

Second day, June 6th

10. LGBTQI+ The challenges regarding GBV and Hate Speech

Speaker: Anna Apergi-Konstantinidi, Special Advisor Diversity Charter Greece, Member of Greek National Commission for Human Rights (GNCHR)

Anna Apergi-Konstantinidi opened her speech by thanking the audience and local officials. Identifying herself as a trans woman, she shared personal and professional experiences to highlight the challenges faced by trans people, especially trans women. She recounted a personal incident at a public service where her gender identity caused unnecessary difficulties, illustrating the broader discrimination trans individuals face in education, employment, healthcare, housing, and public services.

Anna emphasized that discrimination is often compounded by other factors such as race, social class, age, and appearance. Despite societal progress, hate speech, racism, and intolerance is rising, including in Greece, where existing laws against hate crimes are not always effectively enforced.

Drawing on examples from countries like Spain, she advocated for dedicated support services for LGBTQI people in Greece, emphasizing respect for identities and rights. She stressed the need for better training of public servants and consistent institutional action.

In conclusion, Anna called for compassion, education, and inclusion as vital tools to foster dignity and equality for all, urging collective effort to create a more just society.



5.2 Disabled women and GBV

Speaker: Christina Sarri, Vaggelis Avgoulas

This speech highlights the daily challenges blind women face regarding discrimination and violence in modern-day Athens. Vaggelis Avgoulas, a disabled lawyer, shares efforts undertaken during the pandemic to support people with disabilities, particularly through collaboration with the Municipality of Athens. A key initiative focused on training police officers to handle cases of domestic violence. However, these efforts were hindered by poor organization and a lack of institutional support.

A personal story shared by Christina, a blind psychologist, illustrates this harsh reality. She was persistently harassed on public transport by an older man, despite her repeated refusals. When she reported the incident to the police, they downplayed its seriousness

and even suggested she pretend to have a male companion for protection.



This experience reflects a broader systemic problem, where blind women are particularly vulnerable due to the limited availability of accessible shelters, lack of official support, and widespread social indifference. Christina's book (available in Greek) further exposes the everyday sexism and violence that blind women endure, emphasizing the urgent need for both victim education and institutional reform.

The speech concludes with a call for ongoing education, proper training for authorities, and the creation of practical support systems to ensure that disabled women can live with safety and dignity.

11. Penal Mediation in Greece

Speaker: Fotini Grouma, Municipality of Peristeri

The presentation by Fotini Grouma explores the challenges and therapeutic dynamics of the Penal Mediation Program for perpetrators of domestic violence in Greece. Highlighting a sharp increase in domestic violence complaints between 2018 and 2024, it focuses on the implementation of Law 3500/2006 and recent legislative developments aimed at shifting the justice system's approach from purely punitive to partially therapeutic.

A key case study from the Municipality of Peristeri demonstrates how the penal mediation process—mandated by the prosecutor's Office, engages perpetrators in counseling sessions based on the person-centered approach. The presentation outlines psychological stages participants may undergo, from denial and resistance to emotional openness and behavioral change, emphasizing empathy, authenticity, and non-judgmental support.

Despite promising individual transformations, the program faces systemic challenges including lack of evaluation mechanisms, insufficient inter-agency cooperation, and limited specialized personnel. The speaker advocates for expanding and institutionalizing the program, supported by research indicating victims believe perpetrators could change with professional help.

Ultimately, penal mediation is presented as a potentially effective and humane approach to reducing domestic violence, provided it is properly resourced, standardized, and researched.

'PENAL MEDIATION IN GREECE'

FOTEINI GKROUMA

PSYCHOLOGIST MSC, PCE PSYCHOTHERAPIST
(CAN.)

From 2018 to 2024, there is a gradual increase in complaints about Domestic Violence. According the website of the Hellenic Police (EL.AS.) it is reported that while in 2018 the complaints for Domestic Violence were 4722, in 2024 this number skyrocketed to 22080

In Greece, the management of perpetrators of the domestic violence is focused on the Penal Mediation program at the behest of the Prosecutor's office and only on the incidents for which the judicial process was followed.

The Penal Mediation program was introduced in the Greek Legislative framework through Law 3500/2006, no 11b, entitled « Dealing with Domestic Violence». The District Attorney examines the possibility of subjecting the case to the Penal Mediation program (mainly for misdemeanor offences, such as bodily harm, threats, coercion, insults)

The program is aimed at people who have shown violence to other family members and provides counselling and treatment to those responsible for domestic violence.

Based on Law 3500/2006 'family' characterizes the members who are related by a specific relationship. These people can be distinguished into three categories:

- 1) Spouses, parents and relatives of grade a' and b', either by blood or in-laws, regardless to whether they live under the same residence.
- 2) Those who are related by blood or in-laws up to grade d' and who live together as well as the persons who have been designated as family members and are guardian, resident or foster parents or the minors who for some reason reside in it.
- 3) Man's permanent partner or the woman's permanent partner and their children as well as ex-spouses.

The main objectives of the program are mainly:

- Modifying perceptions of violence
- Modifying perceptions about power and control
- Anger management
- Developing social/communication skills
- Education from a gender perspective
- Preventing future violent behaviours

The completion of the program is evaluated on the degree to which the above objectives are achieved.

(National Centre for Social Solidarity, n.d.)

The Counselling-Therapeutic program is implemented based on:

1. L.3500/2006 (Official Gazette No 232A/2006) as amended and in force, chap. D.
Articles 11 to 14 on Penal Mediation

According to par. 2 of the art. 11, A Condition of the initiation of the Penal Mediation proceedings is the submission of an unqualified statement by the person to whom the commission of the crime is attributed that he/she is cumulatively willing:

- a)to promise not to perform any act of domestic violence in the future and in the case of cohabitation , he/she agrees to stay out of the family home for a reasonable period if the victim suggests so.
- b)to attend a special counselling-therapeutic program to deal with domestic violence in a public or private body supervised by the Ministries of the Interior, Health or Social Cohesion and the Family.

2. Law 3500/2006 (Government Gazette 232A/2006) as amended and in force, ch. E
Art. 18-On restrictive conditions

In the context of the imposition of the restrictive conditions by the competent criminal court to which is referred to be tried or by the competent investigator or the judicial council or by the prosecutor who has taken of the case, it is provided, among other things, for the referral of the perpetrator for participation in a therapeutic or counselling or addiction program.

3.Criminal code, Art.99, par. 2

The court may specify the conditions under which the suspension of execution of the sentence is provided, proposing the participation of the convicted person, if he/she consents to a rehab program or other therapeutic program.

LEGAL FRAMEWORK

1.L.3500/2006 (Government Gazette A' /5-4-2018)
To address domestic violence and other provisions

2.L.4531/2018 (Government Gazette 62 A' /5-4-2018)
Ratification of the Council of Europe Convention on the Prevention and Combating of violence against women and Domestic Violence and adaption of Greek legislation

3.L.5090/2024 (Government Gazette A' 30/24-2-2024)
Intervention in the Criminal Code and the Code of Criminal Procedure to speed up and upgrade the quality of the criminal trial-Modernization of the legislative framework for preventing and combating domestic violence.

THE PENAL MEDIATION IN THE MUNICIPALITY OF PERISTERI

The Municipality of Peristeri started in 2022 the cooperation with the Prosecutor's Offices, Military Courts, Air Courts and Maritime Courts of the Country and accepts referrals of people who consent to attend the Counselling-Therapeutic program for perpetrators of domestic violence

From February 2022 until today:

-78 cases have been completed in our service, 29 in 2022, 23 in 2023 and 26 in 2024. 25 cases are in progress and 107 pending.

