

# Apprentices' rights if they experience sexual harassment

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 DENMARK

## Timeline

2024 Implementation 2025 Implementation

ID number 46066

## Background

In the past, it has been unclear whom - in a VET institution - apprentices should contact if they experienced sexual harassment, bullying or abuse in the company where they do their apprenticeship training.

## Objectives

The objective of this policy development are to ensure that students and apprentices know their rights, what they can do and where they can get help if they experience sexual harassment or other offensive actions.

## Description

The Danish Agency for Education and Quality (STUK) took a series of actions (e.g., preparing guidance material for apprenticeship learners, VET providers, teachers and administrative staff at VET schools) as part of an information campaign on the rights of apprentices who have experienced offensive actions, including bullying and sexual harassment.

As part of this campaign, all relevant information is available at all VET schools in Denmark. Through QR codes on posters, students and apprentices can find digital guidance material that informs them of their rights in cases of sexual harassment. The guidance for students and apprentices is supplemented with a guide for school employees that equips them for conversations with students and apprentices who have been or are exposed to offensive actions. The purpose is to create safer learning and training environments for students and apprentices to also promote inclusiveness and well-being in VET. Furthermore, the guides provided by STUK help VET staff deal with such sensitive issues.

### 2024 Implementation

In 2024, the Danish Agency for Education and Quality (STUK) prepared an information campaign for apprentices and students in VET to inform them about what they can do if they have been subjected to offensive actions, including bullying and sexual harassment in their apprenticeship company. Also, STUK prepared a guide and a poster for VET staff (teachers and administrative staff) with advice on how to deal with

students and apprentices who experience offensive actions.

### 2025 Implementation

The initiative was operational and ran as regular practice.

## Bodies responsible

- Ministry of Children and Education
- National Agency for Education and Quality (STUK)

## Target group

### Learners

Learners in upper secondary, including apprentices

### Education professionals

Teachers

### Entities providing VET

VET providers (all kinds)

## Thematic categories

### Supporting lifelong learning culture and increasing participation

Ensuring equal opportunities and inclusiveness in education and training

## European priorities in VET

### VET Recommendation

VET promoting equality of opportunities

## Subsystem

IVET CVET

## Further reading

[Ministry of Children and Education. \(2024, June 20\). New information campaign to highlight the rights of apprentices if they are sexually harassed](#)

[Ministry of Children and Education. \(n.d.\). Sexual harassment and harassment awareness materials](#)

## Related policy developments

### 2025 Implementation

## A substantial reinforcement of VET

The agreement contains 31 initiatives that have the purpose of improving Danish VET. Many of the initiatives included in the agreement are linked to other agreements within the VET area.

 DENMARK

**Type of development**

Regulation/Legislation

**Subsystem**

IVET

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“ ... ” **Cite as**

Cedefop, & ReferNet. (2026). Apprentices' rights if they experience sexual harassment: Denmark. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/46066>