intended to signal and raise awareness of the existence of essential SVH support services.

Structure: With this information pack, each institution will receive three mp4 files. Every institution receives the same three files, with the final slide including an institution-specific logo and a link to institutional resources (see the image below). The network of SVHPR practitioners provided support by identifying the best link to direct audiences to in each institution.



Suggested uses for videos

The video files are prepared and delivered to each individual institution for their own purposes. We encourage using them as follows:

On the SVH/ dignity and respect/ EDI page of institutional websites.

The videos should be visible as thumbnail files on webpages, to invite clicks.

They could be placed at the bottom of a webpage such as this one:
<https://www.tcd.ie/hr/dignity-and-respect/>

Or on their own dedicated page within the SVH/ EDI/ D+R space, like this:

<https://iadt.ie/about/equality-diversity-inclusion/moving-parts/>

Suggested introductory text:

Disclosures of sexual violence and harassment can land anywhere in [*name of institution, eg UL*] / a higher level institution. There is always support available, and victim-survivors can choose what actions are best for them.

Researchers¹ created three videos capturing a flavour of the experience of disclosing and reporting SVH to different people. You can find out more about what to do if you need support or you receive a disclosure, [here](#) [*insert link to SVH/ dignity and respect/ EDI supports*].

Social media

The videos have been developed to be easily shared and viewable on social media sites including Instagram and Tik Tok. Institutional SVH/ EDI/ D+R accounts can share these videos.

Key moments could include (among others):

- International day for the elimination of violence against women: 25th November
- International Women's Day 8th March
- International day for the elimination of racial discrimination 21st of March
- International human rights day 10th of December
- As a reminder when disclosure and response is in the news, eg, major #MeToo moments.

On-campus digital screens

The videos include closed captions and can be played without sound on screens around campus. This could run alongside targeted moments as above for social media.

Trainings, introductions and presentation

Teams conducting training related to sexual violence, bullying and harassment, EDI, disclosure, trauma and other relevant topics might include the animations as part of their inputs.

The animations offer:

- A flavour of the voice and experience of survivors, drawn from research testimony;
- A clear message that disclosure can be retraumatising, but that HEIs are equipped to avoid this;
- Clear signposts to more information and support.

¹ Ballantine, C., Fahie, D., Hodgins, M., MacCurtain S., MacNeela P., Mannix McNamara P., Murphy, C. (forthcoming) *Heard and Seen and Safe? Experiences of disclosing and reporting gender-based and sexual violence and harassment in higher education institutions in Ireland*