-Of the 78 completed cases, 69 (88,46%) involve male abusers, while 9 (11,54%) involve women abusers.

-The age of the perpetrators range from 18 to 82, with the most frequent being 35-45 age group.

-84,46% are of Greek origin, 10,26% Albanian, while 1,28% of other origin

-The majority of the male perpetrators (86,96%) have been referred due to violence against their partner, while only 13% against another member of their family. In contrast of female abusers only 28% have been referred for violence against their partner and 72% against another family member.

FIRST CONTACT

-Initially, many upon their arrival express their dissatisfaction with having to participate in the program

'I didn't want to come', 'I shouldn't be here', 'I am not comfortable with your service's working hours', 'I'll have a problem with my job if I take too many leaves', 'I live too far', 'I thought I had to come once, what are we going to talk about so many times', 'Can't you just tell the Prosecutor that I completed the program'

-Many react to the fact that I am a woman because they think I will not understand them. They state that they would prefer a male psychologist.

'My wife sued me, my female lawyer bothered me, I was tried by a female judge and now you are here to judge me one more time'

-Some feel stigmatized by the entire process

'I am not a thug as you think', 'Everybody in the Town Hall looks at me like I am a criminal'

Slightly different is the first contact with women abusers. They also express their difficulty attending the program, but they express their satisfaction that they will have the opportunity to talk to a psychologist. They claim that treatment is something they wished to do for so long but postponed it because of the daily obligations and mainly because of financial problems.

Very often, they mention that in the past, seeing the problems they face with their partners, they had suggested that they jointly seek help from a specialist, but their partners had categorically denied such an eventuality.

FIRST SESSION

-During the first session, we set the therapeutic contract (the confidentiality of the procedure, the duration and the frequency. All participants are informed that when and if the process is completed, a certificate of attendance is sent to the Public Prosecutor's Office, which enters their file.

-We also inform them that part of the process is the communication on our part with the victim. Strictly maintaining the confidentiality, we contact the victim to determine if they feel safe.

-As many times the abusers fail to understand the nature of the program, I inform them that its purpose is to offer an alternative, remedial process. I point out to them that my job as a psychologist is not that of the Prosecutor or of a police officer. But what I am called to do is to work with them in order to understand and analyse what led them to use violence, to understand the consequences mainly in terms of the victims but also themselves (the perpetrators) and how will avoid similar incidents in the future.

THERAPEUTIC PROCEDURE

Having to deal with an innovative program, without an adequate research background, with incomplete literature on its effectiveness and without the corresponding professional experience, I adopted, based on my training, the principles of Person-Centered Approach by Carl Rogers.

-According to PCA, every person, regardless of their current situation, the dysfunctional environment in which they live, their previous traumatic experience and even the criminal character of their acts, has an innate ability to utilize their inherent potential and lead to a process of maturation (Rogers, 2006)

-A basic condition of the above is the existence of an environment of facilitating attitudes such as empathy, authenticity and unconditional positive regard of the therapist toward the client. An important footnote here is when we talk about unconditional positive regard, we are referring to the unconditional positive regard of the person in front of us and not a forced agreement with all his actions, some of which may be infringing (Rogers, 2006)

-The abuser, having the opportunity to speak in a non-judgmental therapeutic climate, on difficult issues such as acts of violence is often led to the recognition, deepening and change of even the darkest sides of themselves.

-The effectiveness of the program, based on my experience so far, depends on the quality of the therapeutic relationship. The quality of the relationship is based on two factors, the openness of the client to process their experience and the penetrating ability of the therapist.

-Some of the perpetrators who had readiness and openness to accept the services of the program were led to constructive changes, usually following the 7 stages, described below (not necessarily in sequential order and with any regression as part of the therapeutic process)

STAGE 1

Initially, the abusers do not come voluntarily for treatment. They have a rigid way of thinking and are often reluctant to contact their emotions. They describe the incidents in a simply, standardized way, without being able, most of the times, to go deeper. Often, they downplay the importance of the violent act ('I just pushed her, and she overreacted')

STAGE 2

Experiencing a climate of acceptance on my part for a duration of time, they begin to allow themselves to 'touch' their feelings and thoughts. They begin to talk about the incidents of violence in which they have involved, but which attribute to external stimuli.

'I have been provoked by my wife'

'It's because of the alcohol. It transforms me into a different person'

'It's because of my health problem (thyroid), I am becoming violent'

'She shows no understanding at all about my stress and about how demanding my job is'

'She has excessive financial demands after the divorce and she doesn't

even allow me to see my children'

'She had an affair. It's normal of me getting out of control'

'Her lawyer suggested she file a complaint so that the divorce would

seem to be my fault'

STAGE 3

At this stage, abusers still have a rigid way of thinking. They increasingly express their feelings and dissatisfaction about the violent act but without showing empathy towards the victim.

'I shouldn't have done this because now I am in trouble'

'Because of the incident, I will be under her control from now on'

Abusers are at this state of their psychological development that can not separate the individual experience from the common experience.

'Everyone in my position would do the same'

'Any man who felt betrayed by his wife would become violent. I am not the exception'

STAGE 4

As the three facilitating conditions of authenticity, empathic understanding and unconditional positive regard are steadily provided, they begin to have a deeper understanding of their experience and touch more difficult emotions. They often state that they are ashamed of themselves, they feel bad about the way they acted and slowly express empathy towards the victims.

'The truth is that I have been unacceptable. After all, she is a good wife and a good mother'

'We got married when she was very young. She didn't have time to live her life, to have some fun'.

STAGE 5

It is at this stage that abusers learn to associate events with feelings and situations in their lives. They refer to the way they have been brought up, to the stereotypes imposed on them by their parents (especially by their fathers). Derogatory expression for women, with whom they grew up such as 'The man should always be the head of the family', 'When a woman leaves the house, you lost her', 'When a woman makes her own money, then she will also find a lover', now sound restrictive and oppressive to the abuser.

At the same time, many express the complaint that violence was something they experienced every day in their families, to the point of considering it to be something ordinary, normal.

Defences are significantly lowered here.

STAGE 6

Individuals then clearly give meaning to their experiences and the impact they have had on them. They feel the unbearable weight of stereotypes, they begin to perceive themselves differently and slowly incorporate other pieces into their self-image.

'I can be sensitive as well as in addition to being hard, without losing my value'

'I can respect and show understanding to my partner's needs, without this meaning that I am not a strong man'.

STAGE 7

Individuals begin to show positive changes for themselves and outside the therapeutic context, in daily life. They feel calmer, ready to listen and respect their partners, to take a step back. The change in their behaviour is also perceived by their partners.

From my experience so far in the implementation of the Criminal Mediation Program I have experienced the following paradox: The perpetrators who express their opposition to the program and declare their displeasure at the first contact with the whole process are usually the ones who successfully complete the program and obtain, according to their statement but also with the reports of the victims, the most benefits. On the other hand, the abusers who present themselves at our service and declare themselves in agreement with the Program and are willing to cooperate, are those who in the process seem to deal with the therapeutic process through and through.

One of my assumptions is that this has to do with the fact that the former has developed more authenticity that works more easily throughout the process, while the latter work together superficially to avoid legal sanctions.

CASE STUDY

T., 45 years old was referred to our service following a Prosecution order to attend to the Penal Mediation program for perpetrators of domestic violence against his wife.

Upon his arrival, he stated that he did not actually wish to attend the program but was forced because otherwise he would be at risk of losing his job.

T. had grown up with his father since the age of six as his mother had committed suicide. His father spoke to him with hatred for women, emphasizing to him countless times that 'women are useless...in difficult times they always leave'. T. said that his father's main concern was raising a 'taught man who could be self-sufficient. A man who could stand on his own two feet, could support his family and at the same time who could enjoy his life 'like a proper man'. From an early age he made him do difficult farm work and demanded from him to be impeccable in his student performance, otherwise he was violent against him.

