

# **CAMPUS CLIMATE SYMPOSIUM: PROMOTING POLICIES TO REDUCE SEXUAL HARASSMENT AND SEXUAL VIOLENCE**

**Management of Sexual Harassment – Egerton University (EU)  
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# Sexual Harassment



# Background to EU Anti-Sexual Harassment Policy

- Sexual Harassment (SH) -a clear form of **discrimination** based on **sex**, a **manifestation of unequal power** relations between men and women
- It affects both men and women but women are disproportionately affected.
- It is important to appreciate SH is not as a sexual desire, but an issue of control and domination
- (SH)- a violation of human rights .
- Common in workplace including learning institutions.



# Background to EU Anti-Sexual Harassment Policy

- SH creates a hostile environment within the learning spaces and the workplace .
- Every institution concerned about safety and security with its staff or students must put in place mechanism that safeguard against SH.
- EU is such an institution
- It has strived to work within its mandate following the national & international law to guarantee individual safety within its boundaries staff and students through robust policies

# Egerton University SH Policy Architecture

- Gender Policy -2009
- Policy takes cognizance of human dignity and integrity
- Out rightly condemns sexual harassment, sexist behavior and language and categorical of their intolerance within or outside campus.
- Section 3.2.2 and 3-2-3 – provision on the establishment of SH to safeguard students and staff to enhance security & the current SH policy derived its authority here.
- Anti-Sexual Harassment and GBV Policy 2011

# Background to EU Anti-Sexual Harassment Policy

- Besides its own gender Policy, the national law prohibits SH.
- Sexual Offences Act 2006, S. 23 – prohibits SH and makes provision for punishment for imprisonment for a term for three (3) years or fine of Kshs 100,000 or both.
- Employment Act 2007, S. 6 mandatory requirement on SH Policy- any employer with more than twenty employees **MUST** have SH policy.

# Background to EU Anti-Sexual Harassment Policy

- EU was not only motivated by the law to put up policy but a desire to have a safe & secure environment for its students & staff to learn and work in harmony.
- Since its inception the staff and students have been subjected to various trainings which is done regularly.

# Strategies for Implementation of EU Anti SH Policy

- The University (thro IWGDS) has from time to time organized training for staff and students to sensitize them on SH, its forms and the consequences.
- All students (*Freshers*) are taken through the SH policy during orientation to equip them with coping skills mechanisms as well as restrain from the acts that amount to SH
- New employees are taken through the policy during induction or orientation.
- All these are aimed at creating awareness of the problem, publicizing the procedures, sanctions and remedies available against it.



# Strategies for Implementation of EU Anti SH Policy

- SH Policy is one of the materials put in the orientation package for new staff and students
- Capacity Building for staff of personnel responsible for the administration of the policy (Faculty Focal Points)
- A Clear procedure to address the problem has been developed and publicized
- Launched Bonga App for students to use and report SH and GBV in Campus and beyond. (Resource constraint a challenge)

**THANK YOU!!**

**MERCI!!**