T. married a girl and had two children. He said that in the first years of their marriage, everything was perfect. But everything changed when his wife decided to get a job, against his will. T. felt that his wife neglected the house and the children and was distant towards him. Due to some random events, he got the impression that his wife had a lover. He became furious, went out of control and abused her. His wife was hospitalized for a week, a fact that made him very proud of himself.

He went to the hospital, took pictures of her and showed them proudly to his colleagues.

When his wife sued him over the incident, T. fled to his father to avoid being processed under the summary arrest procedure by the police. But his father kicked him out of the house, telling him that he is ashamed of him, that does not want to see him again and that from that moment on, he had no son.

His father's behaviour shocked T. In the session he expressed the disappointment and the betrayal he felt, as, as he said, he did nothing more than his father had taught him for so many years that a 'proper man does'.

As the treatment progressed and feeling like he was in a safe environment, T. began to allow himself to experience many emotions. He talked about how much he had missed his mother's affection growing up, how hard he had struggled to win his father's admiration and love. An admiration and a kind of love that his father offered him conditionally. He felt the 'pieces of the puzzle' coming together when he managed to realise that his behavior towards his wife was a consequence of the way he had grown up, the stereotypes he had internalized. For the first time, he did not wish to receive his father's positive judgement but instead needed to do something he would be proud of himself.

He apologised to his wife (for the first time) and asked her to accept him back. When she refused, he respected her decision. He decides to help her as much as he could with the children. He voluntarily gave more money for alimony and accommodated the children in his home as often as he could to give his ex-wife time to rest. Also, when there was a problem with the children, he was very willing to collaborate with her to solve it together, without tension and fights.

EFFECTIVENESS OF THE PROGRAM

In some cases the program has beneficial effects for the perpetrators as well as for the victims. Despite their initial reluctance to participate in the program, some abusers, even when the program was completed

-Ask if they could keep coming, because as they said 'The program helps me feel calmer. I feel relieved'.

-They have the service as a point of reference and seek counselling when they have problems in their relationship.

-Some expressed their enthusiasm and asked if they could come with their partner and do couple therapy

-The victims often express their satisfaction 'My husband changed for the better', 'He changed his behaviour, he became a different person'.

PROGRAM'S ISSUES

Even though the Penal Mediation program has been in place for over 15 years, there is still no organized data to evaluate the process in a systematic and scientific way. The research related to P.M. so far is only related to the difficulties and problems it presents in its current form in which is implemented (Staal, 2020)

Regarding the P.M. procedure and the current situation in Greece, the application faces a number of problems (Gavrielides & Artinopoulou, 2012)

-Lack of communication between the actors involved (Public Prosecutor' Office-Police-Program Implementation Body)

-Lack of specialized agencies providing P.M. services in Public Sectors.

-Lack of specialized staff who will be able to understand the psychological-psychotherapeutic approach in combination with the legal procedures in the implementation of the said procedure.

-The lack of an evaluation process of the results.

-The program is often hampered by the perpetrator's refusal to cooperate.

WHY THE PROGRAM SHOULD BE EXTENDED

The regular implementation of the P.M. program would address the phenomenon of non-reporting of incidents of domestic violence, while at the same time the process would acquire therapeutic characteristics instead of the existing punitive ones.

It is worth noting that 75% of the victims stated that the perpetrators would have been helped to change their behaviour if they were offered specialized help. Pointing out the need and usefulness of the widespread implementation of the institution of P.M., 35% of victims stated that if domestic violence had ceased, they would remain in the relation ship. 70% stated that things could be different if help was offered to the perpetrator

(Σύνδεσμος Μελών Γυναίκων Σωματίων Ηρακλείου & Σημείο Ευρωπαϊκής Γνώσης, 2020)

CONCLUSION

The criminal mediation program can be an effective tool for addressing domestic violence, provided that a series of measures are implemented.

Initially, there should be enhanced communication among the agencies involved in the Criminal Mediation process.

Furthermore, it is essential for more public agencies to be involved in the process to reduce the waiting time.

Additionally, the psychologists implementing the program should receive specialized training.

Finally, further research is necessary to assess the effectiveness of the institution.

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11. Across Europe, Towards Accountability: Comparative Insights on Perpetrator Programmes.

Speaker: Alessandra Pauncz

Alessandra Pauncz, Executive Director of the European Network WWP EN, presented insights on perpetrator programs in Europe, emphasizing accountability in ending men's violence against women. Drawing from over 15 years of research and field experience, the presentation underscored that while much is known about supporting victims, less focus has been placed on addressing the behavior of perpetrators. The key message was that long-term prevention of domestic violence must involve holding men accountable and recognizing their capacity to change. Programs must move beyond solely focusing on the perpetrators and instead center victim safety and well-being. This involves proactive victim contact, ensuring informed decision-making, protecting children, and avoiding coercive dynamics.

WWP EN promotes European Standards for Perpetrator Programs, developed through research, practitioner input, and field evaluation. These standards emphasize four pillars: victim-centeredness, accountability, safety, and effectiveness. Programs must implement structured, ongoing risk assessments involving victim input and apply coordinated community responses. Data should be collected from multiple sources across different stages to evaluate program outcomes beyond physical violence, including psychological abuse and coercive control. The presentation


highlighted promising practices from Austria, Scotland, Germany, and others, which integrate perpetrator and victim services, share case data, and ensure long-term follow-up. Conversely, common pitfalls include lack of partner support, inadequate risk management, and weak collaboration between services.

Sustainability was a final critical point: without stable funding, programs cannot maintain quality standards or carry out meaningful evaluation. A call was made for increased policy support, standardization, and a collective European effort to improve safety and accountability in domestic violence interventions.






Guidance for safe and effective perpetrator programmes: Article 16 of the Istanbul Convention



The study & recommendations

A comparative study and recommendations on programmes for perpetrators of domestic and sexual violence



Methodology: Mixed method approach

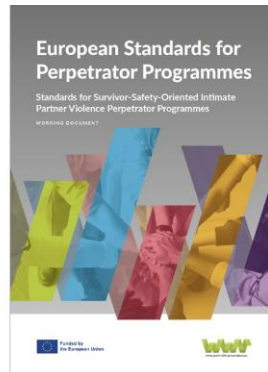
-  Interviews
-  Surveys
-  Desk research

Sample

Type of programme	Literature review (Scope)	IMPACT Programme Questionnaire (Participants)	Interviews (Participants)	Total programmes per type
Programmes for perpetrators of domestic violence	60 studies	Staff from 48 programmes in 22 countries & Kosovo	Staff from 32 programmes in 22 countries & Kosovo	48
Programmes for perpetrators of sexual violence against adults	31 programmes	Staff from 20 programmes in 9 countries		51
Programmes for perpetrators of sexual violence against children	25 programmes	Staff from 21 programmes in 13 countries		46
Programmes for children and young people who display harmful sexual behaviour (HSM)	15 programmes			15
Total programmes not researched	131	89	32	

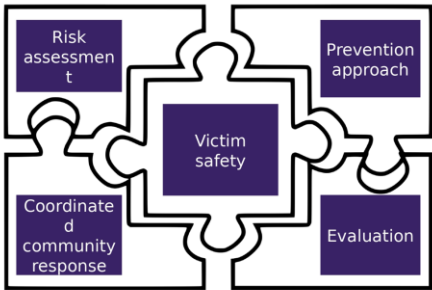
European standards for perpetrator programmes Summary

SECTION	KEYWORD AREA	STANDARD
1	1.1. Assessment 1.2. Programme design 1.3. Programme delivery 1.4. Programme evaluation	The perpetrator programme should be based on evidence and be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users.
2	2.1. Programme design 2.2. Programme delivery 2.3. Programme evaluation	The perpetrator programme should be based on evidence and be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users.
3	3.1. Programme design 3.2. Programme delivery 3.3. Programme evaluation	The perpetrator programme should be based on evidence and be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users.
4	4.1. Programme design 4.2. Programme delivery 4.3. Programme evaluation	The perpetrator programme should be based on evidence and be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users.
5	5.1. Programme design 5.2. Programme delivery 5.3. Programme evaluation	The perpetrator programme should be based on evidence and be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users. The programme should be designed to address the needs of the programme users.

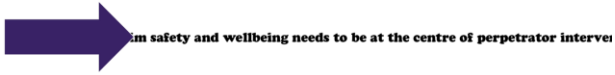


Programmes for perpetrators of domestic violence

The puzzle pieces



Priorities



What do perpetrator programmes need to do to make these situations safe for victims?

(Ex) Partner contact and support

Focusing on children

Information sharing and decision making

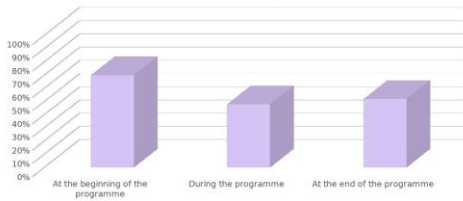
Source: WWP EN. (2023). European Standards for Perpetrator Programmes – Standards for Survivor-Safety-Oriented Intimate Partner Violence Perpetrator Programmes. Working document.



Typical traps

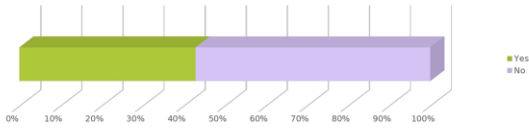
- The perpetrator programme is only focused on working with the man (no partner contact or support)
- The victim does not receive an offer for support
- The perpetrator programs and victim support services are not collaborating, so information is not shared
- There are services for perpetrators and victims but they are located in the same place and offered by the same providers
- No Procedure to meet to talk together about the case

Contacting victims

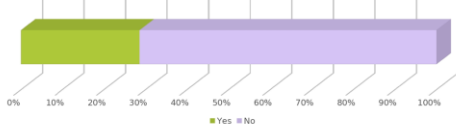


How is the victim's perspective included in the work?

Are victims involved in evaluating the outcomes of the work?



Is there a collaboration between perpetrator programmes and services that works with victims in each case?



Promising practice: Austria

The training programme works with offenders for victim protection and is structured around three elements:

- Offender training by a men's counselling centre or the Neustart association
- The support programme for (ex-) partners through a violence protection centre or women's shelter
- Cooperation between both types of establishments, as well as their links to other elements of the intervention system.

Work on gender socialisation and violence in sexual relationships is included in the intervention strategies of victim protection-oriented work with offenders.

Source: GREVIO, (2017). Baseline Evaluation Report Austria.



Promising practice: Scotland

The Caledonian System in Scotland has a unique design which entails the integration of programmes for male perpetrators of domestic violence, support services for women victims and support services for children. Programmes for perpetrators of domestic violence focus on the safety and well-being of women and child victims.

Priorities

- ➔ Victim safety and wellbeing needs to be at the centre of perpetrator intervention
- ➔ Programmes must be safe & effective

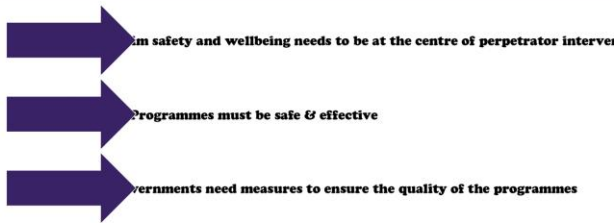


Promising practice Germany

“The two most important tasks are assessing the general risk of relapse and the safety assessment. It is important to use standardised risk screenings to support the professional assessment, to exchange information between institutions involved. The exchange of information between the institutions is intended to provide as comprehensive a picture as possible of the risk of renewed violence.”

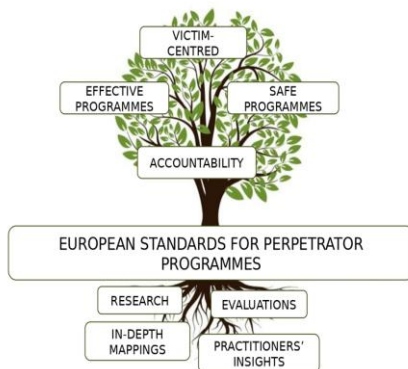
Source: BAG TÄHG e. V. (2023). Arbeit mit Tätern in Fällen häuslicher Gewalt: Standard der Bundesarbeitsgemeinschaft Täterarbeit Häusliche Gewalt e. V.

Priorities



Government adopted standards	Standards initiated by national networks
United Kingdom	United Kingdom
Moldova	Germany
North Macedonia	Italy
Croatia	Serbia

How do countries ensure the quality of perpetrator programmes?





European Standards for Perpetrator Programmes

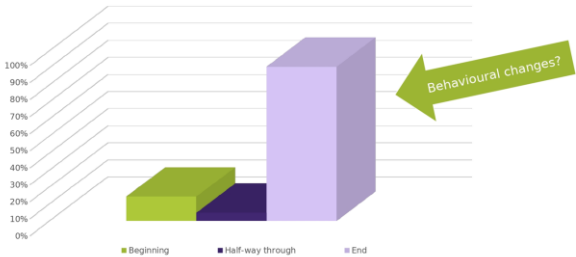
WPP EN accreditation of perpetrator programmes



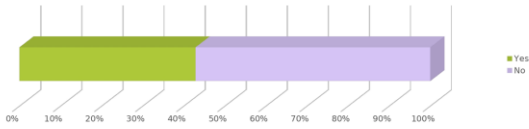
What should perpetrator programmes be doing on this?

- Ongoing evaluation : Collecting data at different points in time to allow pre-post comparisons
- Collect data from different sources, min. perpetrator and victim, possibly other sources
- Analyse the data on process, outcome findings and recommendations
- Evaluate a broad spectrum of behaviours, not only physical violence
- Outcomes focus on: reduction/cessation of violent behaviour in all forms including psychological coercive control and sexualised violence

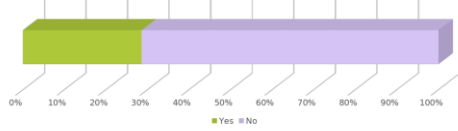
Do programmes evaluate their outcomes?



Are victims involved in evaluating the outcomes of the work?



Is there a collaboration between perpetrator programmes and services that works with victims in each case?



Typical traps

- No evaluation: Only track who finishes and who doesn't
- Evaluation with inappropriate tools: Ad hoc 4-5 questions, psychological assessment tools
- Only at the end of programme
- No follow up
- No information from victims



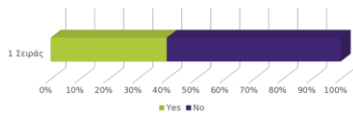
Promising practice: Evaluation

- Centro di Ascolto Uomini Maltrattanti (Italy), League of Open Men (Czechia), Developing Health and Independence (United Kingdom), Counseling Line for Men and Boys & Counseling Centre for Men and Boys (Albania)
- Comprehensive and victim-centred outcome measurement procedure with the IMPACT Outcome Monitoring Toolkit
- Focuses on a variety of outcomes, e.g.
 - Behaviour change
 - Impact of this behaviour
 - Well-being and safety of the (ex-)partner
 - Men's motivation in participating in the programme
 - Men's attitudes towards violence and children's well-being
- Data collected from man in programme & (ex-)partner at different times throughout programme

Priorities

- ➔ Victim safety and wellbeing needs to be at the centre of perpetrator intervention
- ➔ Programmes must be safe & effective
- ➔ Governments need measures to ensure the quality of the programmes
- ➔ Programmes must be sustainable and able to do high quality and ongoing work

Does the programme have fixed & stable funding?



What resources are available for perpetrator programmes?

- E-mail: alessandra.pauncz@work-with-perpetrators.eu
- Website: www.work-with-perpetrators.eu
- Facebook: <https://www.facebook.com/WwpEuropeanNetwork/>
- LinkedIn: <https://www.linkedin.com/company/work-with-perpetrators-european-network/>
- Instagram: https://www.instagram.com/european_network_wwp/
- Twitter: https://twitter.com/wwp_en

12. Trauma- Related Research

Speaker: Erzsebet Fanni Tóth – Sigmund Freud University, Vienna

Erzsebet Fanni Tóth began her talk with a brief mindfulness exercise, inviting the audience to pause, breathe, and become aware of their surroundings before addressing the challenging topic of gender-based violence and intergenerational trauma.

Through a moving and personal story, she illustrated how violence, silence, and institutional neglect can shape the collective trauma passed down through generations. She referenced a specific case of a girl who was abused and later murdered, within a community that remained silent and institutions that failed to act.

Tóth emphasized that trauma is not always the result of a single shocking event—it is often the gradual erosion of a person's sense of safety, dignity, and voice. She pointed out that historically, definitions of trauma have centered on male experiences (such as soldiers or prisoners), while women's trauma—especially within domestic settings—has often been ignored or misunderstood.

Despite the heavy subject matter, Tóth ended on a hopeful note. She shared research on trauma therapies like EMDR (Eye Movement Desensitization and Reprocessing), which can help restore individuals' sense of self and reduce violent tendencies. She called for a trauma-informed, community-based approach to healing—one that demands awareness, accountability, and collective action. Silence, she concluded, is no longer an option.



12. 365- Day Battle Against Violence Against Women

Speaker: Dr. Simona Topolinjak – City of Ljubljana

Simona Topolinjak presented the City of Ljubljana’s comprehensive, multi-level strategy to address gender-based violence, despite recent financial constraints. Representing the Department for Health and Social Care, she highlighted the city's strong commitment to protecting vulnerable groups, especially women and children.

Ljubljana funds and coordinates numerous programs—mostly in collaboration with NGOs—that provide crisis accommodation, psychosocial support, counseling in multiple immigrant languages, and services for both victims and perpetrators. Notably, the city runs Slovenia’s first 24/7 crisis center since 2005.

About 80 social care programs are supported annually, with around 30% targeting women and children. The city also offers public housing benefits for survivors, free or subsidized space for NGOs, and employment opportunities linked to violence prevention.

Awareness-raising is central to the city's efforts, including the “365-day battle against violence against women,” public campaigns, exhibitions, TikTok outreach, and national initiatives like the Istanbul Convention. Topolinjak highlighted the need for political backing, institutional cooperation, and engaging younger generations through clear, modern communication.

City of Ljubljana

365-day battle against violence against women in Ljubljana

dr. Simona Topolinjak
Department for Health and Social Care

FemCities Conference 2025: *Gender-Based Violence: Strategies for policy responses*
Athens, June 5-6, 2025

www.ljubljana.si



Ljubljana



Ljubljana, the capital of Slovenia
(cca. 290.000 inhabitants)



FemCities Conference 2023



Gold winner



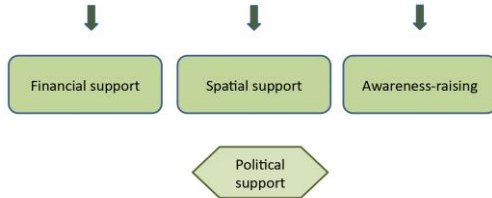
Municipality's duties in the social care field





Commitment to combat violence

- Strategy for the Development of Social Care
- Action Plan for Gender Equality



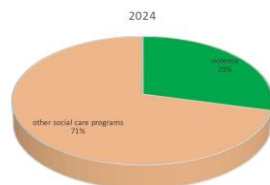
The financial support: Co-financing various programs



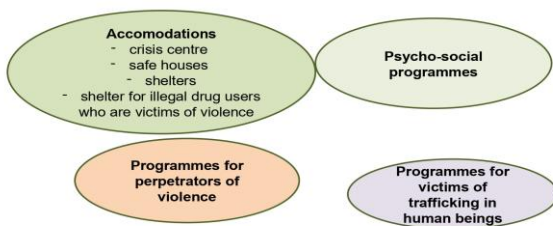
- special attention in 4 tender fields (Department for health and social care)
- programmes and projects in education and training, culture etc.



The financial support: Co-financing various programs

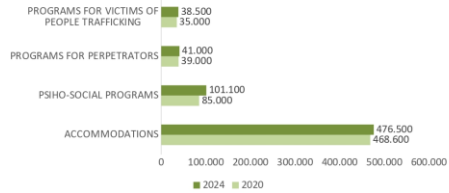


The financial support: Co-financing various programs





The financial support: Co-financing various programs



The financial support: Public work

Support of public work programs in the field of violence (2015-2024):

- Funds to cover share of wages for 29 participants in 25 public works programs
- issuing statements on the implementation of the program in the public interest for 4 programs (4 jobs).



The spatial support

The use of the premises of the Municipality of Ljubljana for implementation of activities



The support: Public Housing Fund

Women, victims of violence, receive additional points in public tender





Awareness-raising activities

First aid points for victims of violence



Awareness-raising activities

16 days of activism against VAW

- Roundtables: Violence against older women exist.; The impact of violence on women's health
- Exhibitions
- Campaigns



Awareness-raising activities

The booklet *365-day of battle against violence against women in Ljubljana*



Awareness-raising activities

I sign campaign– Implementation of the CoE Convention against violence towards women





Awareness-raising activities

Exhibition

[When he hit the door the second time, I covered the hole with the poster](#)

(Kresia Gallerv. 2018)



Awareness-raising activities

[TikTok Campaign](#) about stalking (2022)

1. [What is stalking?](#)
2. [Who is stalking and why?](#)
3. [Are you a victim of stalking?](#)
4. [Are you a stalker?](#)
5. [Does your friend have a stalker?](#)



Contact: dr. Simona Topolinjak
City of Ljubljana, Department for Health and Social care
T: 01 306 4102
E-mail: simona.topolinjak@ljubljana.si

13. Networking Diner

At the end of the first day of the conference, on June 5th, members of the FemCities Network and the event's speakers gathered for a dinner in a peaceful urban garden in Athens. The evening offered a valuable opportunity for informal dialogue and connection, where participants exchanged views, experiences, and ideas on combating domestic violence and discussed the future steps and joint initiatives of the network. The relaxed setting fostered meaningful conversations and reinforced the sense of shared commitment among cities working to advance gender equality and safety.



14. Cultural Event

On the evening of June 6th, FemCities Network members visited the Acropolis Museum for a guided tour themed "*Women in Antiquity*". The visit offered a cultural reflection on women's roles in ancient Greece and inspired meaningful dialogue on how history influences today's gender policies.



15. Short Biographies

Anna Apergi Konstantinidi



Anna Apergi Konstantinidi, is Special Advisor at Diversity Charter Greece, and has worked for more than 14 years in Civil Society Organizations. She has served as President of the Transgender Support Association (GTSA), she is a designated member in the Greek National Human Rights Commission (GNCHR), and in the National Council against Racism and Intolerance (NCRI), and has also distinguished herself as a trainer, having taught in programs at the University of the Aegean, the National Judicial School for Judges and Prosecutors, as well as in training programs of the Ministry of Citizen Protection for Hellenic Police officers."

Vangelis Avgoulas



Vangelis Avgoulas is a blind lawyer specializing in Civil Law and a member of the Board of Directors of the Athens Bar Association. He is the founder and President of the Social Cooperative Enterprise "Me Alla Matia" ("With Different Eyes"), where he implements daily educational programs on disability issues. He recently earned his master's degree in Inclusive Education. He serves as a Scientific Associate to the Metropolitan of Ilion, Acharnes, and Petroupolis, is the official Representative in Greece for the international organization VIEWS (supporting young people with visual impairments), and a Founding Member of the Hellenic Association of Alumni of U.S. State Department Programs. Among other roles, he has served as Deputy Mayor for Social Policy of Ilion Municipality, a member of the Health and Social Welfare Committee of the Central Union of Municipalities of Greece, President of the Seafarers' Insurance Fund "Oikos Nautou," Head of the Youth Division of the Panhellenic Association of the Blind, Advisory Member of the Accessibility Committee for Students with Disabilities at the University of Athens, and President of the Sports Association for People with Disabilities "Tyrtaios".

Mahaut Bertu



Mahaut Bertu is Deputy mayor of Nantes in charge of equality, non-sexist city, fight against discrimination and associative life. Doctoral student in Political Science at Science PO Rennes, Mahaut BERTU joined Nantes mayor Johanna Rolland's team in 2017 as a City Councillor delegated to the fight against homophobia and the monitoring of LGBTQ+ associations.

In 2020, she was appointed Deputy mayor of Nantes in charge of equality, non-sexist city, fight against discrimination and associative life. She is a member of the group Nantes Citoyenne, Socialiste et Ecologique.

Georgia Bouri



Georgia Bouri, B.Sc., M.Sc., ECP, graduated from the Social Work Department of the School of Health and Welfare Professions at the TEI of Athens. She also holds a master's degree in "Gender and New Educational and Working Environments in the Information Society" from the School of Humanities of Preschool Education and Educational Planning at the University of the Aegean. Additionally, she possesses a Postgraduate Diploma in Person-Centered Counseling from the University of Strathclyde, Glasgow, and has completed training in Person-Centered Psychotherapy. With nearly 38 years of experience, has worked as a proactive social worker and counselor, focusing extensively on addressing domestic violence and abuse in all its forms. For the past decade, she has served as the Head of the Department of Equality & AntiDiscrimination Policies at the Municipality of Athens. Her work encompasses various issues such as equality, gender-based violence, disabilities, addictions, LGBTI issues, and discrimination. Under her leadership, the department oversees crucial entities including: · The Center for Combating Gender-Based Violence· The Shelter for Women Victims of Violence and their Children, The Transitional Accommodation Shelter for Homeless Substance Users. Georgia is actively engaged in professional organizations. She is a member of the Board of Directors of the Panhellenic Union of Person-Centered & Experiential Approach Professions. Additionally, she contributes as a member of the academic staff at the ICPS College of Humanistic Sciences.

Ieva Dirmaitė



Ieva Dirmaitė is a policy expert and communications strategist with extensive experience across the public and private sectors. A member of the Vilnius City Council, she chairs the Human Rights Commission, serves as a Deputy Chair of the Education Committee, and actively contributes to initiatives on civic inclusion, women leadership. Ieva is recognized for her leadership in civil safety policy and has played a key role in preparing and coordinating responses to extreme situations, from national-level nuclear safety exercises to the City of Vilnius' crisis management during the pandemic, migrant influx, and war in Ukraine.

Ieva has held senior roles in government, including Chief of Staff to the Mayor of Vilnius (2019-2023 term) and Advisor at the Ministry of the Interior, as well as Director of Public Relations and Marketing at VILNIUS TECH University. A graduate of Vilnius University and an alumna of the Bloomberg Harvard City Leadership Initiative, Ieva is a sought-after speaker on topics including human rights, women leadership, education policy, urban resilience, and strategic crisis communication.

Anastasia Foulouli



Anastasia Foulouli is a Psychologist with an MA in Dance Movement Psychotherapy from Goldsmiths, University of London, and has completed training in Gestalt Psychotherapy. She currently works at the Municipality of Athens' Center for Combating Gender-Based Violence, offering counseling through a trauma-informed and gender-sensitive lens to individuals who have experienced abuse and multiple forms of discrimination. She has also worked in the UK, providing individual and group therapy to women experiencing trauma and eating disorders. Her therapeutic approach integrates body-oriented and creative methods, grounded in relational safety, empowerment, and feminist

principles.

Sabine Gasser



Mag.a Sabine Gasser, born in Vienna in 1967, is Licensed Clinical Psychologist and Psychotherapist (Integrative Gestalttherapie). Ms. Gasser worked for 14 years with young adults facing social and psychological difficulties. Initially as part of the support team, then as a leader. As part of her training as a clinical and health psychologist, she worked at the "Crisis Intervention Center" with suicidal individuals and at a counseling center for autistic individuals. In 2003 and 2004, she worked as a project coordinator for the implementation of a quality management system. She also taught at the health and nursing school and gave various lectures in hospitals, schools, and other institutions. Since 2012, Ms. Gasser has been working

as a counselor for women and girls affected by violence at the 24-hour women's emergency hotline in the city of Vienna and also in private practice.

Foteini Gkrouma



Foteini Gkrouma is a psychologist, a graduate of the Aristotle University of Thessaloniki and a holder of a postgraduate degree (Msc) in Cognitive Psychology from the University of Sussex, United Kingdom. She is also a Psychotherapist in training in Person-Centered & Experiential Psychotherapy and Counseling from UCLAN, UK.

She works as a psychologist in the social services of the Municipality of Peristeri, conducting sessions with adults, couples, adolescents and, within the framework of the penal mediation program, sessions with perpetrators of domestic violence.

She also provides counseling to caregivers of patients with Alzheimer's disease and related disorders. At the same time, she is a member of an interdisciplinary team for children's mental health and gives talks on a variety of mental health topics.

Caroline Godard



Caroline Godard is the head of Citad'elles. Citad'elles is a reception, listening and support center for women victims of violence and their children. The centre was opened in Nantes in 2019, on the initiative of the city and in partnership with local associations and institutions. The centre is open 24 hours a day and access is unconditional and free of charge. The Citad'elles team is made up of psychologists, social workers, lawyers, a psychiatrist, a midwife, a specialist educator, police officers and lawyers. This multidisciplinary team can help women with the essential steps they need to take: health, law, social welfare,

legal aid, filing a complaint, housing and employment. It also offers activities to help women regain their confidence and recharge their batteries.

Ricarda Goetz Preisner



Ricarda Goetz-Preisner, BA MA, is a political scientist, she works in the basic research section of the City of Vienna, Department for Women's Affairs. She is also the coordinator of the FemCities network. Currently she is conducting her PhD in game studies with a special focus on diversity in digital games. She is an expert in European and Austrian areas of gender equality.

Areti Mavrommati-Lagani



Areti Mavrommati-Lagani received her degree in Political Science and Public Administration from the National and Kapodistrian University of Athens. Later, she completed an MSc in Social Policy at Panteion University (2018 – 2020), focusing on gender equality and policies to counteract violence against women. Since 2020, she has been pursuing a PhD at Panteion University, supported by the Hellenic Foundation for Research and Innovation (3rd call for PhD candidates, 2022 – 2025). Her doctoral project maps and analyses more than 30 counselling and advocacy organisations that combat gender-based violence across ten European countries.

From 2020 to 2024, she served as Vice-President of Panteion’s Gender Equality Committee. In parallel, she completed multiple research projects on workplace sexual harassment, conducting over 50 in-depth interviews with organisations, women who have experienced harassment, and male employees.

Anastasia Metaxa



Anastasia Metaxa is currently working as a Project Assistant at the Center for Combating Gender-Based Violence of the city of Athens, where she contributes to the implementation of the project *Activities promoting gender equality and combating gendered- and multiple-discrimination*. She has a background in social services, education, and child protection, with particular focus on gender equality, intercultural communication, and support for vulnerable populations. Her role involves coordinating and supporting EU-funded projects, with responsibilities in project planning, administration, and communication.

She holds a Bachelor's degree in Classical Studies from the University of Patras and a Master's degree in International and European Policies in Education, Training, and Research from the University of Piraeus. Anastasia has also participated in various training programs, seminars, and conferences related to human rights, inclusion, and equality.

Marceline Naudi



Associate Professor Marceline Naudi is an activist and an academic, a social worker by profession and forms part of the Department of Gender and Sexualities, at the University of Malta. Her main areas of research and activism are human rights, gender issues, violence against women, reproductive rights, LGBTIQ+ and other anti-oppressive issues. She is Regional Editor for Europe of the *Journal on Gender Based Violence*, an ex-President and member of GREVIO, and sat on the Women Against Violence Europe (WAVE) Advisory Board for many years, and currently forms part of the core coordinating group for the European Observatory on

Femicide.

Sofoklis Panagiotou



Sofoklis Panagiotou is a social worker with experience in the fields of gender-based violence, social care, and humanitarian support. He is the Counseling Team Coordinator at the Center for Combating Gender-Based Violence of the City of Athens. Over the years, he has managed empowerment initiatives, delivered training on gender equality, and worked on issues related to violence against women and girls, intimate partner violence, and domestic violence. His professional background includes providing psychosocial support to victims of torture, coordinating emergency shelter services for unaccompanied minors, and leading large-scale national projects in child protection and health services. Internationally, he has contributed to social work and advocacy efforts in the Netherlands, Kenya, and Uganda. He holds a Master's degree in Social Policy and Social Work in Urban Areas from the University of Amsterdam and a Bachelor's degree in Social Work.

Alessandra Pauncz



Alessandra Pauncz is the Executive Director of the European Network of the Work with Perpetrators (WWP EN), a dynamic and youthful network organization consisting of 80 organizations from 35 European countries. With a Ph.D. earned at the University of Rome "La Sapienza," Alessandra possesses more than 30 years of experience in the field of domestic violence, encompassing various areas of expertise.

Throughout her career, Alessandra has been a dedicated advocate for victims of domestic violence, serving in multiple roles such as a shelter worker, psychologist, researcher, manager, trainer, and fundraiser. She has worked tirelessly at different levels, from local to

European, to support and empower victims of domestic violence. Notably, she has been involved with organizations such as Association Artemisia at the local level and the Equal Opportunities of the Province of Florence at the provincial level. Since 2008 her expertise and dedication have contributed to the establishment and success of the National Italian Network of Work with Perpetrators (Relive), reflecting her visionary approach in addressing the multifaceted aspects of domestic violence.

In addition to her practical work, Alessandra has made significant contributions through her writings. She has authored articles and books aimed at the general public, raising awareness about domestic violence and promoting social change. Some of her notable publications include "Shifting Power" in 2012, "Da uomo a uomo" published by Erickson in 2015, and "Dire di no alla violenza domestica" published by Angeli in 2016. Alessandra Pauncz's extensive experience, combined with her academic background and passion for addressing domestic violence, has positioned her as a respected leader and advocate within the field. Her work with WWP EN reflects her commitment to fostering

collaboration and sharing best practices across European countries, ultimately striving for a society free from domestic violence.

Christina Sarri



Christina Sarri is a psychologist, author, and content creator specializing in blindness and disability issues. She graduated in Psychology from Panteion University of Social and Political Sciences and is currently training in psychology and counseling for chronic illness and disability. In August 2024, her book *"The Diary of a Blind Woman: Stories of Everyday Sexism and Ableism in Greece"* was published by The Law Of Success Publishing, her only autobiographical work to date. For the past three years, she has maintained the blog christinasarri.com, through which — along with her Facebook page of the same name — she publishes educational and other content related to blindness. She has delivered over 100 talks on disability in schools, companies, and cultural spaces. She follows intersectional feminism and the social model of disability, identifies as an advocate for minority rights, and is a guide dog handler to Luna.

Maria Stratigaki



Maria Stratigaki is Deputy Mayor for Social Solidarity, and Equality in the City of Athens since 1st January 2024. She has served at the same position from 2014 to 2019.

She is Professor Emeritus at the Department of Social Policy of Panteion University. She served as General Secretary for Gender Equality (2009-2012) and worked at the European Commission (1991-1999).

Her research interests are gender equality policies, gender-based violence and gender in migration. She was scientific coordinator of EU funded FP7 research projects on Gender and Gender Equality Policies.

She has published in *Social Politics*, the *European Journal of Women's Studies* and *Femina Politica*. She is the author of the books: *The Gender of Social Policy* (2007) and *Gender Equality Policies: UN, EU, Greece* (2021).

She is a founding member of the first European Feminist Think Tank *Gender 5+*.

Simona Topolinjak



Simona Topolinjak, PhD is Head of Social Care Section in the Department for Health and Social Care and is coordinator for equal opportunities in the City of Ljubljana. She has worked as a researcher at the University of Ljubljana at the Faculty of social sciences and has PhD in political sciences. In the City of Ljubljana she was responsible for the preparation of new Strategy for the development of social care and she coordinates activities within Action plan for gender equality. In 2018 The City of Ljubljana published the booklet For gender equality in Ljubljana, in which she contributed most of the text. Since joining the city municipality she has been actively involved in the prevention of violence against women and has participated in the preparation and implementation of various activities. In private and professional life, she is an enthusiastic advocate of gender equality

Erzsébet Fanni Tóth



Ass.-Prof. Dr. Erzsébet Fanni Tóth, MA is Vice Dean International Affairs, Director of the Institute for Transgenerational Trauma Transfer Research, and Lecturer in research methods and university didactics in the International Programme at Sigmund Freud University Vienna. Tóth studied psychology and cultural anthropology at Utrecht University in the Netherlands, sociology and socio-cultural anthropology at the Central European University and holds a PhD in psychotherapy science from SFU. She is an expert in the interdisciplinary application of qualitative research methods with a focus on migration, trauma, identity and gender. Within the framework of international research projects, she is active in the field of cultural and minority research: She researches the memory of the Jewish and Hungarian minorities in Central Europe, the identity changes of transnational migrants.

Dimitra Tsiomlexi



Dimitra Tsiomlexi, BSc, MSc is a graduate of the Department of Social Administration, specializing in the Social Policy and Administration pathway, at the Democritus University of Thrace. She also holds a Master's degree in Health Services Management from the Department of Nursing at the School of Health Sciences, National and Kapodistrian University of Athens (UoA).

Dimitra began her career as a public health advisor at the Organization for Health Care Provision to Public Servants (OPAD) and the Ministry of Health and Social Solidarity. She later worked for three years as a public sector advisor to the Secretary General of the Municipality of Athens. Following that, she gained extensive experience in research planning at the National School of Public Health (NSDH) and contributed to the training of public servants through courses organized by the National Center for Public Administration's Training Institute (INEP-EKDDA)

In addition, she has over five years of experience in the pharmaceutical sector, having worked as a specialist medical representative in Dermatology and Immunology at Novartis Hellas.

Over the past seven years, Dimitra has been employed by the Municipality of Athens. She initially focused on disciplinary procedures for public servants and is now applying her expertise as a social scientist in the Department of Equality and Anti-discrimination Policies .

Furthermore, Dimitra has authored several publications in books, academic journals, and conference proceedings. She is also an active member of the Hellenic Chamber of Administration and the Hellenic Social Policy Association.

13. About the organizations

The 24-Hour Women's Emergency Helpline

The helpline is part of the Women's Department of the City of Vienna (MA 57) since 1996 as a 24-hour emergency hotline for girls and women who have been raped in Vienna. Today it operates in cases of sexual, physical and/or psychological violence. It is open 24/7, 365 days a year, free of charge, confidential and if requested, anonymous. The counseling center has a secret address and special security measures in place.

The key services provided are crisis assistance, counselling and accompanying to hospital, police or court (providing psychosocial court assistance & organization of legal assistance).

Each woman's individual situation forms the basis for all further interventions. The 24-hour women's Emergency Helpline provides information about possible and/or necessary steps, assists with security plans to protect from further violence and helps clients to get in contact with other specialized institutions.

Domestic violence and sexual violence are the core issues of the 24-hour women's emergency helpline. However, it also covers issues such as persistent stalking, dangerous threats, psychological terror, (cyber)stalking and cyberbullying by (ex)-partners or males from close social environments. The helpline provides counseling to women who have experienced violence as well as to supportive

relatives and friends. Counseling is possible on the phone, in person and online. The team of the 24-hour women's emergency service speaks actually 3 languages and it is possible to get interpretation in a wide range of languages.

In addition to the core services, the helpline also provides training and coaching for institutions, conducts information- and awareness-raising campaigns to sensitize the public on the issue of sexual violence against women and encourage women and girls to defend their own/personal boundaries.

Examples of such campaigns include: „Deconstructing Myths about Sexual Violence“, „If You Are There You Are Part of the Situation“ (civil courage & safe interventions), “Home – The Most Dangerous Place for Women”, “A Clear Position: Against Violence” and “You Can ’ t Knock Me Out (with Drugs)”.

The 24-hour Women's Emergency Helpline coordinates two multi-institutional networks: “Domestic Violence Against Older Women,” and the “Victim Protection Groups” in hospitals.

The 24-hour Women's Emergency Helpline participates in various network meetings and cooperates with several institutions, including the police, women's shelters, the Department for Youth and Family, and public prosecutors.

FemCities

FemCities is a European network of cities working to promote gender equality. It was previously called Milena and was originally cooperating with cities in Central Europe, especially in Austria, Hungary, Slovakia and the Czech Republic. Today the network has expanded its activities all over Europe and organise annual conferences on different thematic related to gender equality in local life. There are more than 28 city administrations as partners and 15 associate partners. The coordination of the network lies within the City of Vienna Department for Women ' s Affairs.

Sigmund Freud University

In 2003 the Sigmund Freud Private University (SFU) was founded. Aiming at transforming psychotherapy into psychotherapy science, based on an academic foundation. They were inspired by Sigmund Freud's “The Question of Lay Analysis” from 1926 which anticipated psychoanalysis as a separate discipline. In 2007, the Faculty of Psychology was founded. The approach to psychology taught at the SFU is explicitly embedded within the cultural and social sciences. In this respect, the SFU offers an alternative to so far prevalent approaches of psychology as belonging to the natural sciences.

The first branch abroad was established in 2006 in Paris, followed by Ljubljana, Berlin, Milan and Linz. All branches offer courses in psychotherapy and psychology in the local language and in line with local culture, but based on a common teaching approach. In 2015, a course of studies in medicine was accredited, followed by law in 2016.

The European Network for the Work with Perpetrators of Domestic Violence

The European Network for the Work with Perpetrators of Domestic Violence (WWP EN) comprises 80 member organizations from 35 European countries. WWP EN is a nonprofit network established in 2014, dedicated to preventing gender-based violence by promoting effective, accountable, and victim-centered work with perpetrators, primarily men. The network supports its members through

training, research, advocacy, and the development of European standards for perpetrator programs. It emphasizes collaboration with women's support services and adherence to the Istanbul Convention. WWP EN also engages in public awareness campaigns and fosters international exchange through conferences and study visits.

"Me Alla Matia"

The Organization "Me Alla Matia" was founded in 2018 by a group of young disabled individuals, with a vision to eliminate the underrepresentation of disability in the public sphere. It operates with the advisory support of a focus group composed of disabled individuals, ensuring that all services are approved by their end users. Its main action pillars include Accessibility and Inclusion Consulting, Educational Programs, and the operation of the accessible portal meallamatia.gr. To date, it has implemented 750 free educational programs in schools, reaching 67,000 students and 5,500 teachers, and has trained over 15,400 employers and employees on inclusion issues.

Social Service of the Municipality of Peristeri

The Social Service of the Municipality of Peristeri offers a wide range of services and programs to support citizens, aiming at social inclusion, psychosocial support and the fight against poverty.

It is addressed to all residents of the Municipality of Peristeri who face social problems, such as the unemployed, individuals and families living in poverty, the elderly, single-parent families, people with special needs (PWDs), people with mental disorders, the homeless, victims of abuse, people with delinquent behavior, substance users. The main structures and actions include: the community center, friendship centers for the elderly, the women's counseling center, the social clinic, the social grocery store, the social pharmacy, child protection, the protection of psychiatric cases, the home provision of nursing and family care, and psychological support.

Panteion University

Panteion University stands as one of Greece's largest higher education institutions, focused on teaching and researching social and political sciences. The Department of Social Policy educates researchers in understanding societal issues, analysing institutions and social structures, as well as their historical and contemporary changes, ultimately aiming to design, implement, and assess social policies at local, national, and international levels. The Department of Social Policy also encompasses the Centre for Gender Studies at Panteion University, which systematically conducts projects and research focusing on the gender dimension of social policies.

Diversity Charter Greece

"The Diversity Charter, an initiative of the European Commission to Promote Diversity in Greek Business sector, was established in Greece in 2019 by KEAN. Its goal is to act as a means of engaging in the implementation of equal opportunities and diversity in every work environment in Greece. The "Diversity Charter" is being promoted in every EU member state since 2004. The Diversity Charter aims to act as a commitment for the implementation of equal opportunities and diversity in the working environment in Greece, irrespective of gender, race, color, descent or ethnic origin, religious or other beliefs, disability or chronic disease, age, family or social status, sexual orientation, gender identity or sex characteristics."

Directorate of Social Solidarity – Department for Equality and Anti-Discrimination Policies

The Directorate of Social Solidarity – Department for Equality and Anti-Discrimination Policies is dedicated to designing, implementing, and monitoring social policy and equality initiatives aimed at preventing and addressing the psychosocial challenges faced by vulnerable groups. The department operates the Center for Combating Gender-Based Violence and Multiple Discrimination, providing comprehensive support to women survivors of violence. It runs the Municipal Shelter for Women Survivors of Violence and Their Children, offering safe accommodation and support services, as well as a Transitional Shelter for Homeless Users. The department also leads the Action Program for the Prevention and Response to Sexual Harassment in the Workplace, promoting safe, inclusive working environments. Through a range of actions—including legal aid, psychosocial support, public awareness campaigns, and partnerships with public and non-governmental entities—it actively advances gender equality, combats stereotypes, supports accessibility, and fosters the inclusion of marginalized populations across all areas of municipal governance.